

Resilience Leadership,  
Inclusive Futures: Women  
Shaping Transformative  
Pathways to Equality

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STUF United Fund,  
New York



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中華民國總會  
國際蘭馨交流協會

# Resilient Leadership: Redesigning Power through Law and Community

From Crisis Response to Institutional Equality – The Taiwan Pathway

***Pin-Hui (Flora), Shih***

- **Governor, Soroptimist International (SI) of the Taiwan Region (2025-2026)**
- **Managing Partner, Shang-He United Law Firm**
- **Member, #MeToo Pro Bono Legal Support Team**

# *Pin-Hui (Flora), Shih*



## **Education & Certifications**

- LL.B., Judicial Division, College of Law and Business, National Chung Hsing University
- Master of Business Administration, National Sun Yat-sen University
- Admitted to the Taiwan Bar (1992)
- Certified Arbitrator / Patent Attorney

## **Current Positions**

- Managing Partner, Shang-He United Law Firm (Since 1996)
- Chairperson, Trust Law Committee, 1st 2nd and 3rd Sessions, Taiwan Bar Association.
- Vice Chairperson, Crime Victim Rights Protection Committee, Taiwan Bar Association
- Governor, Soroptimist International of the Taiwan Region (2025 – 2026)

## Leading a National Network (Soroptimist International)



SI組織結構 世界各地分佈圖  
A guide to world Soroptimist Zones

- **Cross-Sector Synergy:** Leading 45 chapters and 2,500 professional women nationwide.
- **Annual Vision: "Love & Brilliance":** Integrating education (Investing in Dreams) with legal protection.
- **SI's Global Voice:** Leveraging UN ECOSOC Consultative Status to bridge grassroots advocacy with international policy.

# Soroptimist International: Leading a National Network A Global Force (Global Women's Leadership)



- **Soroptimist International (SI):** A global voice with **UN ECOSOC Consultative Status**.
- **Resilient Leadership in Action:** SI Taiwan bridges professional legal expertise with grassroots advocacy to empower women in economic and social spheres.
- **Mission:** Redesigning power structures to be responsive and inclusive.

## Resilient Action: The 1125 Nationwide Advocacy



- **Mobilization as Governance:** Connecting 45 cities and regions for the "International Day for the Elimination of Violence Against Women."
- **Digital Connectivity:** Using real-time streaming to synchronize nationwide marches, turning local actions into a national movement.
- **Impact:** Strengthening social trust through visible solidarity and collaboration with local governments.



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# Taiwan Region Goal: Empowering 50,000 Women & Girls



x 50,000

**Realizing Dreams.  
Unleashing Potential!**

## Big Goal Accelerator Project



**Women's  
Empowerment**

### **Expanding Our Impact:**

Additional initiatives dedicated to empowering women and girls.

### **Empowering Youth:**

Helping girls discover their paths and prepare for the future.

### **Empowering Resilience:**

Supporting women to finish their education.

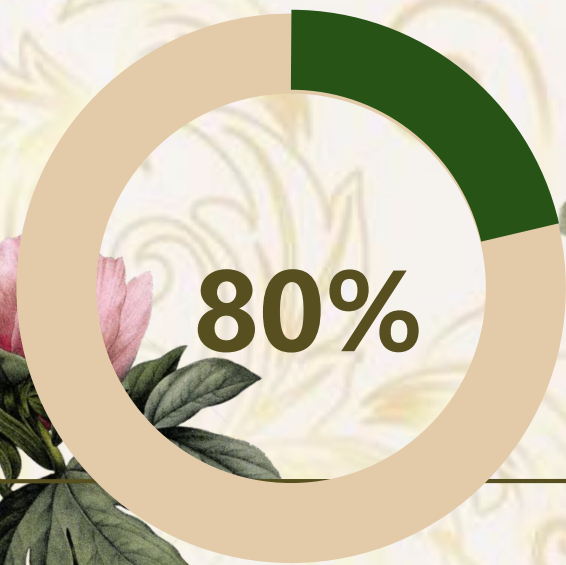
### **Our Ultimate Goal:**

Empowering Women and girls to live their dreams.

# Live Your Dream Award

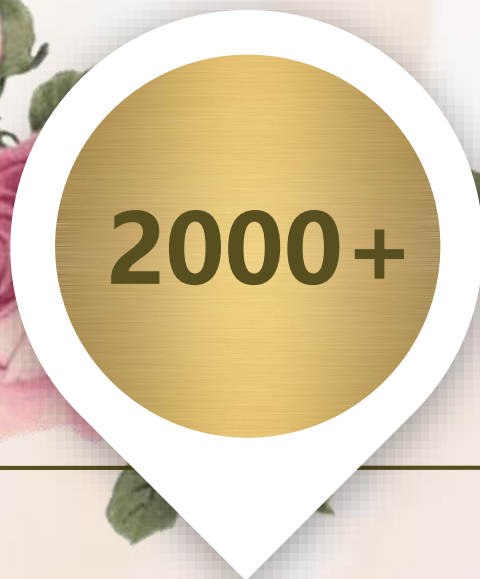
→ skills training → expanding educational opportunities

## Increased Employment Rate



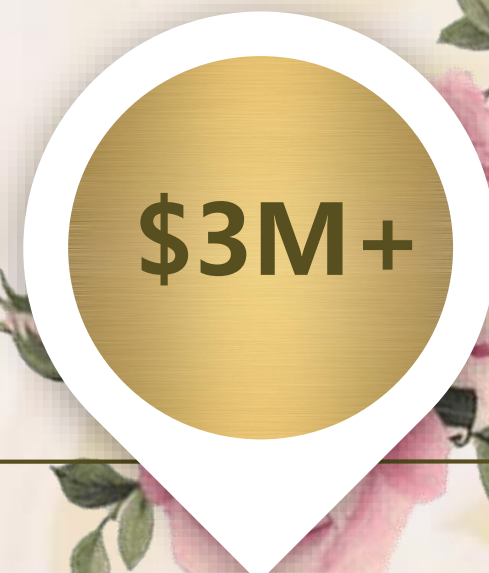
Higher-Paying Jobs for LYD Recipients

## Annual Number of Recipients



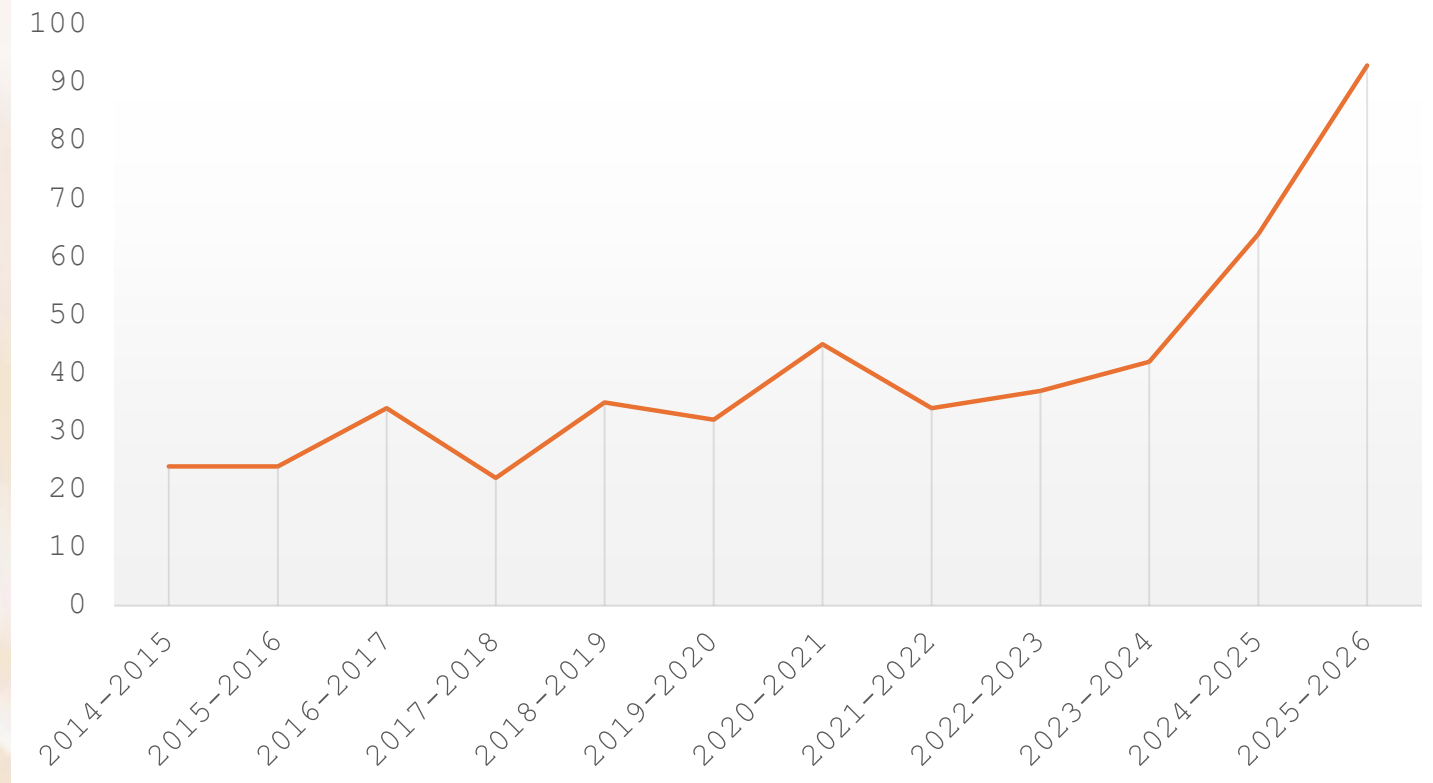
Over 2,000 women Received Awards Annually

## Annual Funding Amount

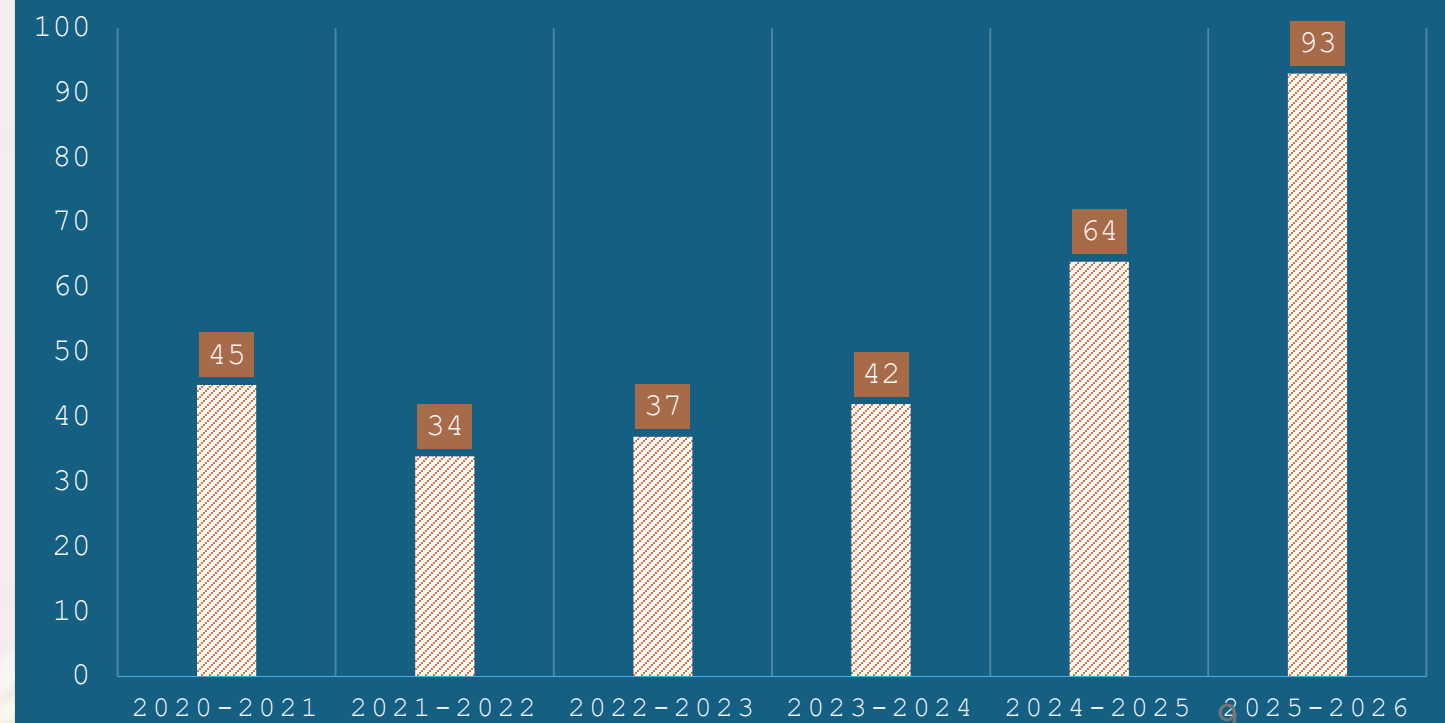


\$3M+ Distributed Annually to Support Women's Education

LYD Award-Number of Applicants



LIVE YOUR DREAM AWARD (2021-2026)





# Dream It Be It: Career Support for Girls

Empowering Young Women to Live Their Dreams

**Goal:**  
Over 5,000 girls annually

Physical vs. Virtual Workshops

Over 85% participation

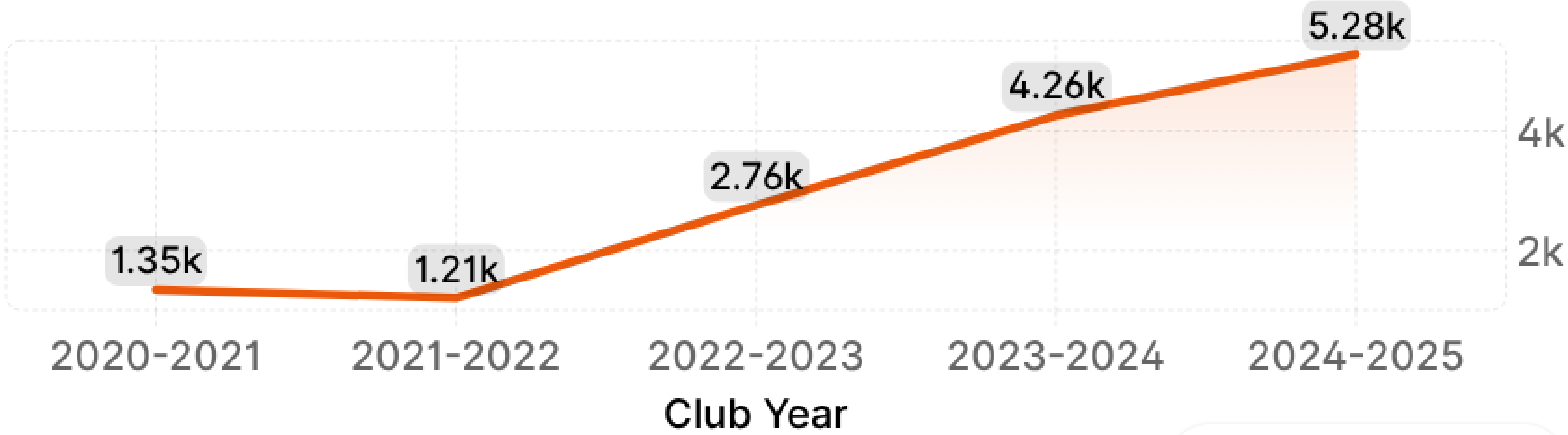
Expanding Our Impact

Target Audience:  
Young women aged 14-18



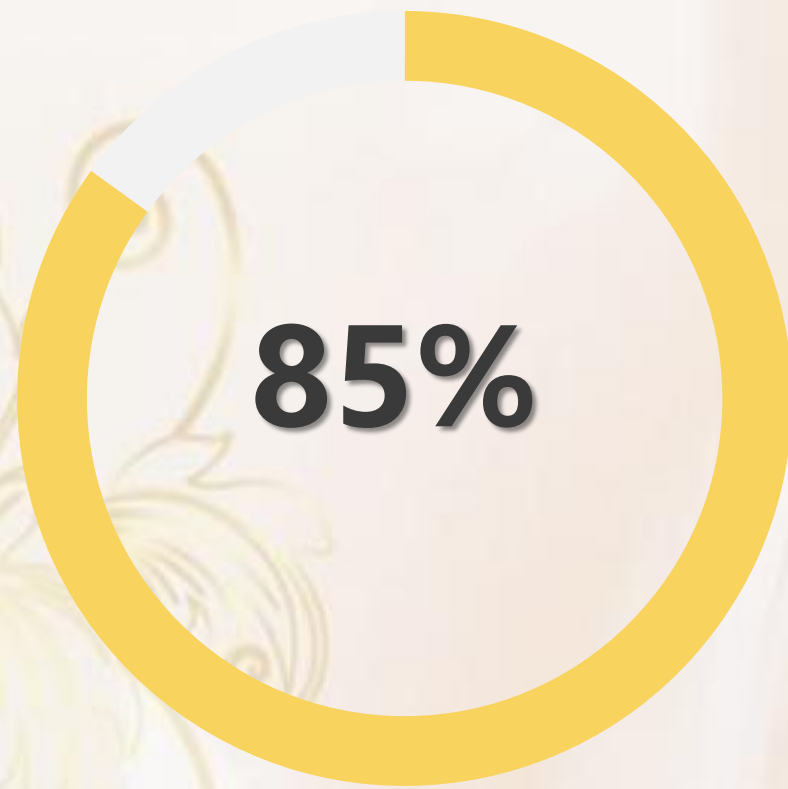
# Dream It, Be It Career Support Workshops: Historical Reach (2021-2025)

— Number of Participants

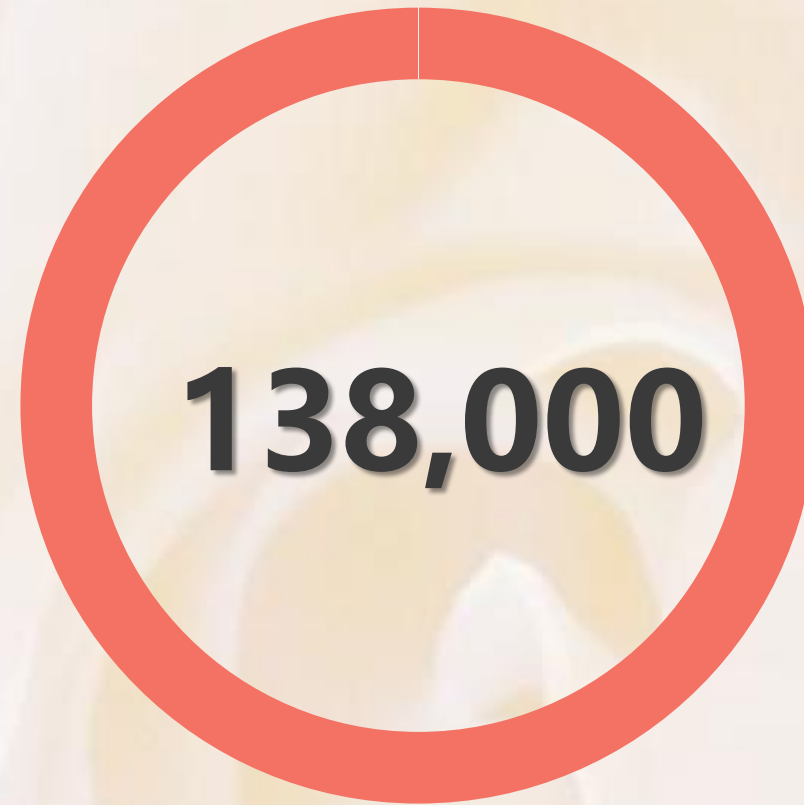


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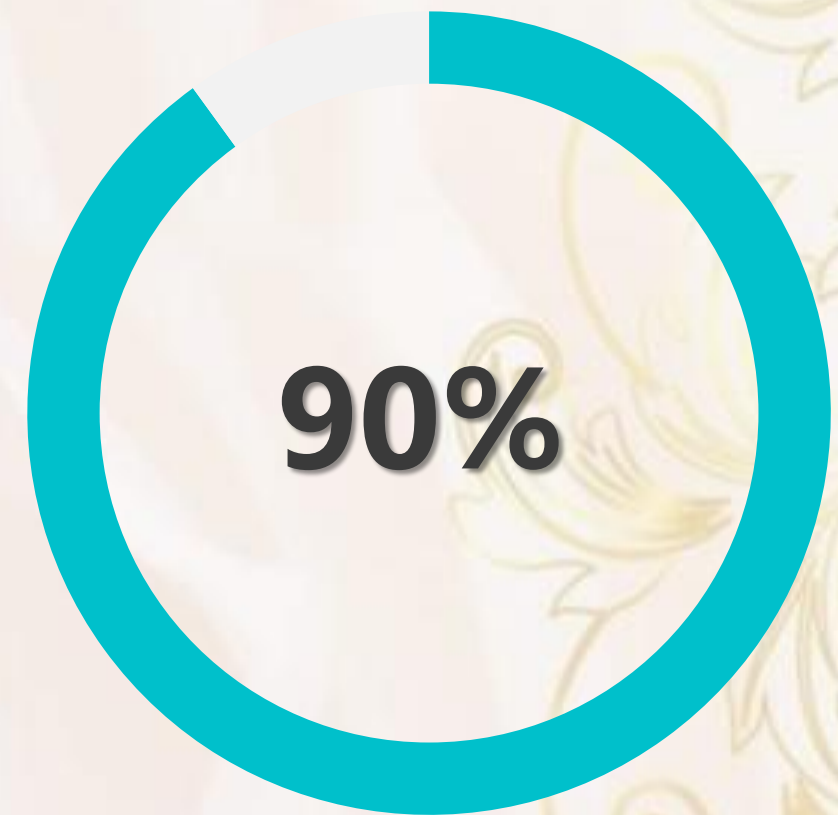
# Dream It, Be It Outcomes



**Confidence Boost**



**Number of Participants**



**Successful Goal Setting**

# End All Forms of Violence

## Call to Action

01 End Domestic Violence

Fight Human Trafficking 02

03 Prevent Teen Pregnancy

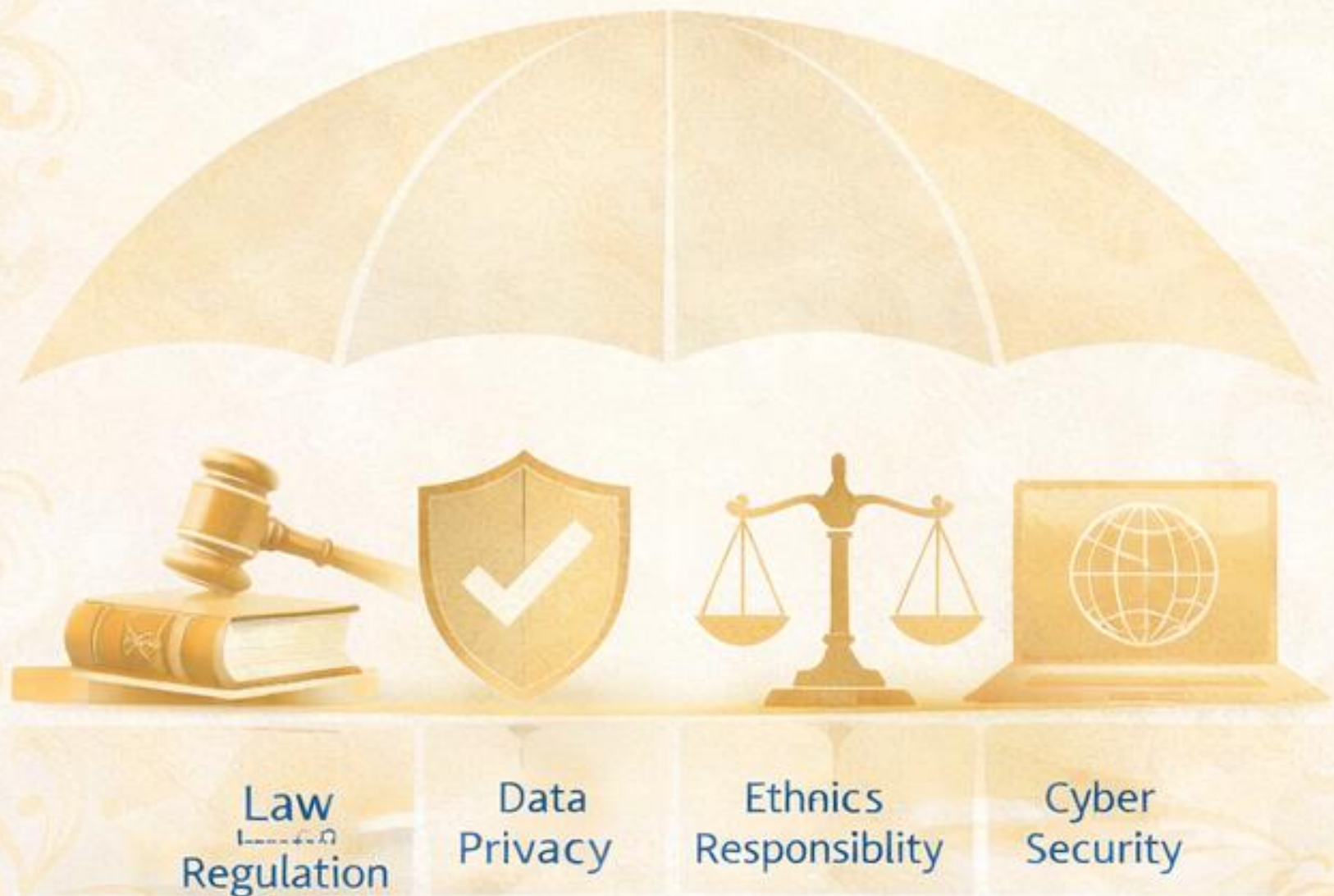
Stop Sexual Violence 04

05 Help Women Break the Cycle of Poverty



## The Legal Edge: Digital Governance & Moral Umbrella

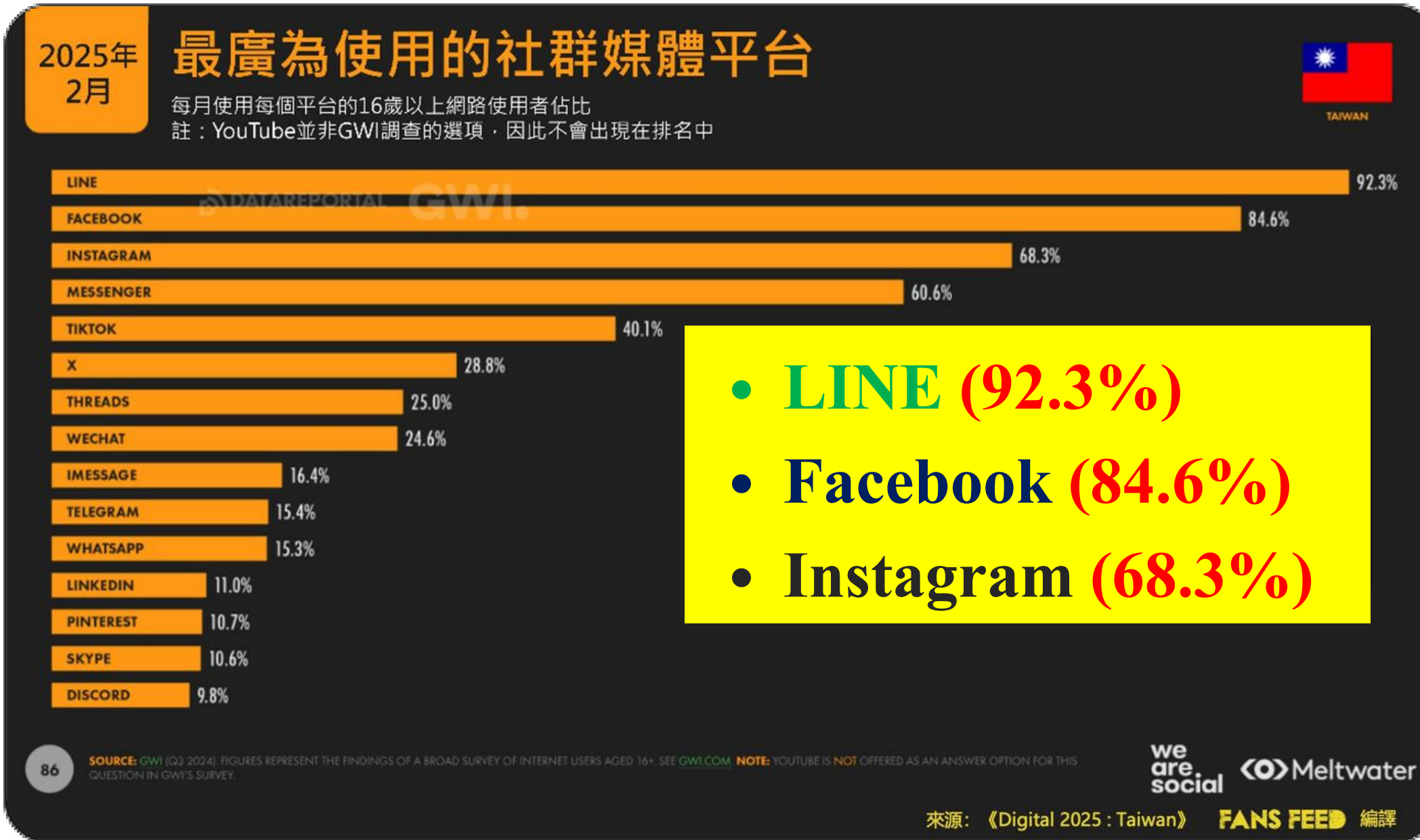
### Digital Governance & Moral Umbrella



- **Professional Intervention:** Utilizing legal expertise to guide survivors through the #MeToo movement
- **Mechanism:** Turning digital disclosure into a "Moral Umbrella"—protecting victims from institutional retaliation.
- **The Hub:** SI Taiwan serves as the hub connecting victims to professional pro bono legal resources.



# Social Media Usage in Taiwan

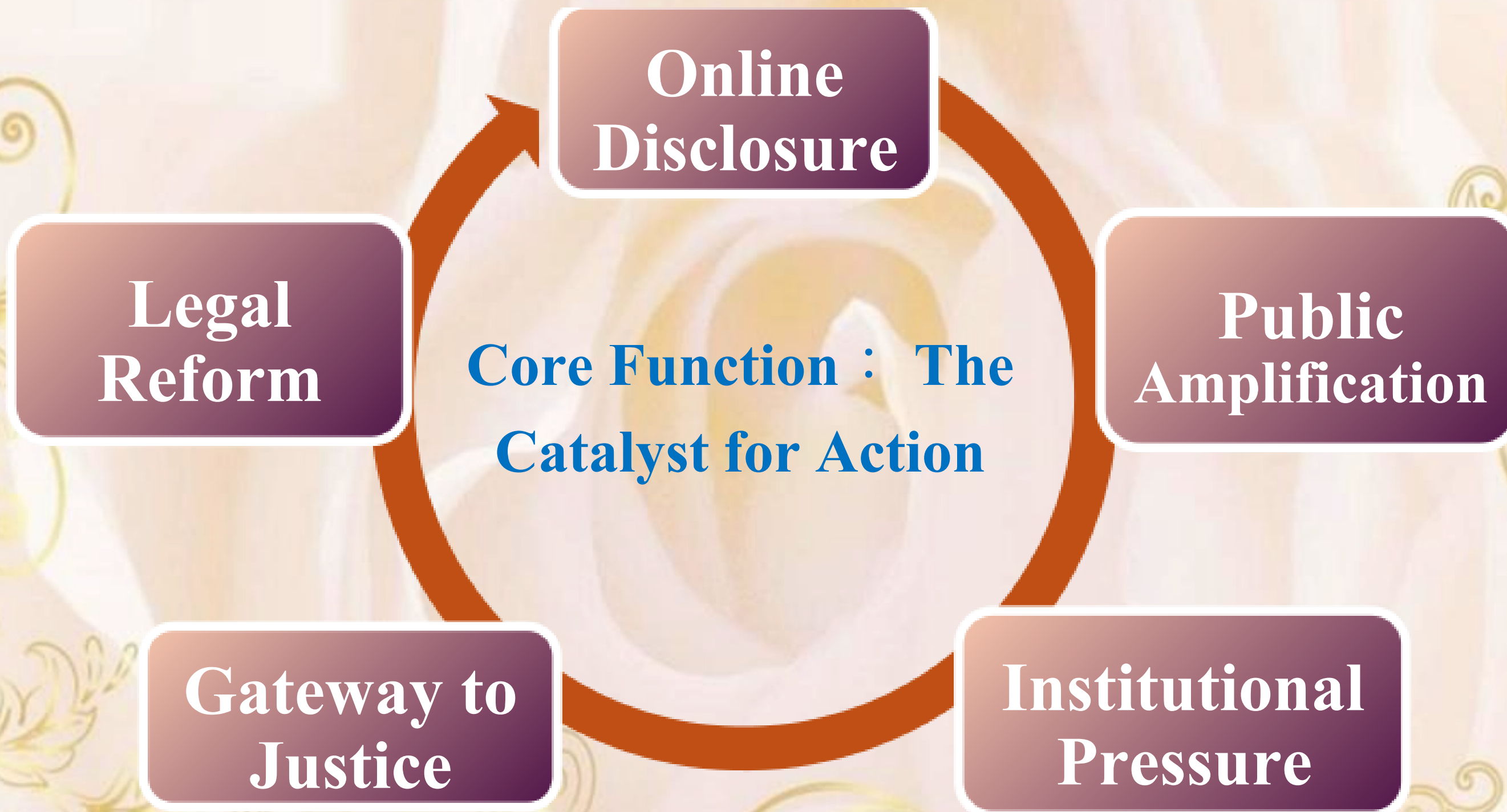


- **LINE (92.3%)**
- **Facebook (84.6%)**
- **Instagram (68.3%)**

- **Digital Innovation:** In Taiwan, women leaders utilize high digital connectivity to foster
- **Social Trust. The Insight:** Digital platforms are not just communication tools; they are **governance innovations** that bypass traditional hierarchies to reach survivors directly.

參考資料：  
<https://reurl.cc/aMDWIX>

# The Power of Digital Communities



## Governance Innovation: From Empathy to Accountability

### From Empathy to Accountability

Translating Diversity into Reform:



Empathy

Investigation

Accountability

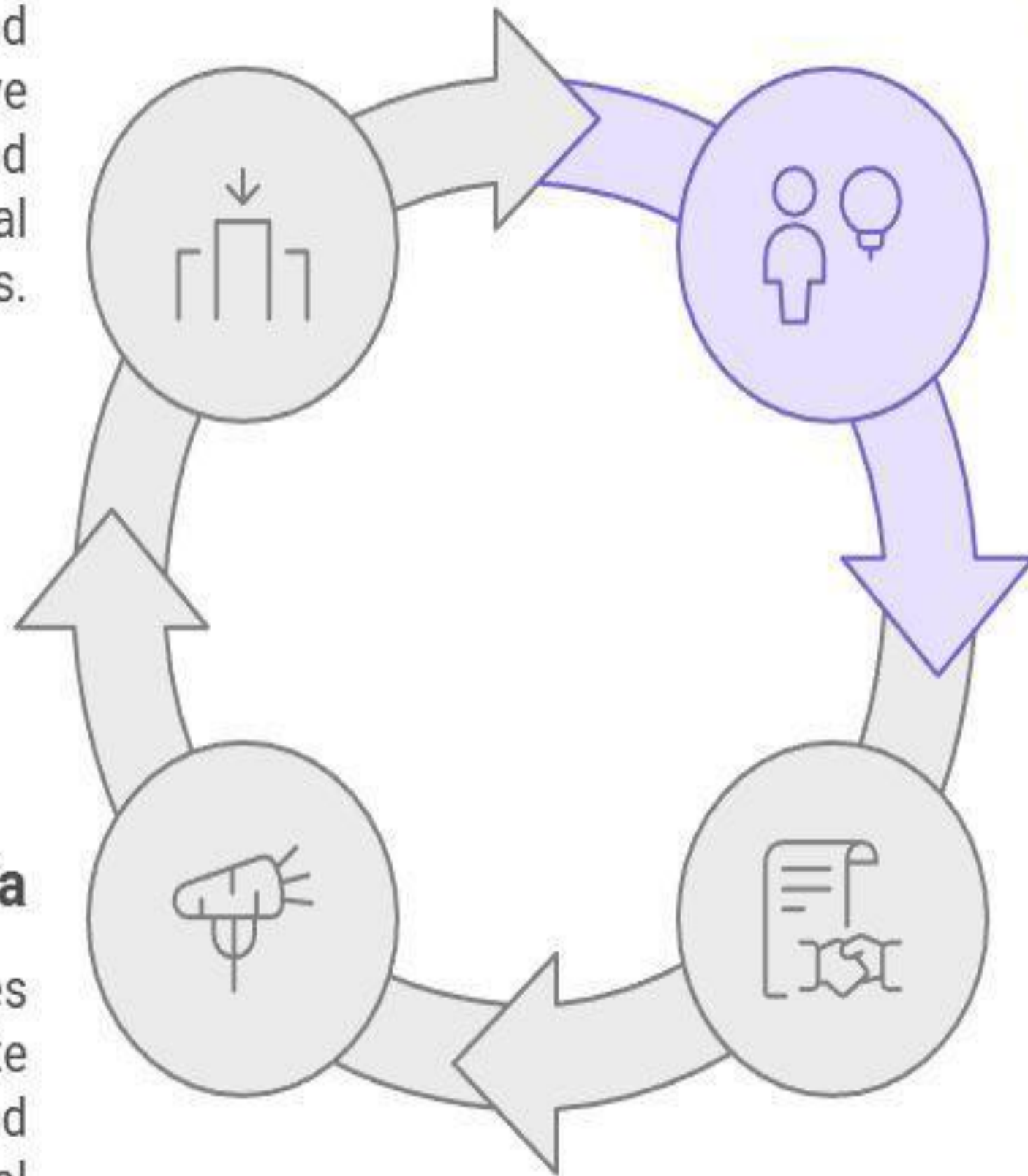
Law

- **External Investigation:** Advocating for third-party experts to eliminate internal cover-ups.
- **Punitive Damages:** Implementing a 5x penalty for "Power-based Harassment."
- **Result:** Moving from "Protection by Luck" to "Protection by Law."

# The Pathway of Digital Influence on Legal Reform

## Reform

Legislative and administrative bodies respond with institutional changes.



## Communities

Exposing the truth and igniting public awareness.

## Media

Magnifying issues to facilitate dialogue and generate political pressure.

## Professionals

NGOs and legal experts step in to provide support and advocacy.

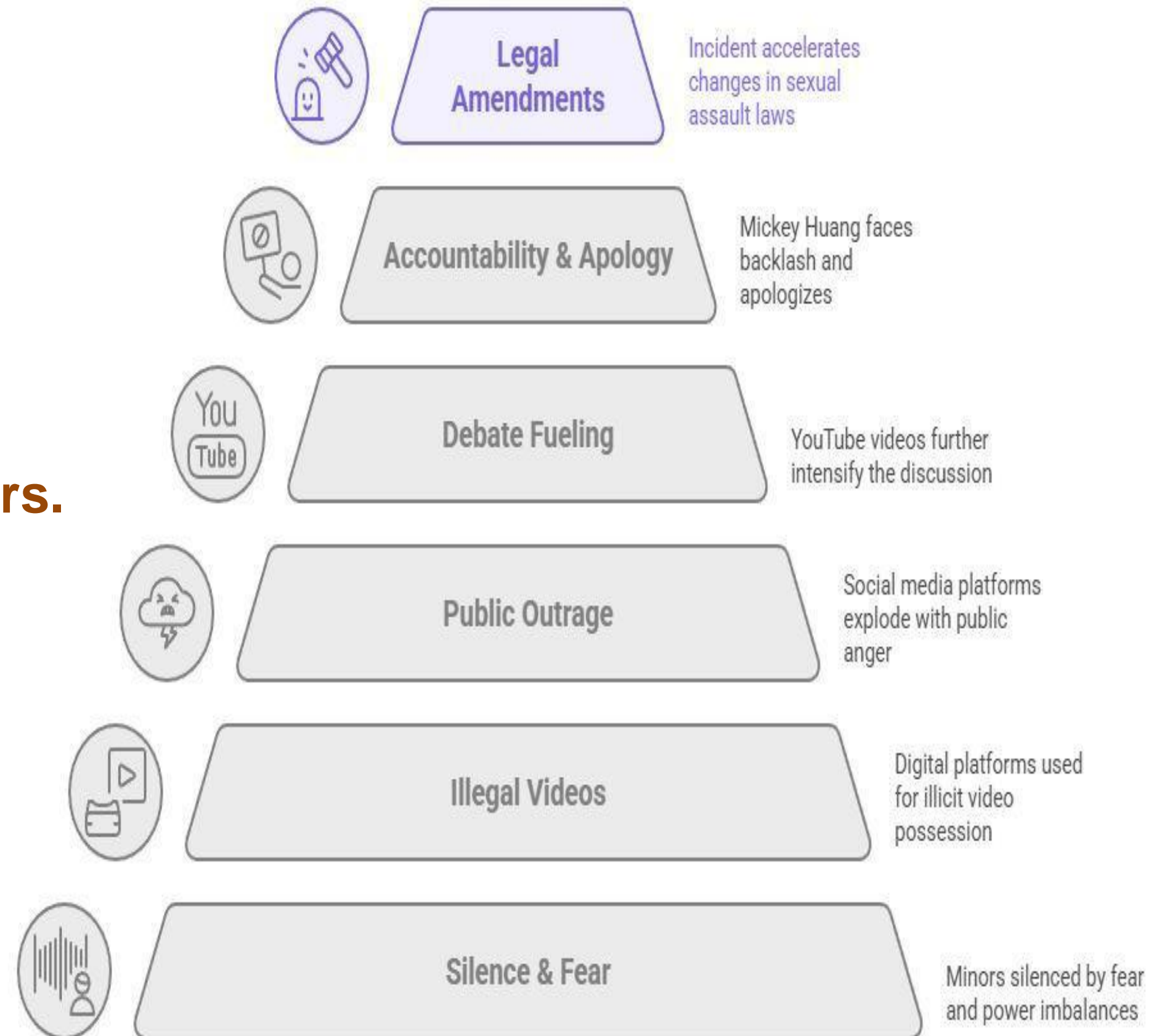
# Digital Sexual Violence

**When #MeToo emerged, institutions did not collapse. They revised laws, created reporting systems, and enhanced training. Women legal professionals acted as institutional translators and reform drivers.**



5418個黃子佼，打造最糟糕的論壇，背後是如何運作的？  
觀看次數：157萬次 · 1年前  
異色檔案  
頻道會員全面更新  
<https://www.youtube.com/channel/UCVwIKAna1gU30r3s9je06IA/j...>

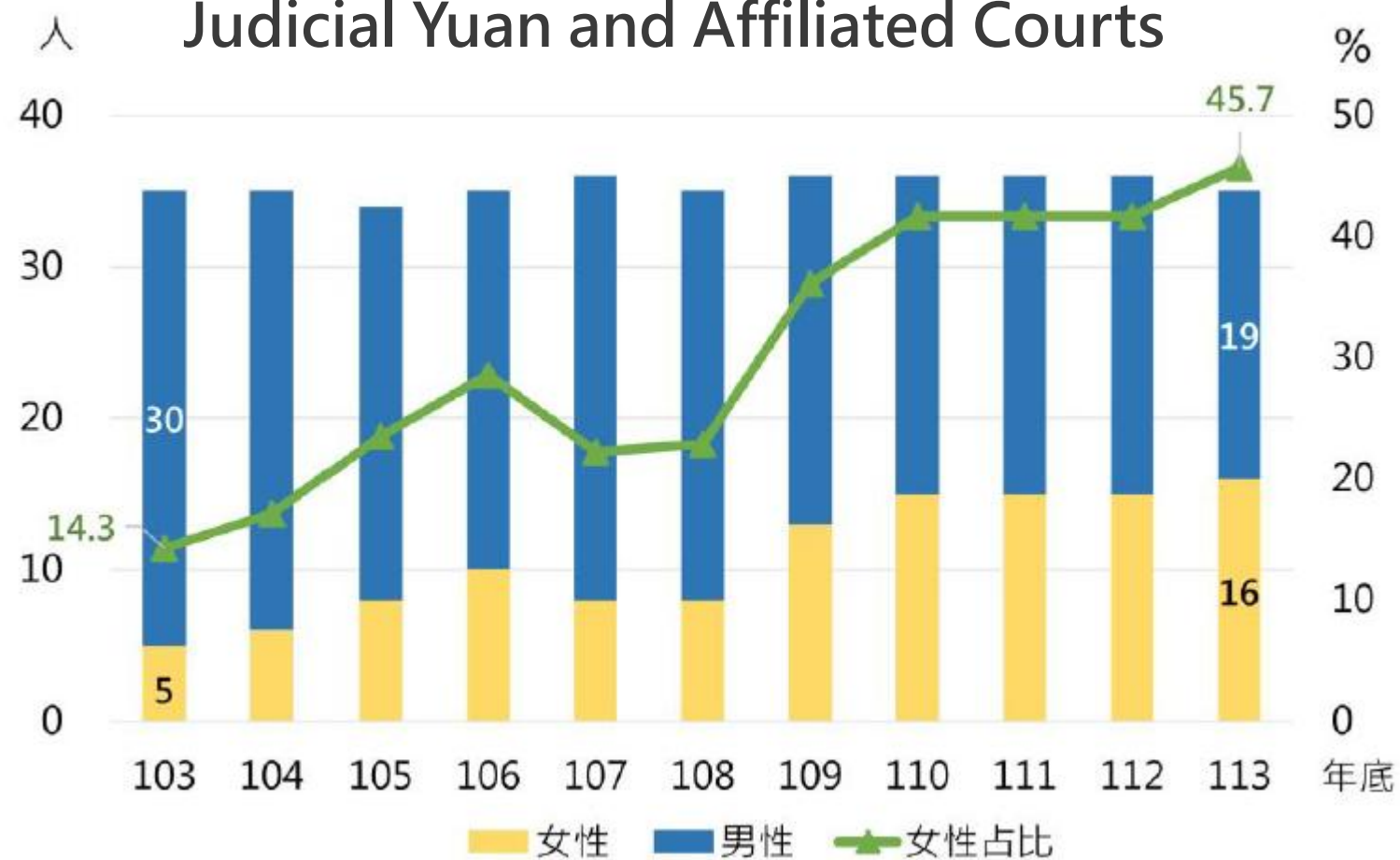
## The Mickey Huang Case



# The Evolution and Impact of Gender Ratios in the Legal Profession

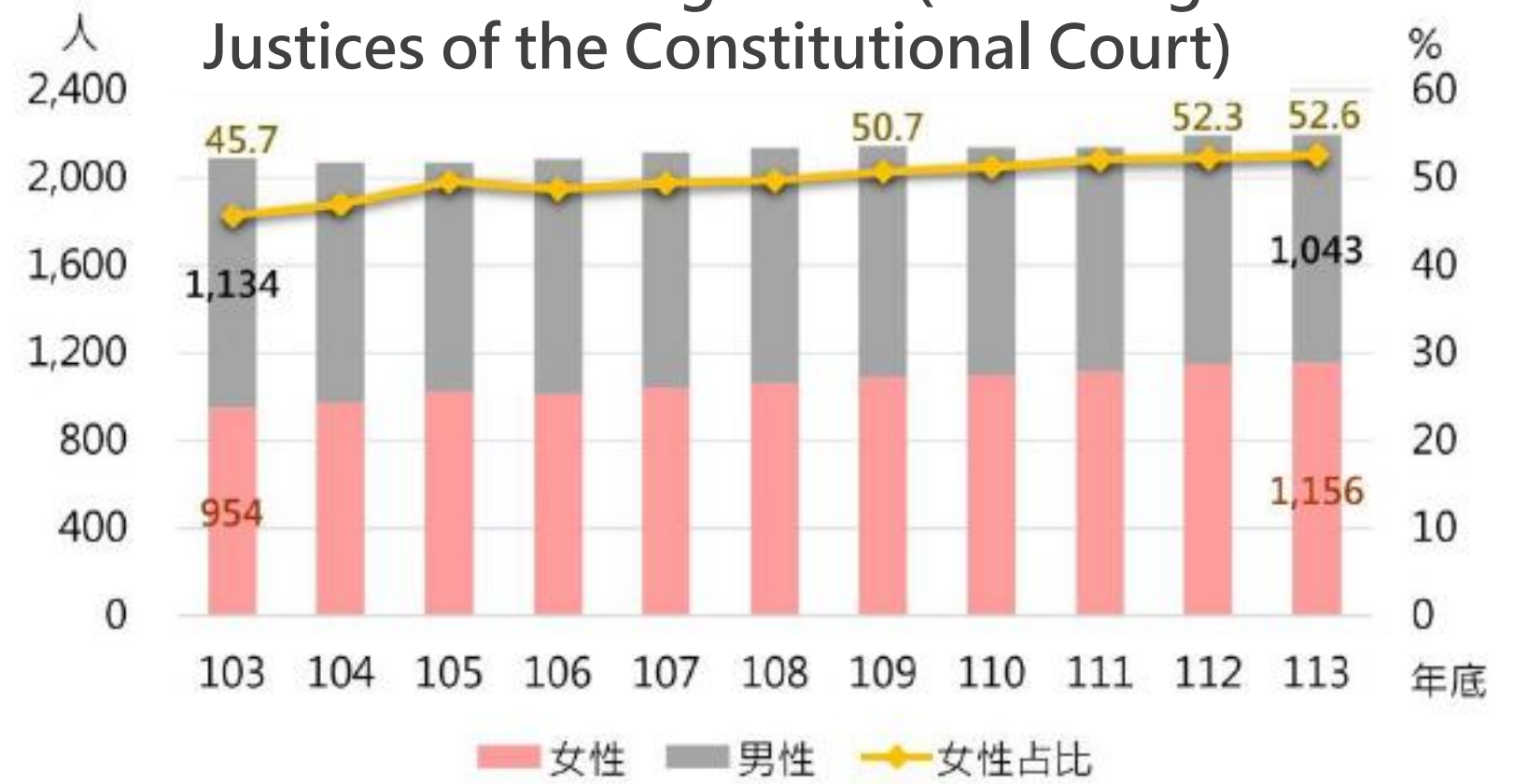
## Male-to-Female Ratio in the Judicial Yuan

Number of Court Presidents in the Judicial Yuan and Affiliated Courts



- **Current Total (End of 2024): 35 Court Presidents**
- **Female Leadership: 16 women (an increase from 2023)**
- **10-Year Growth: A 2.2-fold increase since 2014 (12.3% average annual growth)**
- **Gender Ratio Leap: Women now hold 45.7% of these top roles—a massive 31.4 percentage point surge from just 14.3% a decade ago.**

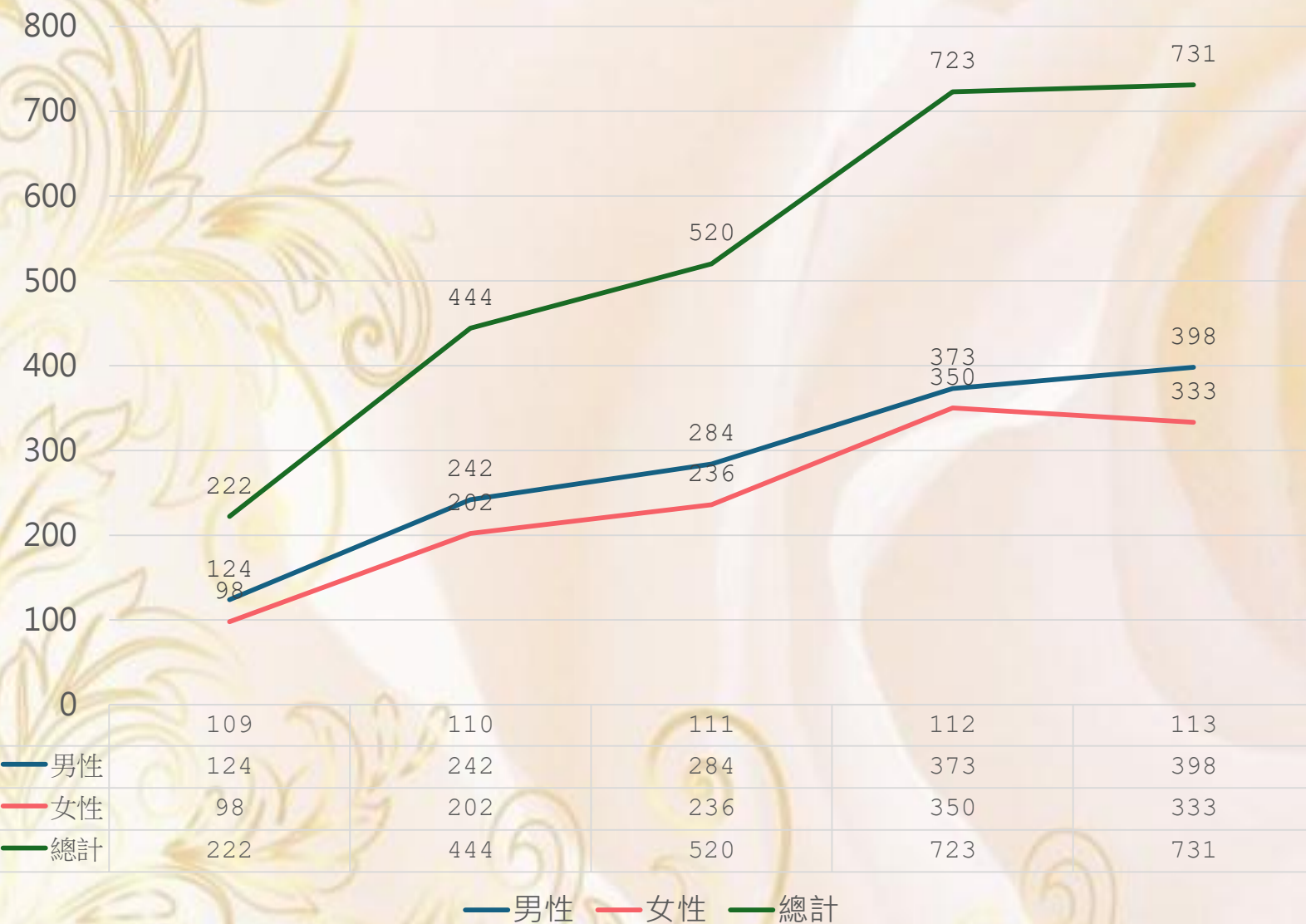
Number of Judges in the Judicial Yuan and Affiliated Agencies (Including Justices of the Constitutional Court)



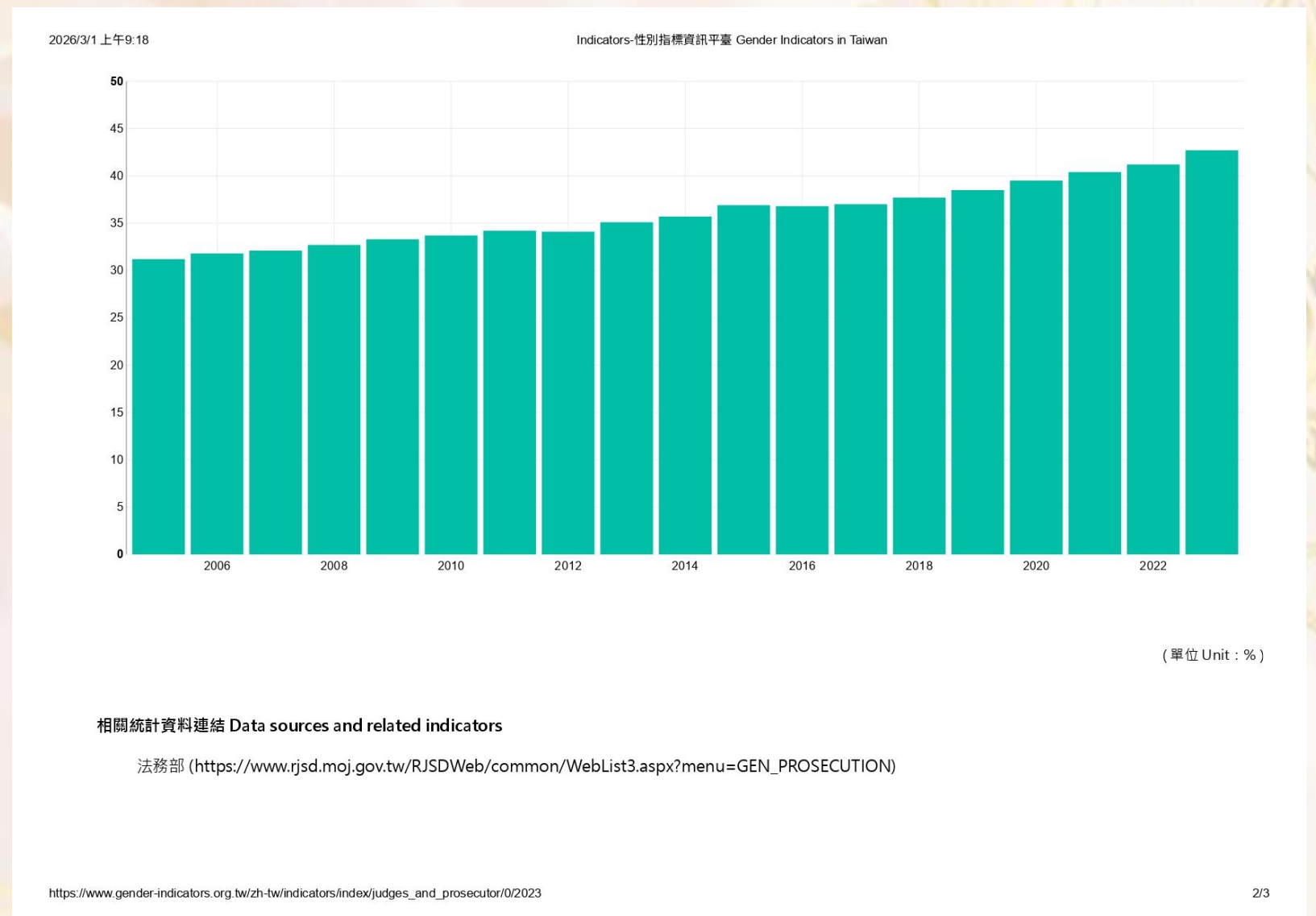
- **Steady Growth: Over the past decade, the number of female judges has consistently grown by an average of 1.9% annually, while the number of male judges has slightly declined.**
- **The Turning Point (2020): A historic shift occurred at the end of 2020 when female judges officially surpassed their male counterparts by 1.4 percentage points.**
- **Current Landscape (End of 2024): Women now represent the majority at 52.6%, leading the 47.4% male ratio by a solid 5.2 percentage points.**



## 本國新領證律師總人數與性別比 Total Number and Gender Ratio of Newly Admitted Lawyers



## 女性檢察官比率 Proportion of Female Prosecutors



# Taiwan has reached near gender parity in the judiciary

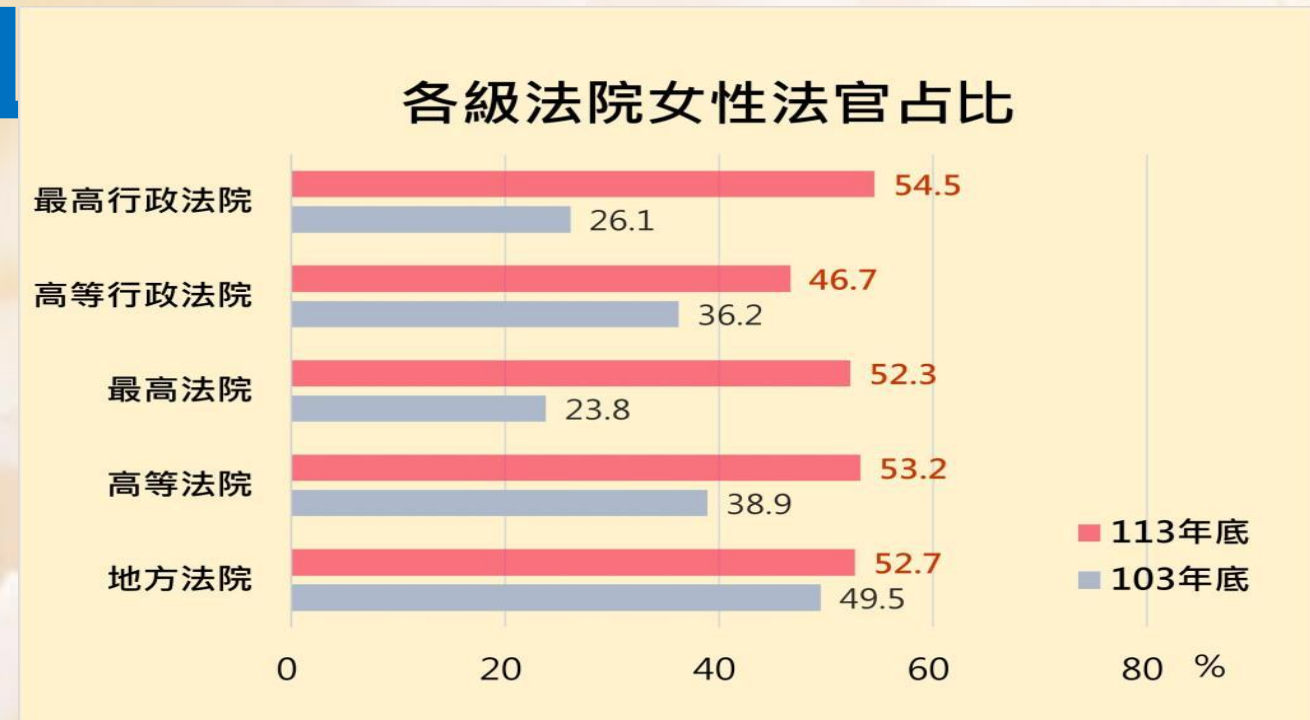
## According to Judicial Yuan statistics:

- 2014: 43.7% women
- 2018: around 46%
- 2022: around 48–49%
- 2024: exceeded 50%

## Ministry of Justice data shows:

- 2014: around 44%
- 2024: around 50%

- Higher representation influenced
- prosecution culture in sexual violence and domestic violence cases.



## Taiwan Bar Association data:

- 2014: around 34%
- 2024: around 41–43%

Women lawyers are especially active in:

- Family law
- Labor rights
- Gender-based violence cases



# Legal requirement: No gender shall be less than one-third

- According to data from the Executive Yuan's Gender Equality Committee:

**Over 90% of central government committees meet this standard.**

This includes:

- • Human Rights Commission
- • Gender Equality Committee
- • Judicial Reform Committees

# What changed?



Institutionalized high-risk domestic violence assessment



Faster protection order procedures



Trauma-informed judicial training



gender-diverse decision-making

# Conclusion: Shaping Inclusive Futures

**Resilient Leadership:** It doesn't adapt to old structures; it redesigns them to be more equitable and future-ready.

Representation creates resilience. Resilience creates justice.

**Taiwan is not a UN member state yet voluntarily aligns with CEDAW.**



**Our Mission:** Leadership is about empathy, cross-sector cooperation, and creating a world where no one needs to be "brave" just to be safe



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*Together, invest in the dreams of girls and women. Inspire a brighter future!*

THANKS ! !





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***Thank you for your  
time and attention!***