

The **Zontian**

The Voice of Zonta International

Issue One • September 2014

2014-2016 Biennium

Conviction—Commitment—Courage



ZONTA INTERNATIONAL HEADQUARTERS

Welcome from the Staff

Zonta International Headquarters, located in Oak Brook, Illinois, is a staff of 14 full-time employees that manages the day-to-day operations of Zonta International and supports the Zonta International Board in implementing policies and programs to further the objectives of Zonta International.

Our friendly, capable staff is ready to assist you!

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If you are visiting the Chicago area, we invite you to visit Headquarters. Enjoy a tour of our offices and see artifacts from Zonta's 96-year history. To schedule a visit, please call 1.630.928.1400 or stop by our offices during regular business hours, Monday through Friday, 8:00 a.m. to 4:00 p.m. CST.

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Front cover: 2014-2016 Zonta International and Zonta International Foundation President Maria Jose Landeira Oestergaard

Top left: Zontians at the 2014 Zonta International Convention in Orlando, Florida, USA

Top right: President Maria Jose with the 2014-2016 International Committee Chairmen at Convention



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Maria Jose Landeira Oestergaard

I am convinced that sustainable change can be achieved through awareness and prevention of root causes via education.



A Message from International President Maria Jose Landeira Oestergaard

Dear Zontians,

The first article in the Universal Declaration of Human Rights, adopted by the UN General Assembly on 10 December 1948, reads: "All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood."

However, despite much progress, there are many countries in which women's rights are not yet recognized as human rights and gender equality remains one of the greatest challenges of our times. And more than 100 years after the first women were allowed to vote, which is the basis of all democratic societies, there are still many places where women do not have this right.

We Zontians play a major role in empowering women to improve their lives. And we know that gender equality, women's empowerment and sustainable development are simply not possible if violence against women and girls does not end.

We are aware of the statistics and reports indicating that gender-based discrimination and violence against women are often rooted in misinterpretations of history, inadequate laws, culture and religion, but they can also be based on social structures and traditional ideas of feminine and masculine identities. Violence against women is most frequently about power and control, and we know its consequences to women's physical, mental and reproductive health.

Violence against women is not a women's issue, but a societal issue. Sustainable **prevention** requires an understanding of the root causes and the use of multiple complementary strategies operating on individual, relationship, community and societal levels.

Prevention should start early in life during childhood and early adolescence. We must intervene when there is violence and abuse in a family. In the schools, the strategy should be to teach children to recognize and avoid situations of violence and abuse. Children and adolescents need to learn how to build a climate of tolerance, promoting respectful relationships and mutual respect, which is the basis of equality.

At the 2014 Convention, we all made a decision about which direction to take in the historic moment in which we are living. I am convinced that sustainable change can be achieved through **awareness and prevention of root causes via education**. Therefore, during the 2014-2016 Biennium, and with **Conviction, Commitment and Courage**, we will:

- Empower women and help them to reach their full potential through effective mission-focused performance, lasting impact of programs and projects, and membership growth.
- Strengthen our leading role in women's issues through active participation in the Beijing+20 process, launched in May 2014 as a defining framework for change, and in the UN Post-2015 Agenda which represents the efforts of the global community as we move beyond the Millennium Development Goals.
- Address root causes and focus on prevention through education to change attitudes in men and women.

Only through mutual understanding of respect for men's and women's rights will we achieve a society based on equality.

I look forward to working with you all. **Our efforts are needed more than ever.**

Maria Jose Landeira Oestergaard

Zonta International President Maria Jose Landeira Oestergaard

Maria Jose, the 2014-2016 International President, is using her own international background and extensive travels to broaden her perspective and respect for other cultures and traditions. She is inspired by the Danish author Hans Christian Andersen who said, “To travel is to live,” and transformed this for herself to become “To travel is to understand.” Her multicultural background has shaped her own core values: life-long learning and seizing every opportunity to learn from others.

Maria Jose has a Masters of Science and Doctorate in materials and corrosion. She leads the Materials Group in the Engineering Development Department of Haldor Topsoe, a catalyst producer and technology supplier that works for the optimization of energy resources and the perseverance of the environment. In her job, Maria Jose contributes to the vision of the company founder Dr. Haldor Topsoe, which is to make a difference for others and to leave the world in better shape than when we got it.

Most of Maria Jose’s professional career has been spent in a world that is predominantly male. As a woman, this has brought her closer to living diversity and expanded her tolerance, yet strengthened her strong desire to work for women’s rights.

Maria Jose was born in Madrid, Spain in 1960 as the second daughter of six children. As a citizen of the world, she has lived both in Spain and Denmark and has two adopted children from Lithuania.

The Zontian (TZ): You were born in Spain. What was your childhood like?

Maria Jose (MJ): The 1960s were the closing years of Dictator Francisco Franco’s regime and were marked in the country by increased violence and unrest. Freedom of expression and assembly were among the constitutional rights that were suspended, and Spain appeared to be returning to the repressive conditions of the 1940s.

Being a child in this period was not easy. Children were continuously cautious about not saying anything that could create the risk of his or her father being imprisoned.

As a teenager, I witnessed the final years of Franco’s regime. Those years were periods of intensified opposition, to which the government responded with even more repressive measures. By the time of Franco’s death on 20 November 1975, Spain was in a chronic state of crisis.

As a teenager, I experienced what a dictatorial regime can do in terms of violence, lack of freedom of speech and the presence of a society in which girls were

educated to be good wives and good mothers, while boys were raised to rule, make decisions and be taken care of.

But I have also had the privilege to witness the transition to democracy, the formulation of and vote on the new Spanish Constitution in 1978 and the first free democratic elections. Those events have further strengthened my belief in the power of freedom and democracy.

TZ: You live in Denmark today. Can you share more details about the journey from Spain to Denmark?

MJ: I was working toward my Ph.D. in Madrid, Spain when I met Anders, a Danish exchange student. And it was love at first sight!

I moved to Denmark in 1984 and finalized my Ph.D. work at the Technical University of Denmark in the field of materials & corrosion.

Since then, I have worked as a researcher at the Technical University of Denmark and in several companies within my field of expertise.





Enrika and Viktor in Lithuania



Working in India with engineers from Larsen & Toubro

(left) Guide of the good wife. The 11 commitments to maintain your husband's happiness. "Be the wife he always dreamt of" (bottom) A good wife knows her place.



Scanning electron microscopy for failure analysis.



Vice-chairman of MTI (Materials Technology Institute)

Anders and I married in 1985, and we adopted Enrika in 1998 and Viktor in 2000; both were born in Klaipėda, Lithuania.

TZ: What is it like to work as female engineer in a field traditionally dominated by men?

MJ: Working as a female engineer presents multiple challenges. As a minority, you are seen and remembered. But I have never felt the need to prove I was better than my male colleagues. I have just always strived to do my best.

Knowing that in some parts of the world women need to prove their value to a higher extent than men, I have used any opportunity from India to South America to show that women can deliver high quality work, and I have tried to be a pattern breaker and a role model for other women and girls.

TZ: When did you join Zonta and why?

MJ: I was introduced to Zonta back in 1989 by my neighbor, Henriette Sparre Andersen, and her mother, Kirsten Sparre Andersen, who were second and third

generation Zontians respectively. Kirsten recommended me as a member of the Zonta Club of Copenhagen I, the oldest in Denmark with roots dating back to 1935, and I joined the same year. As a little detail I can add, the fourth generation of the Sparre Andersen family, Helle, is a very active member of my club today.

I soon found that Zonta was the organization of choice for me because it provides a great platform to work for the empowerment of women worldwide and contribute to the necessary sustainable change.

Life-long learning while serving at all levels has required careful planning and hard work. And I would not have been able to do it without the strong support of my family and my company.

TZ: The theme for the 2014-2016 Biennium is "Conviction—Commitment—Courage." Can you explain why you have selected this theme?

MJ: The overall goal for the 2014-2016 Biennium is to empower women and help them reach their potential by ensuring effective, mission-focused performance,

lasting impact of programs and projects and membership growth.

These goals can only be achieved if every member, present and future, is convinced that we truly make a difference through our mission.

I see commitment as the continuum of every club. It is impossible for a single member to commit 100 percent at all times. The balance between family, work and Zonta determines how much every member can give. But as units, clubs can show the continuous commitment that will ensure that Zonta keeps pushing the wheel in the right direction biennium after biennium.

And finally, courage: We need to speak out loud whenever women suffer from injustice. But we need courage to go further, to present our mission and vision to the decision makers at all levels, and to take actions until the necessary changes are not just promised, but accomplished.



Attending the District 26 Conference



Club visit in Mumbai, India



Attending the 2013 UN Commission on the Status of Women

(right) The Oestergaard family at the 2014 Convention in Orlando, FL, USA



TZ: Membership decrease is a reality for many organizations. How do you envision the trend can be changed in Zonta?

MJ: We have been addressing membership decrease for many biennia now. The initiatives taken during the 2012-2014 Biennium have resulted in a positive change. But the fact is that since 2000, we have lost 3,900 members, or 12 percent of our membership, and many clubs have disbanded.

The challenges to increasing membership are different in different parts of the world. Therefore, the 2014-2016 International Membership Committee will focus on three geographical regions with tailored strategies for each one of them: North and South America; Europe and Africa; Asia, Australia and New Zealand.

A very important point is that instead of focusing on what has been tried and has not worked, this biennium we will learn from the districts that have succeeded in the 2012-2014 Biennium in increasing membership and we will multiply their strategies and action plans to repeat the success.

TZ: The goals for the 2014-2016 Biennium are ambitious. Can you share your vision about how to achieve them?

MJ: The first step has been taken by the Zonta International Convention in Orlando who, as the decision making body, has approved the goals with 100 percent of votes in the positive for the first time in Zonta's history. This strong support is the key for the success of the 2014-2016 Biennium. Furthermore, Convention approved the International Service and ZISVAW projects and the education programs. Without the support and efforts of every member, success will not be achieved.

The 2014-2016 ZI and ZIF Boards, together with a strong working force comprised of the international committees and the governors, is now preparing the platform for action for the biennium, building on the purity of our mission, "advancing the status of women worldwide through service and advocacy."

We will empower women through

advocacy initiatives that influence laws and attitudes affecting women's lives in cooperation with the United Nations, the Council of Europe and other relevant organizations. We will expand our advocacy capability and will conduct leadership and personal development programs to strengthen all the links of our organization.

TZ: To finalize: You were born in Spain but live in Denmark and have two children from Lithuania. Do you feel more Spanish or Danish, and how big is Lithuania in your heart?

MJ: My conviction, commitment and courage to make a difference for other women have roots from my childhood in Spain; Denmark has ensured a platform for me to grow; and Lithuania will always have a special place in my heart because of my children.

But I consider myself "a citizen of the world" because I have learned so much through my travels and stays in different parts of the world, respecting other cultures and traditions, listening to people and learning from them. ■



Meet the Zonta International and Zonta International Foundation Board



Maria Jose Landeira Oestergaard
President

Zonta Club of Copenhagen I, Denmark
As Zonta International's President, Maria Jose Landeira Oestergaard delivers leading edge expertise through national and international cooperation founded on mutual trust, respect for cultural differences and the understanding that, together, anything is possible. Since becoming a Zontian in 1989, Maria Jose has held a vast number of positions including International President-Elect, International Vice President, International Director, governor, lieutenant governor and area director. In these roles, Maria Jose ensured mission focused Board decisions and actions aligned to Zonta's core values, prepared Zonta's strategy and goals, supported the work of Committee

Chairmen and committees, contributed to leadership development programs at all Zonta levels and provided international business experience and effective communication skills.



Sonja Hönig Schouh
President-Elect

Zonta Club of Kungsbacka, Sweden
As a member of the Zonta Club of Kungsbacka, and a Zontian since 1993, Sonja has dedicated much of her time and volunteer commitment to Zonta. Serving on many committees and holding a vast number of positions, Sonja has been active on club, area, district and international levels, contributing to many decisions and continually assisting members and managing membership. Sonja takes from her profession as a senior business consultant the importance of listening

and cooperating before making decisions. She has learned that in order to get results, you need to be daring, think outside the box and use new working methods; but if you do not deliver, you are out of the game. Having worked in international companies throughout her entire career, she values different cultures and maximizing divergences. Her leadership experience is based on clear expectations and follow-ups. Sonja wants Zonta to reach its mission. She feels that Zonta needs to be relevant to women of today, listen to and use the experiences of members, and combine this with leadership using sound business principles, daring to take decisions in a timely manner. Her main focus areas include increasing membership and membership value, encouraging continued support for the Zonta International Foundation and strengthening Zonta's advocacy initiatives. After five years on the International Board, she feels well prepared to further support Zonta with her knowledge, dedication, energy and time.



Susanne von Bassewitz
Vice President

Zonta Club of Dusseldorf II, Germany

Focusing on member participation, Susanne has spent the last six years conceiving and initiating concepts and campaigns that help Zonta prepare for the future. A Zontian since 1994, and a member of the Zonta Club of Dusseldorf II, Susanne has been active in many international committees and has taken on leadership roles in area, district and international levels. Susanne has held leadership positions at renowned corporations and at a university. She is comfortable working in large, highly matrixed organizations and her areas of expertise include organizational change, brand management and communications. Her goals for Zonta include increasing membership figures by engaging existing members while recruiting young professionals to Zonta by offering them opportunities to be a part of meaningful activities in a professional, inspiring organization. She wants to increase Zonta's ability to advance the status of women worldwide by enhancing advocacy activities continuing and creating projects that strengthen Zonta's brand, encouraging members to make full use of Zonta and its existing platforms, offering leadership trainings, developing existing external relationships, increasing donations by promoting service projects, and developing every possible source of income, improving Zonta business processes, and being open to change.



Bridget Masters
Treasurer/Secretary

Zonta Club of Greeley, USA

As a district treasurer, Bridget's priority was to provide easy access for information and assistance to club treasurers. These goals were achieved by preparing and providing club treasurers with a "Basics of Club Finances" manual and by making herself available through a variety of media. She was also able to assist with the continued growth of revenue surplus and recommended that the district establish a reserve fund to provide for the future. A Zontian since 2001 and a member of the Zonta Club of Greeley, Bridget has many financial goals for Zonta that she believes are directly related to the organization's success. She wants to provide sound, responsible budgets that meet the needs of Zonta, members and those served, to safeguard assets, give transparency of financial statements and offer training and assistance regarding finances and budgeting. To accomplish these goals, she wants to recommend best practices to set and maintain budgets based on the goals of the current Board, communicate with the Board, members and chair of the finance committee and outside vendors that provide services to Zonta, assure that budgets are clear, concise and readily available to members, and make herself available to members through a variety of media.



Sally Bean
Director

Zonta Club of Janesville, USA

Using her energy, enthusiasm and motivational skills, Sally wants to promote growth

within Zonta and encourage clubs to work toward the same goals to achieve global consistency. Sally began her membership with Zonta in 1991 and is currently a member of the Zonta Club of Janesville. Over her years as a member, she has achieved many goals, including organizing a human trafficking seminar to increase awareness, writing informational newsletters, attending club milestone anniversary celebrations, presiding over successful conferences, achieving increased individual contributions, achieving more than 75 percent giving at conference, presenting at area meetings, organizing and executing events at inter district meetings, serving on a diverse team and coordinating workshops for convention. Her goals for Zonta include: promoting the organization as the visible and credible voice of women worldwide by encouraging increased involvement of Zontians at advocacy events; developing leaders on all levels through encouragement, recruiting qualified members and using Zonta training programs and development; and encouraging collaboration between districts to explore advocacy on a deeper level by encouraging clubs to educate themselves on issues and then navigating local government systems to make true change possible.



Nadia Biancato
Director

Zonta Club of Alessandria, Italy

Communication is the key to success according to Nadia, a Zontian since 2000 and a member of the Zonta Club of Alessandria. She feels it is important to get visibility to make clubs more relevant and strong, and that a better-known club attracts new members, raises more funds, and improves its reliability. A professional communicator, Nadia creates and develops client images while spreading content and reducing vulnerabilities.

Using these skills, Nadia wants to make Zonta stronger, thus improving members' self-confidence and pride and increasing membership. Her overall goals for Zonta include improving Zonta's consideration, increasing membership, strengthening Zonta's mission, increasing funding and reducing bureaucratic gaps among the clubs. She wants to reach these goals by strengthening Zonta's identity and offering education, leadership training, and building a better cooperation between Headquarters and clubs, giving more responsibilities to the intermediate levels.



Sharon Langenbeck
Director

Zonta Club of Santa Clarita Valley, USA
Sharon's connection with Zonta started when she was granted the Amelia Earhart Fellowship twice as a Ph.D. student at the University of Missouri-Columbia. In 1979, she joined Zonta to give back to the organization and is currently a member of the Zonta Club of Santa Clarita Valley. She has served as the Amelia Earhart Committee Chairman from 1992-2000 and again from 2010-2014, and as area director where she rejuvenated interest in the Spring Seminar, led development of membership growth plans and encouraged Z club members in STEM education. In her professional career, she has worked in large and diverse matrix organizations, which required leadership and management skills to meet the competing and highly demanding task of the numerous projects and programs that involved international partners. Her goals for Zonta are rooted not only in the mission, but in her own personal experiences with Zonta as she knows first-hand what it means for Zonta to help advance the status of women. These goals are to advance membership by assessing progress of e-clubs and developing growth plans with an emphasis on attracting

young, mobile professionals; utilizing communication by increasing usage of YouTube videos and webinars to share information; and heightening contributions by developing plans to fund education programs in perpetuity, providing an opportunity for new initiatives.



Catherine McEwan
Director

Zonta Club of London II, England
Zonta is in a world that is dynamic and challenging, and Catherine brings strategic thinking, forward planning, project management and budgetary control experience to help shape the future of Zonta. Her goal-driven attitude is shaped by her listening, communication and people skills that she will use to motivate and inspire members to achieve their goals. A Zontian since 1998 and a member of the Zonta Club of London II, Catherine has worked within her district and on the international level to achieve many things for Zonta. These include: working with her district board to develop a district strategy in line with the Zonta International strategic plan, exceeding club participation on the Zonta Says NO campaign, increasing donations to ZIF, improving member satisfaction with active participation, focused objectives and increased interest in education programs, and appointing the first District 29 representative to attend CSW. Her future goals for Zonta include: continue to raise the profile of the organization by leveraging the Zonta Says NO campaign—using local advocacy actions to create a global impact; create conditions whereby members feel empowered and thereby inspire others to join our organization; create opportunity for active participation at conferences, seminars, and convention; use round table discussions and workshops to not just listen but to hear what our members want, and to provide learning opportunities in the

areas where knowledge and training is required; reduce bureaucracy and continue to review and amend administrative processes to free members to concentrate on achieving our goals; use online forms to share information and feedback with Headquarters and for an immediate response on voting on important issues and elections; and encourage increased participation in our leadership award programs as young women are essential to long-term achievement of goals.



Josephine Odedina
Director

Zonta Club of Lagos I, Nigeria
Meeting clubs and giving members a sense of belonging is close to Josephine's heart. A Zontian since 1970, and a member of the Zonta Club of Lagos I, she has dedicated years to advancing Zonta's mission through connections. As area director, she visited every club in her area and conducted workshops on the goals for the biennium that attracted publicity for Zonta. Josephine wants to bring clubs and districts nearer to the International Board to give them the desired sense of belonging. Her other goals include: ensuring the objects of Zonta, are maintained; achieving and maintaining the upliftment of the status of women in respective communities and the world at large by embarking on the empowerment of women through the choice of service projects by clubs, which will translate to increased self-esteem for women and indirectly reduce domestic violence/friction; collaborating projects within the districts and clubs to enhance progress and success of major projects affecting women's health, education, legal rights and total elimination of violence against women; embarking on a serious membership drive/succession program; encouraging invitations for membership for desirable younger women;

and increasing advocacy and legislative efforts to overcome sensitive issues on which cultural beliefs have impeded women's development.



Gertraud Ribitsch
Director

Zonta Club of Graz, Austria

Gertraud's biggest achievement is the implementation of the Zonta Golden Heart Project, a women's health project that was an initiative of the Zonta Club of Vienna City as a district-wide project to increase Zonta's visibility in the community and promote networking on the district level. Coming from a multi-cultural district with six different languages spoken among its member from eight different countries, connecting with this project was important to Gertraud. She feels it offered an exciting opportunity and a huge potential to communicate between different nations and cultures. Networking is very important to Gertraud, a member of Zonta since 1984 and a member of the Zonta Club of Graz. She sees Zonta as a women's organization, contributing a wide variety of individual talents, attributes and skills. She wants to utilize those talents for the best possible support and dissemination of the Zonta spirit by wanting Zontians to consider diversity of professions, different backgrounds and skills when recruiting new members. By extending the network and active communication, she sees a connection in the future increase of members. She also wants to focus on making Zonta attractive for young women and to take into consideration the change in women's lives. Overall, she wants Zonta to connect and support the feeling of togetherness while increasing visibility.



Winnie Teoh
Director

Zonta Club of Kowloon, Hong Kong

Winnie notes one of her Zonta accomplishments was when, as governor, her focus for her biennium was 'Violence Against Women.' At the first-ever district advocacy forum, her district passed a resolution to call for violence against women legislative initiatives in Hong Kong, Malaysia, Philippines, Singapore and Thailand. A continuous Zonta Says NO campaign is still progressing with 71 clubs organizing seminars focused on violence against women legislation, and where victims can seek help. Her district also revamped its website with free coverage for clubs; and, as it is one of the largest Zonta websites, it spreads credibility 24/7. A Zontian since 1982 and a member of the Zonta Club of Kowloon, Winnie looks to make Zonta a forward-looking organization with a strong image as a protector of women's rights and a guardian for the status of women. To accomplish this, she suggests to: differentiate Zonta from similar organizations and adopt a unique proposition of 'Zonta difference' for branding; continue focusing on women's empowerment and violence against women; look into expanding beneficiaries of ZI projects, and align activities to be relevant to younger women, therefore emphasizing the recruitment of younger executives, and addressing the issue of stagnant membership; use creative strategies to generate additional donations to ZIF; increase external and internal communication to give a strong media response to advocacy issues to establish the identity of Zonta as a champion for women's issues and to strengthen identification of members towards ZI projects, and achieve a closer linkage between ZI and members; and use new media to convey Zonta's message with inspiration.



Dr. Patricia Palm
International Parliamentarian

Zonta Club of Mankato, USA

Though not a participating member of the Zonta International and Zonta International Foundation Boards, the International Parliamentarian advises the President and other officers on matters of parliamentary procedure.

Patricia Palm, Ph.D., has been appointed the Parliamentarian for Zonta International for the 2014-2016 biennium. Dr. Palm is a retired professor of Rhetoric and Public Address who has taught parliamentary procedures at the university level for more than 35 years. She was first appointed to serve Zonta International in 2004. She has been a consultant to Past International Presidents Mary Ellen Bittner, Olivia Ferry, Beryl Sten, Dianne Curtis, and Lynn McKenzie. In addition, Patricia served District 7 as parliamentarian from 1992 until 2010. Patricia has also attended many area meetings, district conferences and international conventions. ■



Meet the 2014-2016 International Committees



Members

- Bobbee Cardillo, Zonta Club of Fairfax County, USA
- Graciela Duce, Zonta Club of Montevideo, Uruguay
- Sadako Miyake, Zonta Club of Okayama, Japan
- Sherrill Mulhern, Zonta Club of Kansas City II, USA
- Dr. Helena Ranta, Zonta Club of Helsinki IV, Finland

ADVOCACY

Recommends action in accordance with the Objects of Zonta International to improve the status of women and to promote legislative awareness, advocacy and equal rights and works with districts and clubs to assist effectiveness in these efforts.

CHAIRMAN

Past International President Margit Webjörn, Zonta Club of Trosa, Sweden

A retired architect who worked for her own firm, Margit joined Zonta in 1978 because of its mission and because it is an international organization. She has served in various leadership positions throughout the organization, including as International President from 2002-2004, as Nominating Committee Chairman and as Bylaws & Resolutions Committee Chairman. She was the presenter at the first advocacy workshop ever at a convention, in Paris, and was delighted when Convention 2006 voted to include advocacy in Zonta's first object and in our mission statement.

This biennium, the Committee will work toward that goal at local, national and international levels. It will do so in cooperation with the UN and Council of Europe Committees by supporting the ZI Board in advocacy actions at the international level, providing training on advocacy at all levels, improving information and tools to help clubs and districts take mission-focused actions, and by developing the Zonta Says NO campaign to achieve real and measurable results.



Members

- Dr. Monika Auweter-Kurtz, Zonta Club of Stuttgart, Germany
- Dr. Candace Kohl, Zonta Club of Newport Harbor Area, USA
- Dr. Terhi Tormanen, Zonta Club Oulu I, Finland
- Dr. Susan Riding, Zonta Club of Canberra Breakfast Inc., Australia (consultant to the committee)

AMELIA EARHART FELLOWSHIP

Evaluates applications and recommends candidates for International Board approval, recommends eligibility criteria, evaluation standards and scoring of applicants and suggests program improvements.

CHAIRMAN

Holly Anderson, Zonta Club of Toronto, Canada

Holly Anderson received the AE Fellowship to do graduate work on aeronautics and fluid mechanics at the University of London's Imperial College. She has been a member of Zonta since 1987 in the Toronto Ontario club. She has served on the Amelia Earhart Fellowship Committee since 1993.

Holly worked for 30 years at Ontario Hydro/Ontario Power Generation and has recently moved to the CANDU Owners Group to serve as a program manager for nuclear safety and licensing research.

"As always, the highest priority for the Amelia Earhart Fellowship Committee is selecting the 35 most highly qualified applicants from around the world each year to receive the Amelia Earhart Fellowship," says Holly. "In addition, the Committee will work on staying connected to the AE Fellows to assure that their contact with Zonta does not end when they receive their awards, including a quarterly e-newsletter. Encouraging AE Fellows to join Zonta is an ongoing goal for the AE Committee. The Committee will also provide leadership training for the district and club AE chairmen and share best practices, such as the first AE Fellows Alumnae Reunion in District 9."



Members

- Jane Adams, Zonta Club of Boca Raton, USA
- Kathleen Douglass, Zonta Club of Brampton-Caledon, Canada
- Maria Jose Landeira Oestergaard, Zonta Club of Copenhagen I, Denmark
- Sonja Hönig Schough, Zonta Club of Kungsbacka, Sweden

BYLAWS & RESOLUTIONS

Considers proposed bylaws amendments and resolutions, makes recommendations to the International Board and submits a report to Convention. The committee may also propose bylaws amendments and develop resolutions designed to further the Objects of Zonta International.

CHAIRMAN

Vivienne Shen, Zonta Club of Hsin Chu, Republic of China (Taiwan)

Vivienne joined Zonta in 1992 after returning to Taiwan from South Africa and almost immediately became secretary of the Zonta Club of Hsin Chu, Republic of China (Taiwan). In 1999, she was elected club president. After Vivienne moved to Manila, the Philippines in 2001, she acted as a liaison between Zonta clubs in the Philippines and in Taiwan, coordinating various activities. Vivienne continued her role as liaison between various Zonta clubs internationally for the next few years as she moved first to Helsinki, Finland, and then Chicago, USA.

Vivienne, who holds a Masters Degree in Administration Law and has taught law at the university level in Taiwan, began to be actively engaged at the district level in 1996, becoming District 26 Z and Golden Z Committee Chairman for the 1996-1998 Biennium, the chair of the Status of Women Committee for the 1998-2000 Biennium and district parliamentarian in 1996, a position to which she was appointed by seven District 26 and 31 governors. At the international level, Vivienne joined the International Bylaws and Resolutions Committee in 2008 and served as Vice-Chairman from 2010 to 2014.



Members

- Nickie Bonner, Zonta Club of Burbank, USA
- Vivian Cody, Zonta Club of Buffalo, USA
- Joan Hull, Zonta Club of St. Charles Geneva Batavia, USA
- Amy Lai, Zonta Club of Taipei, Republic of China (Taiwan)
- A.O. Omotayo Morgan, Zonta Club of Ibadan, Nigeria
- Eva Nielsen, Zonta Club of Esbjerg, Denmark
- Erlinda Panlilio, Zonta Club of Makati & Environs, Philippines

CENTENNIAL ANNIVERSARY

Proposes plans to celebrate the 100th Anniversary of Zonta International with the publication of a centennial history together with a range of celebratory events in every country of the Zonta world.

CHAIRMAN

Past International President Val Sarah, Zonta Club of Ballarat Inc., Australia

CO-CHAIRMAN

Beryl McMillan, Zonta Club of Melbourne on Yarra Inc, Australia

Val joined Zonta in 1978 as Charter President of the Zonta Club of Ballarat in rural Australia. She served as Governor from 1986-88 when District 16 included 83 clubs and one Z club in Australia and New Zealand, well before email was introduced to make the art of communication so easy. Val has served in many leadership positions throughout Zonta.

Between 1997 and 2000 she spearheaded the publication of "Advancing the Status of Women Worldwide," a history of Zonta International 1919-1999, celebrating Zonta's 80th Anniversary. From 1998-200, Val served as International President Val brings to Zonta the experience of a 50-year working career in television, fashion, travel and family welfare.

During the 2014-2016 Biennium, Val will serve her third consecutive term as Chairman of the Centennial Anniversary Committee leading up to Zonta's 100th Anniversary in 2019, encouraging clubs to "honor the Past and herald the Future."

Beryl has been a member of three Zonta clubs—in Geelong, a major regional city, then Charter President of Melbourne CBD, and Melbourne on Yarra, Australia's oldest club which will celebrate its 50th anniversary in 2016. At district level, she has been area director, lieutenant governor, governor, foundation ambassador and will be parliamentarian in 2014-2016.

Beryl has served in several international roles: ZI and ZIF Director 2009-2012; deputy chairman, 2006 Melbourne Convention Committee 2003-2006; Bylaws and

Resolutions Committee 2012-2014; ZIF Development Committee 2012-2014; consultant to the Centennial Anniversary Committee 2012-2014; and its Co-Chairman in 2014-2016.

Professionally, Beryl, who currently works as a Director of Development and Community Relations, commenced her career in secondary teaching before moving into curriculum development and then leadership and professional development.

This is a vital biennium for positive action at club meetings, area workshops, district board meetings and district conferences. While work continues on archives at every level, club histories will be completed and put on websites and district histories will be finalized and put on district websites as resource material for the commissioned author of the centennial history.



CONVENTION

Plans and hosts the biennial Zonta International Convention and encourages the host district to take a direct and active role in the convention planning activities.

CHAIRMAN

Lydia Chaillou, Zonta Club of Meaux et Region, France

VICE-CHAIRMAN

Marie-Hélène Mallet, Zonta Club of Nimes-Romaines, France

TREASURER

Anna Girello, Zonta Club of Alessandria, Italy

Lydia joined Zonta in 1995 as charter member of the Zonta Club of Meaux, France, District 29. She has served as club treasurer, club president, area director, member of District 29 YWPA and Jane M Klausman district committees, lieutenant governor and governor.

Lydia has worked as an accountant for 40 years and owns her own company that specializes in accounting of cultural companies. She is fluent in French, Spanish and English.

The Committee's goal for the 2014-2016 Biennium is to make every effort to ensure that Nice 2016 is a great success.



COUNCIL OF EUROPE (CoE)

A subcommittee to the United Nations Committee. Helps lead Zonta in participating in the Council of Europe, an intergovernmental organization of 47 member states, which aims to protect human rights, pluralist democracy and the rule of law.

CHAIRMAN

Karin Nordmeyer, Zonta Club of Freiburg-Schauinsland, Germany

VICE-CHAIRMAN

Irma Ertman, Zonta Club of Helsinki II, Finland

Karin joined Zonta in 1970 and during her nearly 45 years of membership, she has held numerous leadership positions at all levels of the organization, including most recently as CoE Committee Chairman. Prior to that, she served as an International Director, was a member of the International Nominating Committee and before that member of the UN Committee, governor, lieutenant governor, committee environment, lieutenant area director and club president. The retired professor and music historian is now President of the UN Women National Committee Germany. She is an expert in human rights, especially women's rights.

This biennium, the Committee will focus on promoting advocacy instruments and mechanisms to prevent violence against women and domestic violence. The commit-

Members

Frieda Demey, Zonta Club of Brussel Zavel,
Belgium

Anne Kraus, Zonta Club of Luxembourg
Multiculturel, Luxembourg

tee will organize a European Zonta Seminar in February 2015 in Bruges, Belgium on “women’s participation in decision making processes” and will work close together with the UN Committee and the Advocacy Committee.



Members

- Susanne von Bassewitz, Zonta Club of Dusseldorf II, Germany
- Britt Gustawsson, Risk Management, Zonta Club of London II, England
- Bridget Masters, Zonta Club of Greeley, USA
- Marietta Meacham, Zonta Club of Fort Myers Area, USA
- Maria Jose Landeira Oestergaard, Zonta Club of Copenhagen I, Denmark
- Sonja Hönig Schough, Zonta Club of Kungsbacka, Sweden

FINANCE

Reviews monthly financial reports, prepares for the annual audit, prepares and submits a proposed budget for the next biennium to the Zonta International Board, and reports on the financial position of Zonta International at Convention.

CHAIRMAN

Ellen Karo, Zonta Club of New York, USA

Ellen joined the Zonta Club of New York in 1992. She served as governor during 2008-2010, and at the international level as Treasurer/Secretary during 2010-2012. Ellen has been a Certified Public Accountant and owner of her own company for more than 40 years.

“The Finance Committee will focus in the 2014-2016 Biennium on its newly added responsibility of risk assessment,” says Ellen. “The Finance Manual needs to be updated to reflect the new responsibilities of the Committee and review the current manual. The Committee will make recommendations to the Board for which areas are most critical to Zonta to focus on. The Committee will also actively focus in this biennium to minimize expenses and look for long term savings in operations to avoid increases in membership dues. Finally, the Committee will investigate ways to streamline the budget process to save money while still being efficient.”



Members

- Maria Jose Landeira Oestergaard, Zonta Club of Copenhagen I, Denmark
- Sonja Hönig Schough, Zonta Club of Kungsbacka, Sweden
- Bridget Masters, Zonta Club of Greeley, USA
- Susanne von Bassewitz, Zonta Club of Dusseldorf II, Germany
- Becky Cutler-Gunn, Zonta Club of Salt Lake Area, USA
- Cynthia Kittle, Zonta Club of Santa Clarita Valley, USA
- Eva Porras, Zonta Club of Madrid Km 0, Spain
- Britt Gustawsson, Risk Management, Zonta Club of London II, UK

INVESTMENT COMMITTEE

Responsible for oversight of Zonta International assets.

CHAIRMAN

Beth Minear-Rex, Zonta Club of Greater Reno, USA

Beth is Chairman of both the Zonta International and Zonta International Foundation Investment Committees. See page 21.

The Committee’s focus this biennium is to make sure timely information is provided and processed by the Committee to recognize and realize the growth and security of ZI Invested Assets and to always assure that fiduciary responsibilities are a part of all actions of the Committee.



Members

- Janine Gould, Zonta Club of Wellington, New Zealand
- Kikuko Hara, Zonta Club of Yokohama, Japan
- Joanna Lee, Zonta Club of Tainan Charming, Republic of China (Taiwan)
- Suzanne Lorenzo, Zonta Club of Beaune Cote D’or, France
- Bonny Schumacher, Zonta Club of Newport Harbor, USA

JANE M. KLAUSMAN WOMEN IN BUSINESS SCHOLARSHIP

Reviews district applications and recommends recipients for the international scholarships for International Board approval, recommends eligibility criteria, evaluation standards and scoring of applicants, and suggests program improvements.

CHAIRMAN

Laura Peters, Zonta Club of Newport Harbor, USA

Laura joined Zonta in 1999 and from that time she served as 2012-2014 International Director, governor, lieutenant governor, membership chairman and several positions at the district and club level, including chartering two clubs. Laura is President of International Software Systems, a Microsoft Financial and Distribution Software Reseller and Consultant.

During the 2014-2016 Biennium, the International JMK Committee will encourage full participation of all districts including club and district levels in Zonta. The Committee will work to promote membership to past JMK recipients as well as ongoing donations to the JMK Scholarship Fund.



Members

- Jane Andersen, LinkedIn Manager, Zonta Club of Copenhagen I, Denmark
- Shelli Cutting, Zonta Club of Anchorage, USA
- Kathleen Douglass, Zonta Club of Brampton-Caledon, Canada
- Maureen Heine, Zonta Club of South Auckland Area, New Zealand
- Gudrun Höy, Zonta Club of Copenhagen I, Denmark
- Susan Konstant, Zonta Club of Spearfish Area, USA
- Anne Kuhnell, Zonta Club of Roskilde, Denmark
- Marie-Louise Zeisig, Zonta Club of Stockholm IV, Sweden

LEADERSHIP DEVELOPMENT

The committee prepares strategies and training programs to facilitate higher levels of performance for all levels of Zonta leadership.

CHAIRMAN

Jacqueline Gudmundsen, Zonta Club of Pontiac-North Oakland, USA

Jacquie is passionate about Zonta's mission and committed to providing Zontians with world-class leadership development training. She believes volunteers who give to an organization should also receive ongoing personal development to support and enrich their service. She believes ongoing growth and development strengthens the entire organization. Serving as a governor and International Director were just some of the highlights of her Zonta service.

A professional training consultant with international clientele, Jacquie has enjoyed working in a multicultural environment both professionally and in Zonta.

The International Leadership Development Committee will strive to determine the training needs of specific audiences within Zonta in order to develop strategies and platforms to meet those needs. A variety of tools and methods will be created to begin addressing those needs, along with a process for evaluating overall program success.



MEMBERSHIP

Encourages and supervises the organization of new clubs and promotes continuing membership growth.

CHAIRMAN

Annette Binder, Zonta Club of Hamburg-Elbufer, Germany

CO-CHAIRMAN

Sharon Hebert, Zonta Club of Central Oklahoma, USA

CO-CHAIRMAN

Virma Victoria Vergel de Dios, Zonta Club of Mandaluyong-San Juan I, Philippines

The 2014-2016 Membership Committee will focus on a specific approach of the varying membership challenges Zonta has been facing throughout the world. The Committee will strive to achieve the biennial goals of gaining one more club per district annually and less than 5 percent club disbandment. The Committee is comprised of a chairman and two Co-Chairmen of the three large Zonta regions, who will work closely together to concentrate efforts on regional demands.

By focusing on a local approach, the committee will better understand local need and successes in order to better support districts and clubs with special needs.

The Committee will seek to answer the following questions:

- How can we continue growing our membership?
- Which countries are most appropriate to focus on chartering new clubs?
- Which Zonta countries require the largest attention to ensure survival?
- Is the district structure allowing Zonta to fulfill its mission?
- What is the potential for e-Clubs?

Annette has worked in various positions in the pharmaceutical industry and spent the last 20 years as a freelance scientific consultant; she retired recently. She joined Zonta in 1991 and since then has served at all levels of Zonta, including most recently as Vice Chairman of the International Nominating Committee, member of the International Membership Committee and as International Director. In addition to her international offices, she served as a district parliamentarian, foundation ambassador, governor, chairman of the status of women committee and as area director. For her own club,



Members

- Kerry Ann Dixon, e-clubs, Zonta Club of USA 1, USA
- Barbara Fera, Zonta Club of Guelph, Canada
- Barbara Lippa, Zonta Club of Fairfax County, USA
- Cindy Phillips, Zonta Club of Everett, USA
- Mary Ann Rubis, Zonta Club of Quaboag Valley, USA
- Janis Wood, Zonta Club of Central Oklahoma, USA
- Jacqueline Dide del Puerto, Zonta Club of Punta del Este-Maldonado, Uruguay
- Marie-Hélène Mallet, Zonta Club of Nimes Romaines, France
- Tiina Rebane, Zonta Club of Tartu, Estonia
- Dafne Reyman, Zonta Club of Brussel Zavel, Belgium
- Judith Anderson, Zonta Club of Brisbane, Inc., Australia
- Lynda Garrett, Zonta Club of Hibiscus Coast, New Zealand
- Tokue Ueda, Zonta Club of Nara, Japan
- Dianne Curtis, Past International President Zonta Club of Santa Clarita Valley, USA (consultant to the committee)

she served as president and most recently as chairman for the membership committee, chairman for the nominating committee and chairman of the SOM committee.

Prior to her retirement in November 2013, Sharon finished her 36 year career as a weapon system support center flight chief at Tinker Air Force Base in Oklahoma. She provided logistical and administrative support to enable the production of the B-52 military aircraft to the warfighter. Sharon joined Zonta in 1993 because she wanted to give something back. She has held various positions at district and club level; most recently she served as a district chairman of the nominating committee and the club president. "There is still much do to locally and on a global level to advance the status of women, and each member contributes significantly to achieve the Zonta goals and objects," says Sharon.

Virma is a second generation Zontian who joined Zonta in 1989 and has been very active in the organization for the past 25 years. Having recently retired as a professional hospital administrator, she is now the President and CEO of VRP Medical Center and Our Lady of Guadalupe Colleges. Virma served for the 2012-2014 Biennium as a member of the ZI Nominating Committee. Prior to this she was Chairman of the International Z and Golden Z Clubs Committee, International Director, District 17 governor and lieutenant governor. Before that, she had also had numerous roles at area and club levels.



Members

Africa: Glorastene Agboola
Zonta Club of Ibadan II, Nigeria

Member at Large: Kathleen Douglass
Zonta Club of Brampton-Caledon, Canada

Member at Large: Anita Schnetzer-Spranger
Zonta Club of Mainz, Germany

Europe: Tuija Heikkila
Zonta Club of Tampere I, Finland

Asia: Narudee Kiengsiri
Zonta Club of Bangkok II, Thailand

Australia and New Zealand:
Beryl McMillan, Zonta Club of
Melbourne on Yarra, Inc., Australia

North, Central, South America:
Lori Montigel, Zonta Club of Riverside, USA

NOMINATING

Works with district nominating committees to recruit and nominate qualified Zontians as candidates for international officers, directors and for the International Nominating Committee, provides the official slate of candidates to districts and clubs, and reports at Convention.

CHAIRMAN

Past International President Lynn McKenzie, Zonta Club of Wellington, New Zealand

VICE-CHAIRMAN

Ragna Karlsdóttir, Zonta Club of Embla, Iceland

Past International President Lynn McKenzie joined the Zonta Club of Wellington in 1989 and has held international positions within the organization since 2004, moving from the role of governor for District 16 in New Zealand (2002-2004) to International President from 2012-2014, with numerous advances in leadership along the way.

Lynn began her career as a regional resource planner for the Ministry of Works and Development, and became part of several senior leadership teams, with her specialty being human resources, in particular in organizational start-ups and major directional changes. Lynn then transitioned to self-employment and is currently working as a management consultant, focusing on organizational development, management, operational development and the operational integration of volunteer support. In addition Lynn remains active in the wider community sector in New Zealand.



PUBLIC RELATIONS & COMMUNICATIONS

Promotes the Objects of Zonta International, develops a comprehensive plan to create external and internal awareness of Zonta International and encourages positive international relations.

CHAIRMAN

Katherine Cleland, Zonta Club of Everett, USA

Katherine Cleland, owner of Cleland Marketing in Seattle, Washington, is a 30-year marketing professional. Prior to starting her own company, she had 20 years of experience at some of America's best known Fortune 500 companies. She is active in the Seattle Start-Up community as a member of the Seattle Angel Conference, and con-

Members

- Silke Haas, Zonta Club of Hamburg-Hanse, Germany
- Tuija Heikkila, Zonta Club of Tampere I, Finland
- Kimm Hrdlicka-Tigges, Zonta Club of Columbus, USA
- Senela Jayasuriya, Zonta Club of Colombo II, Sri Lanka
- Debbie Schmidt, Zonta Club of Santa Clarita Valley, USA
- Annemie Viaene, Zonta Club of Gent I, Belgium



Members

- Motolani Akinkoye, Zonta Club of Ibadan II, Nigeria
- Deborah Arney, Zonta Club of South Puget Sound, USA
- Ann Horrocks, Zonta Club of Bendigo Inc., Australia
- Anja Hurme, Zonta Club of Espoo-Kaunianen, Finland
- Alison Martin, Zonta Club of Perth Northern Suburbs Inc., Australia
- Yoshiko Okabe, Zonta Club of Sapporo Iris, Japan
- Sally Rankin, Zonta Club of Houston, USA
- Christa Timmermann, Zonta Club of Bremen, Germany
- Joan Westcott, Zonta Club of Kitchener-Waterloo, Canada

sultant to the University of Washington Center for Commercialization. Katherine champions marketing planning, effective marketing communications and intelligent website design for select non-profits. She teaches both businesses and non-profits skills in online marketing strategies and tactics.

Katherine has served as president and in many other roles for the Zonta Club of Corvallis, as secretary of the Zonta Club of East King County, and as PR chair for District 8.

Katherine said, "Zonta's mission to support women's economic self-sufficiency and education are dear to my heart. I believe that If you give a woman the means to support her family, she will contribute to not only to her family, but her village, her country and the world."

SERVICE

Recommends action in accordance with the Objects of Zonta International to improve the status of women through international service projects and shall encourage and support local service projects that are aligned with Zonta International's goals.

CHAIRMAN

Elba Pereyra de Gomensoro, Zonta Club of Punta del Este-Maldonado, Uruguay

VICE-CHAIRMAN

Dandy Gomez, Zonta Club of Greater Rizal I, Philippines

Elba is a lawyer and owns a law firm that specializes in family law. For Elba, Zonta is the best organization working to advance the status of women, and membership gives her, as all Zonta members, the opportunity to help women locally and internationally.

Elba has served in numerous leadership positions at the club, district and international levels, including the International Board in 2004-2006, Chairman of the International Nominating Committee, and most recently, Chairman of the International Service Committee during the 2012-2014 Biennium.

Focusing on next biennium, Elba thinks the ZI Service Committee has to promote and encourage the promotion of Zonta's international service projects and their relevant characteristics so members know how they improve women's lives.

TRANSLATIONS

Supports the International President and PR and Communications Committee with translation of key Zonta documents and communication tools to foster greater understanding and alignment of the Zonta members to our mission and initiatives.

- **Korean:** Hyang-Eui Chang, Zonta Club of Seoul VI, South Korea
- **Italian:** Maria Teresa Decicilia Drago, Zonta Club of Genova II, Italy
- **Chinese:** Agnes Ouyang, Zonta Club of Taipei Shin, Republic of China (Taiwan)
- **Spanish:** Olga Rilla, Zonta Club of Punta del Este-Maldonado, Uruguay
- **German:** Anni Rudin, Zonta Club of Liestal, Switzerland
- **Japanese:** Kimiko Seki, Zonta Club of Tokyo II, Japan
- **French:** Genevieve Sauve, Zonta Club of Lyon I, France



UNITED NATIONS (UN)

Receives and disseminates pertinent information to the International Board and the membership at large and promotes relations between the United Nations, its agencies and Zonta International.

CHAIRMAN

Leslie Wright, Zonta Club of New York, USA

Leslie has most recently worked as the part-time executive director for the Project Five-O, a coalition of funding organizations that includes Business and Professional Women's Organizations International (BPWI) and International Council of Women (ICW). Leslie has been a volunteer advocate at a high level at the UN for about 15 years. For two of those years she represented Zonta International, giving her experience in working with the Zonta team.

Leslie joined Zonta in 2001 and has held various positions at all Zonta levels. During the 2012-2014 Biennium, she chaired the District 3 advocacy committee. Prior, she served as area director and in various capacities at club level, including president.

During the Biennium, the committee will focus on five major areas:

1. Violence against women, including human trafficking
2. Review of the 12 Critical Areas of Concern from the Beijing Platform for Action at the UN Commission on the Status of Women, March 2015
3. Human rights, including CEDAW review in countries reporting to CEDAW, as well as advocacy in the United States, the only Zonta country that has not ratified it.
4. Empowerment, specifically economic and political empowerment, to include the UN Global Compact's Women's Equality Principles.
5. Leadership opportunities regarding science, technology, engineering and math (STEM).

YOUNG WOMEN IN PUBLIC AFFAIRS AWARD

Evaluates district award applications and recommends recipients for the international awards, recommends eligibility criteria, evaluation standards and scoring of applicants, and suggests program improvements.

CHAIRMAN

Ute Scholz, Zonta Club of Verden, Germany

Ute is a jurist and works as lawyer, coach and mediator in the public and NGO sector. Previously, she spent more than 22 years as a deputy major/chief executive in cities in Northern Germany.

In her more than 20 years of membership, Ute has served in leadership positions at all levels of Zonta. Most recently, during the 2012-2014 Biennium, she served as a Chairman of the International YWPA Award Committee as well as her district's parliamentarian.

In this biennium, the Committee wants to continue promoting the YWPA award among the Zonta clubs and in the public. They believe the YWPA Award is the best way for every Zonta club to get more public attention and more visibility. Therefore, they want to encourage more Zonta clubs to take part in the YWPA Award and to give them the support they need.

Members

- New York:** Mary Ann Tarantula, Zonta Club of Northern Valley, USA
- New York:** Staci Alziebler-Perkins, Zonta Club of New York, USA
- New York:** Patricia Latona, Zonta Club of Westchester, USA
- Geneva:** Simone Ovar Bruno, Zonta Club of Pinerolo Area, Italy
- Paris:** Janine N'Diaye, Zonta Club of Paris Port Royal-Concorde, France
- Paris:** Monique Vernet, Zonta Club of Paris III, France
- Paris:** Jacqueline Besnard, Zonta Club of D'Orleans Et Region, France
- Paris:** Ursula Bouchard, Zonta Club of Beaune, France
- Vienna:** Eva-Maria Kodek-Werba, Zonta Club of Vienna City, Austria
- Vienna:** Ingeborg Geyer, Zonta Club of Vienna I, Austria
- Vienna:** Nadja Kvasnicka-Fleischer, Zonta Club of Vienna City, Austria
- Vienna:** Barbara Devin, Zonta Club of Fünf-Seen-Land, Germany
- Vienna:** Eveline Hejlek, Zonta Club of Vienna City, Austria



Members

- Stella Bentsi-Enchill, Zonta Club of Accra II, Ghana
- Lily Chien, Chia-Yi, Zonta Club of Chia-yi, Republic of China (Taiwan)
- Valerie Hume, Zonta Club of Ontario, Canada
- Monica Uddenfeldt, Zonta Club of Gävle, Sweden



Members

- Ingke Andreae, Zonta Club of Hamburg Hanse, Germany
- Lih-Chiu Lee Wu, Zonta Club of Kaohsiung, Republic of China (Taiwan)
- Makiko Yamamoto, Zonta Club of Sendai I, Japan

Z AND GOLDEN Z CLUB

The Z and Golden Z Clubs Program provides opportunities to develop leadership skills, explore career alternatives and improve global understanding through service and advocacy. The Z and Golden Z Club Committee promotes and disseminates information about the program internally and externally and encourages clubs to organize and mentor Z and Golden Z clubs in their local areas.

CHAIRMAN

Lori Robinson, Zonta Club of Brampton Caledon, Canada

Lori works as a part-time professor at the Sheridan Institute of Technology and Advanced Learning, teaching human resources classes. Recently, Lori has taken on a new challenge as the Human Resource Specialist for a growing company in the construction field.

This biennium will be Lori's second consecutive biennium serving as chairmen of the Z and Golden Z Club Committee. Lori encourages and advises Zonta clubs all over the world who are thinking about chartering a Z or Golden Z club. In addition to serving as a chairman, she has held various positions at the club and district level.

The Committee's focus this biennium will be to continue to grow the Z and Golden Z club membership.

2014-2016 Zonta International Foundation Committees



FOUNDATION DEVELOPMENT

Encourages contributions, grants, legacies and bequests for Foundation activities from individuals, organizations, foundations, corporations and other sources.

CHAIRMAN

Dolly Dastoor, Zonta Club of Montreal, Canada



Members

- Cheryl Dorfman, Zonta Club of Concord, USA
- Olivia Ferry, Past International President, Zonta Club of Makati & Environs, Philippines
- Carita Rönqvist, Zonta Club of Jakobstad, Finland
- Anne Walker, Zonta Club of Manawatu, New Zealand

Dolly was born and educated in Mumbai, and completed her doctorate in Canada. She moved to Nigeria in 1970 where she became a charter member of the Zonta Club of Ibadan. When she immigrated to Canada in 1973, she joined the Zonta Club of Montreal and has served Zonta at all levels—first as club secretary and president, then at the district level as area director, secretary and governor, and at the international level as member of the International Nominating Committee, Chairman of the International Service Committee and Chairman of the Status of Women Committee.

Before her retirement in 2013, Dolly worked as clinical psychologist, university professor and clinical administrative director of a Program in Dementia at a Teaching Hospital of McGill University, Montreal. At present time, she is the editor-in-chief of her community quarterly journal and volunteers her services with the Alzheimer Society of Montreal and the McGill Centre for Studies in Aging as chair of their education committees.



Members

Britt Gustawsson, Risk Management,
Zonta Club of London II, UK

Rita Reed, Zonta Club of Waasland, Belgium

Susanne von Bassewitz, Zonta Club of
Dusseldorf II, Germany

Bridget Masters, Zonta Club of Greeley, USA

Maria Jose Landeira Oestergaard, Zonta
Club of Copenhagen I, Denmark

Sonja Hönig Schough, Zonta Club
of Kungsbacka, Sweden

FOUNDATION FINANCE

Prepares the Foundation budget for submission to the Foundation Board and for manages Foundation investments and assets.

CHAIRMAN

Pia Sjöstrand, Zonta Club of Malmö III, Sweden

Pia is the Financial Controller for e.on Värme sverige AB, the second largest district heating company in Sweden. In her role, Pia oversees the company's financial statements, group reporting, and financial control and development.

Pia joined Zonta in 1993. More than 20 years later, she is still committed to supporting Zonta's high-quality projects and scholarships. Pia has served in numerous leadership roles throughout the organization, including as a member of the 2002 Convention Committee and three biennia on the Foundation Finance Committee, among other roles. She is especially proud of her work to support the 2002 ZI Convention in Gothenburg, Sweden, and her collaboration with the ZI Finance Committee during the last biennium.



Members

Becky Cutler-Gunn, Zonta Club
of Salt Lake Area, USA

Eva Porras, Zonta Club of Madrid Km 0, Spain

Susanne von Bassewitz, Zonta Club
of Dusseldorf II, Germany

Bridget Masters, Zonta Club of Greeley, USA

Maria Jose Landeira Oestergaard, Zonta
Club of Copenhagen I, Denmark

Sonja Hönig Schough, Zonta Club
of Kungsbacka, Sweden

Cynthia Kittle, Zonta Club of
Santa Clarita Valley, USA

Britt Gustawsson, Risk Management,
Zonta Club of London II, UK

FOUNDATION INVESTMENT

Responsible for oversight as it relates to the long-term investment of Zonta International Foundation assets.

CHAIRMAN

Beth Minear-Rex, Zonta Club of Greater Reno, USA

Beth worked for more than 30 years as a financial advisor and associate vice president for an international investment firm.

Beth joined Zonta in 2002 to support Zonta's mission to advance the status of women worldwide. This biennium is her third time serving as a Chairman of the Foundation Investment Committee. Prior to this, she held various positions on the club and district levels.

The Committee's focus this biennium is to make sure timely information is provided and processed by the Committee to recognize and realize the growth and security of ZIF Invested Assets and to always assure that fiduciary responsibilities are a part of all actions of the Committee. ■

Zonta's projects are funded in partnership with the Zonta International Foundation. To learn more or contribute, visit **zonta.org** or scan here.





Meet the 2014 – 2016 GOVERNORS

2014-2016 Governors with International President Maria Jose Landeira Oestergaard at Convention in Orlando, FL, USA

**Sharon Leavitt, District 1
Mortgage Loan Officer, Wells Fargo**

Lieutenant Governor: Joanne Lambert
Treasurer: Susan Seaver
Area 1 Director: Teresa Millett
Area 2 Director: Karen Duffy
Area 3 Director: Linda Hupman
Area 4 Director: Joanne Puopolo

Sharon Leavitt has been a member of the Zonta Club of Bangor in Maine for almost 10 years, serving as co-secretary, vice president and president, and then as area director and lieutenant governor. She currently works at Wells Fargo as a loan officer and prior to this, she and her husband owned and operated a bakery and gift shop including a small café. She is the

second of six children, and gives credit to her mom for her confidence to be the person she is today.

**Candace Edwards, District 2
Executive Director/Owner, Huntington Learning Center**

Lieutenant Governor: Marjorie Lavin
Treasurer: Jean Bureau
Secretary: Elizabeth Tesiero
Area 1 Director: Irene Consolagio
Area 2 Director: Kristin Thompson
Area 3 Director: Anne Malvaso
Area 4 Director: Yvonne Quintyn

Candace Edwards joined the Zonta Club of Syracuse in 1990 and has served on several club and district committees, and



1.



2.



3.



4.



5.



6.



7.

has held positions as president, vice president, board member, lieutenant governor and area director. She joined Zonta for its mission, and her relative was one of the founding members of the Zonta Club of Syracuse in 1919. Candace is currently Executive Director/Owner of Huntington Learning Center and others, and a former school principal for 30 years. She also volunteers and leads in many other not-for-profit organizations throughout her community. She has two daughters and five grandchildren.

Margo Sheridan, District 3

Director, Financial Improvement and Audit Readiness at Office of the Under Secretary of Defense (Comptroller)

Lieutenant Governor: Donna Clark

Treasurer: Alice Kirchner

Secretary: Linda Livesay

Area 1 Director: Patricia Latona

Area 2 Director: Jeanne Ellis

Area 3 Director: Joanne Gallos

Area 4 Director: Kimberly Rosenfield

Margo Sheridan, member of the Zonta Club of Arlington Area, has served within Zonta as area director, club president and club treasurer. She works for the Secretary of Defense at the Pentagon as the Director of Financial Improvement and Audit Readiness. As a professional accountant, she has worked for the federal government for more than 30 years, both in the US and Germany. She is a retired Army Colonel, and Combat Veteran of the 2013 Iraq War, as well a brief tour of duty in Djibouti (Horn of Africa). After receiving her bachelor's degree, she completed two master's degree programs. Her two children, Diana and Michael, were both married this past summer.

Joanne Raymond, District 4

Primary School Teacher

Lieutenant Governor: Lorene Robinson

Treasurer: Cathie Wheeler

Secretary: Brenda Graham

Area 1 Director: Julie Brown

Area 2 Director: Linda Orme

Area 3 Director: Cairine Coulis-Brown

Area 4 Director: Mary Jane Wajmer

Area 5 Director: Laura Corey

Area 6 Director: Lorene Vinski

Joanne has been a member of the Zonta Club of Kitchener-Waterloo since 1994, where she has been president and chaired various committees. On the district level, she has been area director and served on the nominating committee as well as chaired the UN committee. For 32 years, she served as an educator in the elementary panel. Besides teaching, she spent a year as the Waterloo County Women Teachers' President. In her community, she served on the YWCA Board as chair for two years and was on the organizing committee for a professional women's tennis tournament for six years. She loves to travel, and her greatest passion, besides volunteering, is playing tennis and golf.

Ellen Spaeth, District 5

Project Manager—Global Business Services at P&G

Lieutenant Governor: Joyce Combs

Treasurer: Janet Cummings

Secretary: Glenda Carota

Area 1 Director: Deborah Wooldridge

Area 2 Director: Melinda Marsh

Area 3 Director: Sonia Shellito

Area 4 Director: Margot Hoffman

Ellen Spaeth has been a Zontian since 2003, but has been involved since she was 10 years old when her aunt, a Zontian for more than 35 years, included her in activities. She has held various posi-

tions at the club level: board member, president-elect, president, membership committee, technology committee, service fund board member, etc. Ellen has worked at Procter & Gamble for the past 19 years where she has had many roles. Ellen has been married to her husband for 30 years, and they have two dogs. They enjoy traveling, spending time with friends and are passionate about the Cincinnati Reds baseball team.

Donna Conant, District 6

Director

Lieutenant Governor: Tamara Hagen

Treasurer: Carol Borecky

Secretary: Vicky Bladl

Area 1 Director: Christie Plotzke

Area 2 Director: Lori Hanewold

Area 3 Director: Elaine Rynders

Area 4 Director: Deborah Godwin-Starks

Area 5 Director: Susan Bursztynsky

Donna has been a member of the Zonta Club of Milwaukee since 1998, holding all club officer positions, except treasurer. she served on the club's service/advocacy and scholarship committees, as area 2 director, district board member and lieutenant governor. She works in leadership and organizational development (in private industry and non-profit organizations), leading departments, teams, task forces and work groups. Donna holds a Master's of Business Administration, and serves as board member and past president of the Better Business Bureau of Wisconsin, as well as a member and volunteer for a few local cultural and civic organizations.



8.

**Polly Holten, District 7
Operations Manager at
Procter & Gamble**

Lieutenant Governor: Mary Reed
Treasurer: Susan Voeltz
Secretary: Brigid Langseth
Area 1 Director: Jane Austin
Area 2 Director: Judith Jensen
Area 3 Director: Michelle (Shelley) Schultz
Area 4 Director: Cheryl Kohr

Polly has been a member of the Zonta Club of Cape Girardeau Area since 1982, holding all club positions, with the exception of treasurer, and, on the district level, has been area director and lieutenant-governor. She is a very active member at the club, area and district levels. Polly has worked for Procter & Gamble for 33 years, mentoring women and helping them become leaders in their company. She loves to have fun and travel, has been married to her husband for 29 years and has two grown children.

**Genelle Hanken, District 8
Parole & Probation Officer**

Lieutenant Governor: Leatta Dahlhoff
Treasurer: Maureen Holman
Secretary: Shonene Garrison
Area 1 Director: Margaret Calica
Area 2 Director: Judith Norton
Area 3 Director: Jeanie Martin
Area 4 Director: Anita Kladia
Robertsdottir-Lewis

Genelle has been a member of the Coos Bay Area Club for 10 years, serving as president, vice president, board member, etc., and was Area 4 director before being elected lieutenant governor. Genelle retired in 2009 after a 32-year career as an Adult Parole & Probation Officer. In addition to Zonta, she volunteers for the local homeless youth drop-in center and serves on many youth and health oriented committees. She is married with no children.



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**Nickie Bonner, District 9
Marketing and Community Outreach
Coordinator, UCLA Health**

Lieutenant Governor: Mele Spencer
Treasurer: Jo Ann Rodriguez
Secretary: Wendy Cronk
Area 1 Director: Barbara Hastings
Area 2 Director: Jennifer Massie
Area 3 Director: Grace Farenbaugh
Area 4 Director: Gwendolyn Black
Area 6 Director: Ann Banks

Nickie joined Zonta in 1987 in Mississauga, Ontario, Canada. She served in a variety of positions with that club, including president before moving to Los Angeles in 1998 and joining the Burbank Club. She served as District 4 PR Chair for two biennia prior to moving to Los Angeles. Overall, she has served in all board positions, except treasurer, with the Burbank Club as well as Area 3 Director, PR chair and lieutenant governor of District 9. Zonta's global mission was compelling to Nickie as she worked in national and international news through her work in broadcast journalism with the CBC in Canada and CNN, CNBC and MSNBC in the United States, and always had an interest in world affairs and current events.

**Judy Kautz, District 10
Independent Graphic
Design Professional**

Lieutenant Governor: Barbara Yoder
Treasurer: Marianne Seal
Secretary: Diana Powell
Area 1 Director: Donna Couch
Area 2 Director: Kathy Yates
Area 3 Director: Shelly Baumgartner

Judy joined Zonta in 1997 and has held many positions in Zonta, everything but secretary and treasurer at the club level, and served as area director. At the district level, she has been parliamentarian, UN chair and webmaster, lieutenant governor,



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and chair of the membership committee. She has worked as a secondary school teacher of English and music, and as an officer in the United States Air Force. She retired as a colonel in Oct 2007 after more than 30 years in aircraft maintenance and logistics. Now, she fills her days with volunteer work and learning graphic design to begin her own business. Judy has been married for 42 years, has two cats, and loves to camp and fish, garden and cook, and share activities with friends.

**Karen Pati, District 11
Senior Manager of Category
Development, Chiquita**

Lieutenant Governor: Charlene Rains
Treasurer: Carmen Elias-Levenson
Secretary: Cherry Temple
Area 1 Director: Myra Sands
Area 2 Director: Judy Barnes
Area 3 Director: Laura Strumpf
Area 4 Director: Maureen Quinlan
Area 5 Director: Lucy Santiago
Area 6 Director: Linda Robison

Karen has been a member of Zonta Club of Sanibel-Captiva, Florida for 12 years, holding traditional positions as club president, area director, vice area director, lieutenant governor, and served on the International Membership Committee 2012-2014. She is a founding board member of Human Trafficking Awareness Partnership, and recently resigned after more than a decade of service for the Harry Chapin Food Bank of SW Florida. Karen is a Senior Category Manager for Chiquita Brands International. She is married and enjoys time with her granddaughter who lives about two hours away.



15.

Marcy (Marcella) O'Toole, District 12
Director—Global Program
Management and Professional
Services Implementation at
Level 3 Communications

Lieutenant Governor: Renee Coppock

Treasurer: Teresa Otley

Secretary: Deedee Boysen

Area 1 Director: Teresa LaRue Forbes

Area 2 Director: Laurinda Ammerman

Area 3 Director: Ann Louise Hodgson

Area 4 Director: Linda Hawkins

Marcy joined the Zonta Club of Denver II in 1996 and has held a variety of positions: president, vice president, treasurer, director, finance committee chair, membership committee chair, area 3 vice director, director, and lieutenant governor. She joined Zonta because of the mission to help other women improve themselves worldwide. Professionally, she works for a telecommunications company called Level 3 Communications as Director, Global Project Management and Professional Services Implementation. She also holds many degrees, speaks English and Spanish, and travels, reads and plays golf as hobbies. Both she and her husband consider themselves continual learners.

Eva Nielsen, District 13
Independent Education
Management Professional

Lieutenant Governor: Ingibjorg Eliasdottir

Treasurer: Berit Birkelund

Secretary: Ruta Jasioniene

Area 1 Director: Ella Schumann

Area 2 Director: Ina Dayte

Area 3 Director: Gudrun Halla Gunnarsdottir

Area 4 Director: Bente Halvorsen

Eva joined Zonta as a charter member of the Zonta Club of Soenderborg in 1996, and, in 2006, joined the Zonta Club of Esbjerg. She has served on the club board and committees, and as vice club



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Region South America



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president and club president. At the area level she has been on different committees, been vice area director and area director, and on the district level she has chaired the UN and YWPA committees, is the district historian, and was lieutenant governor. Internationally, she has been a part of the YWPA and the Centennial Anniversary Committees. She joined Zonta because she believes women have a right to use their full potential without being discriminated or bullied and to be a part of the global network. Eva has a Master's of Art Degree from University of Copenhagen in History, has done extensive research, has lectured at the University of Copenhagen and the Royal School of Educational and was a principal for 26 years at an academic high school. She is married with two sons and five grandchildren. She speaks Danish, English and German.

Ursula Werner, District 14
Interpreter

Lieutenant Governor: Elisabeth Thaler

Treasurer: Andrea Luftschitz

Secretary: Beatrice Svoboda

Area 1 Director: Margot Fleck

Area 2 Director: Carmen
 Kronawettleitner- Berger

Area 3 Director: Ina Wasserling

Area 4 Director: Pepi Orfanidou

Ursula has been a member of Zonta since 1995, serving at the club and district level as vice president, president, area director, PR & communication chair, and is president of the Union of German Zonta Clubs. Ursula earned her education at universities in France and Germany and has worked since 1990 with translation and organization at T&O. She speaks German (native), English and French (fluently in writing and speaking) and some Italian. She has been a delegate at the Bavari-

an State Women's Counsel, a Lay Judge at the Bavarian State Social Court, a district managing director of a political party, and a guide at the Open Air Museum Upper Bavaria. Ursula has been married since 1970 and has three children and one grandson. Her interests include skiing, gardening, cooking, reading, antique hunting and opera.

Cheryl F. Hall, District 15
Education Officer

Lieutenant Governor: Joy Smith

Treasurer: Bonnie Odom-Brown

Secretary: Anna Sylvester

Area 1 Director: Penny Boldrey

Area 2 Director: DeAnna Cambridge

Area 4 Director: Lisa Hulbert

Area 4 Director: Pat Barber

Cheryl has served as lieutenant governor and area director. At the club level, she has been a member for 24 years of the Zonta Club of the East Lansing Area (central Michigan), having served as president for two terms. She looks forward to this biennium working together to advance the ZI mission and expand membership.

Janette Irvine, District 16
General Medical Practitioner

Lieutenant Governor: Janet Hope

Treasurer: Souella Cumming

Secretary: Lois Hellings

Area 1 Director: Liz Holsted

Area 2 Director: Janine Gould

Area 3 Director: Wendy Almond

Area 4 Director: Alison Struthers

Area 5 Director: Sue Prowse

Janette joined Zonta in 1982, having served as vice president, president, and chairman of the status of women and the president and chair of sponsored, organized and mentored committee (SOM), resigning in 1996 due to her medical practice schedule. She rejoined in 2005,



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missing the commitment of working for the betterment of the women and girls and the Zonta fellowship. She served another term as president of the Rotorua Club, then area director and lieutenant governor. Professionally, Janette has worked in her own general medical practice for nearly 30 years, semi-retiring six years ago to do part-time locum work. She is a Fellow of the Royal NZ College of General Practitioners and has a Master's in General Practice. She is married, has no children, and enjoys travelling, sailing, tramping, gardening and running a small orchard.

**Lalivan Karnchanachari, District 17
Chairman at Chateau de Bangkok**

Lieutenant Governor: Primitiva Perez-Sison
Treasurer: Panida Pathumarak
Secretaries: Monvibha Prachankhadee, Naruporn Karnchanachari, Rattana Wonglertwit
Area 1 Director: Ofelia Bautista
Area 2 Director: Winnie Wong
Area 3 Director: Josefa Puentevella
Area 4 Director: Mila Lauigan
Area 5 Director: Maria Rosa Carrion-Buck
Area 6 Director: Chavali Osathanugrah

Lalivan has been lieutenant governor and president of Zonta Club of Bangkok I. She graduated from University of Wisconsin, Madison, USA with a degree in Economics and History. Professionally since 1978, she has spent more than 17 years working as Senior Vice President of Union Bank of Bangkok, in charge of credit and loan. From 1995-2005, she was the President of a non-life insurance company. She currently owns and runs a hotel in Bangkok.

**Hortense Chekete, District 18
Orthoptist**

Lieutenant Governor: Anne-Marie French-Cudjoe
Treasurer: Francine Djidjoho
Secretary: Oluseyi Bonou
Area 1 Director: Yvonne Kouloufoua
Area 3 Director: Folasade Ajasin

Hortense joined Zonta International in 2000, serving as president of the Zonta Club of Cotonou, area director and lt. governor. She also was a member of the district and International PR and Communications Committee. She has also attended several district conferences and international conventions. As an orthoptist, she works with ophthalmologists to prevent and eradicate blindness in young children during childhood and provides therapy to those with eye defects. She regularly helps the Lions International Club to coordinate the activities of the district in Benin. She is also a member of the Committee for support to the Catholic Chaplain of the French Schools of Cotonou. She is married with three children and three grandchildren.

**Adriana Otero, RSA: Region
South America
Public Notary**

Lieutenant Governor:
Treasurer: Annabel Aostalli de Pagliuca
Secretary: Maria Alvarez
Area 1 Director: Alejandra De La Vega Luna
Area 2 Director: Lucy Alvarez

Adrianna joined Zonta in 2004 and since then has served as club secretary, club president, area director, district laa chairman, district YWPA chairman and lieutenant governor. During this time, she increased her knowledge and understanding of Zonta's mission and her work with other Zontians has made her feel

useful and grow as a person. Professionally, she is a Public Notary and works in her own firm. Her husband is an agronomist, and they have two sons.

**Salla Tellervo Tuominen, District 20
Counsel at Bird & Bird Attorneys Ltd.**

Lieutenant Governor: Tuija Kirveskari-Tahtinen
Treasurer: Kaisa Kassi
Secretary: Raisa Valve
Area 1 Director: Vuokko Skytta
Area 2 Director: Terhi Tormanen
Area 3 Director: Lea Helle
Area 4 Director: Aila Rajamaki
Area 5 Director: Anne-Maj Paldanius-Rehn
Area 6 Director: Viivika Orula

Salla is a third generation Zontian and joined the Zonta Club of Helsinki I in 2004. She has held on the club level: deputy board member, president; on the area level: vice area director and area director; on the district level: district secretary and lieutenant governor; and has been a member of several committees and working groups. Salla graduated from the University of Helsinki and is currently working as attorney-at-law at the international law office Bird & Bird, specializing in mergers and acquisitions, capital markets and corporate law. Her personal interests include taekwondo, mountaineering, climbing, snow sports, jogging, yoga, meditation, travelling, growing pumpkins, reading, and studying development studies. This year, Salla coordinated a photo exhibition on the Kapua Nepal 2011 and Malawi 2010 adventures "Mater—The Motherhood Defying Death" with an overall theme being the welfare of mothers.



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Mongolia



Marianne Von Hartmansdorff, District 21

Contract Manager at SEB

Lieutenant Governor: Christina

Rylander Bergqvist

Treasurer: Agneta Palsson

Secretary: Carolyn Belgrave-Rappestad

Area 1 Director: Annika Branstrom

Area 2 Director: Carina Abrahamsson

Area 3 Director: Maud Sinclair

Area 4 Director: Ann-Kathrin Grue

Area 5 Director: Ulla-Britt Hojer

Area 6 Director: Ilze Tijone

Marianne has been a Zontian since 2000 and a member of the first club in Sweden, Stockholm I, chartered in May 1935. She has served as secretary and club president, vice area director, area director and lieutenant governor. She works at Skandinaviska Enskilda Banken (SEB), a leading Nordic financial services group. At 62 years old, Marianne has been working with SEB during her whole career in many different positions, mainly within the financing and loans field.

During the last two years, she has been a Contract Manager with the responsibility of concluding agreements and IT solutions on information services to the Bank. She also has been working in the international field with responsibilities for relations with banks in former Eastern Europe. She is also a board member and webmaster in two clubs for opera friends in Sweden.

Judith Trevan-Hawke, District 22 Occupational Therapist

Lieutenant Governor: Ansmarie Ans Van Erp

Treasurer: Elaine Harrington

Secretary: Lynette Agnew

Area 1 Director: Christine Stewart

Area 2 Director: Jan Landsberg

Area 3 Director: Anne Kuhnemann

Area 4 Director: Sandra Venn-Brown

Area 5 Director: Marie Cameron

Judith joined the Zonta Club of Wynnum Redland in 2002, having initially had a short period in the 1990s at the Zonta Club of Brisbane. She has served as area director, club president, vice president and governor of UN and YWPA, committees, lieutenant governor and chair of membership. Judith, now retired, graduated as an occupational therapist in 1969 in the UK. Her work has been in the areas of mental health, management and academia. She still retains an adjunct Associate Professor position in the School of Public Health and Tropical Medicine at James Cook University in North Queensland. She has five grandchildren from three step-children and is looking forward to sharing more of her journey in Zonta with them.

Erica Majba, District 23 Business Coach

Lieutenant Governor: Judith Tennant

Treasurer: Patricia Mc Lean

Secretary: Jane Adornetto

Area 1 Director: Kay Stewart

Area 2 Director: Nan Berrett

Area 3 Director: Jane Moulden

Area 4 Director: Margaret Lynch

Area 5 Director: Julia Taylor

Erica joined Zonta in 1999 and has held all club positions, except secretary, and has been area director, lieutenant governor and a member of the ZI Membership Taskforce. She credits Zonta for providing her with mentors during her changing career. In 1999, at the age of 50, Erica went from teaching secondary school girl students economics and accounting, to working in the financial services industry where there were few females in management positions. Her last years of full-time employment were with a large national financial services company as a business partner-

ship manager. Since retiring from full-time employment, she has worked part-time in the not-for-profit sector. She completed a Master's of Educational Management, and more recently the Australian Institute of Company Directors' course. She sits on a number of not-for-profit boards and finds that this, along with Zonta, enables her to give back to the community.

Margaret Bateman, District 24

Lieutenant Governor: Janette Curtis

Treasurer: Irene Moritz

Secretary: Maree Ham

Area 1 Director: Mary Jane Mahony

Area 2 Director: Penny Lucas

Area 3 Director: Karen Tromp

Margaret has been a member of the Zonta Club of Port Macquarie Inc., since 1996. Prior to this, she was a charter member of the Zonta Club of Darwin 1983-1984. She has had many roles in Zonta, serving as lieutenant governor, district conference committee chairman, member of district nominating committee, district secretary, area director, club president and public officer (of incorporated association). She has attended six Zonta International conventions and eight district conferences.

Mahazaver Dalal, District 25 Lawyer

Lieutenant Governor: Fahmida Karim

Treasurer: Perin Hakim

Secretary: Roshni Meherhomji

Area 1 Director: Latha Suresh

Area 2 Director: Rubina Farouq

Mahazaver remembers meeting fellow Zontians at the District 17 Conference in Madras in 1989, when the district was divided into three districts, including her own District 25. At area meetings, she was at presentations about 'Membership — Revive, Recruit, Retain & Rejuvenate.' Membership has been a concern and

at the charter presentation of Greater Dhaka Club she urged new members to understand our Zonta code and to work together with zeal and joy for Zonta goals.

Yukiko Toyota, District 26 **Chief Executive**

Lieutenant Governor: Yoko Manabe

Treasurer: Yoko Kano

Secretary: Seiko Kuremoto

Area 1 Director: Masako Iwata

Area 2 Director: Mariko Asano

Area 3 Director: Kazuyo Jinda

Area 4 Director: Akiko Kinoshita

Yukiko joined the Zonta Club of Tokyo II in 1985, and has served as a club secretary, board member, vice president and president. At the district level, she has served as district nomination committee chair, district public relations chair, area director of Area 2 and lieutenant governor. Yukiko was born in Asahikawa, which is in Hokkaido in Japan in 1953. After graduating from high school, she started working at Camellia Oil Products, and after working there for about 40 years, the company sold the section of hair care and skin care made from camellia oil. She then founded a cosmetic company in 2012 and became President. Yukiko has four elder brothers and sisters.

Myriam Troubleyn-Floru, District 27 **Managing Director at NvTroubleyn**

Lieutenant Governor: Florence Fischer-Herber

Treasurer: Monique Harpe

Secretary: Griet De Prycker

Area 1 Director: Claire Van Der Ent Braat

Area 2 Director: Maryse Fangain

Area 3 Director: Carenina Gerberding

Area 4 Director: Myroslava Kalamunyak

Area 5 Director: Sonja Nepper

Area 6 Director: Ingrid Vander Stichele

Area 7 Director: Régine Deguelle

Myriam has been a member of Zonta International for 17 years through the Zonta Club of Ghent I in Belgium. She brings her enthusiasm for working in teams to her role of governor for the 2014-2016 Biennium. In her private life, she is the Managing Director at NvTroubleyn, one of two construction businesses she runs with her husband and children.

Helena Buehler, District 28 **Russian Teacher at Community** **College Basel**

Lieutenant Governor: Dietlind Stuerz

Treasurer: Therese Rychener

Secretary: Kathrin Laubacher

Area 2 Director: Julia Woelke-Freifrau

Von Werthern

Area 3 Director: Emanuela Tanzi

Area 4 Director: Petra Wiesli

Helena is a member of Zonta Club of Lucerne Countryside and has served as club president, area director, member of District 28 nominating committee and lieutenant governor. Her greatest goal for the biennium is to establish Zonta clubs, especially in the Czech Republic, and to get young women interested in Zonta and join a club. Helena lives in Sursee, Switzerland. She graduated in Philology of Slavonic Languages, Educational Sciences and Eastern European History at the University of Basle and is a teacher of Czech and Russian languages. Currently, she teaches Russian in the adult education program of Basel and is acting as a translator for different companies as well as at courts of the Canton of Lucerne. She has two adult daughters.

Marijke H. Jongbloed, District 29 **Coordinating Investigator, Ecpo**

Lieutenant Governor: Gabriele Bruebach

Treasurer: Monika Geise

Secretary: Micka Van Dorth

Area 1 Director: Ana Requesens Moll

Area 2 Director: Brita Gerling-Koehne

Area 3 Director: Jacqueline Abbott-Deane

Area 4 Director: Brigitte Leferink

Marijke has been a member of the Zonta Club of Utrecht in the Netherlands since she was asked to join by the mother of her daughter's schoolfriend, as the two often discussed the position of women as they were waiting for their children. Over the years, Marijke has served in a number of functions in her club, as well as vice area director and lieutenant governor. Professionally, Marijke is a child and adolescent psychologist and over the past eight years, she has worked part-time on two successive advisory boards for the Ministry

of Education. Her previous work includes clinical practice, research and teaching, and specialization in the raising and development of children with severe behavioral and psychiatric problems. She still teaches this subject at post-graduate level, and will continue to do so over the next years despite having now passed the age of retirement.

Michele Rossano, District 30 **Psychologist in Palliative** **Care Association**

Lieutenant Governor: Sigrid Duden

Treasurer: Gabriella Mornaghini

Secretary: Nicolle Macho

Area 1 Director: Elisabeth Mejean

Area 2 Director: Ursula Hornung-Morgenthaler

Area 3 Director: Ezia Bovo

Area 4 Director: Yolande Perez-Meyer

Area 5 Director: Venelina Mileva

Michele joined the Zonta Club of Nimes in 1994. Since then, she has held positions as president, vice area director, area director and lieutenant governor, and has worked as a member of several committees, participated in the area meetings and district conferences. Professionally, she is a psychologist and as a manager of a health education organization, she knows the importance of education, of the environment in people's lives and their need for attainment and self-esteem, in order to make the most of life's opportunities. Michele has been married twice, and has two children and four grandchildren, all living in Paris. She likes to discover people, books, landscape and cultures, and likes to share ideas and projects.

Hsin-Hsin Yang, District 31 **Instructor at National** **Taiwan University**

Lieutenant Governor: Kuei-Chu Lin

Treasurer: Sherry Chang

Secretary: Alice Kaolin

Area 1 Director: Shun-Chien Yao

Area 2 Director: Rueil-Chin Chiang Cheng

Hsin-Hsin has been a Zontian for 24 years, having served as club president, nomination committee member and lieutenant governor. She is supportive of using the LinkedIn group as it offers a plat-

form to exchange ideas, suggestions and experiences. Hsin-Hsin has been a journalist, writing news in English, for international news agencies all of her career. She first worked for United Press International, then Agence France Presse until 2008, when she retired early, switching to teaching at the National Taiwan University and sharing her journalism experience with students. Hsin-Hsin feels life is an endless learning experience and hopes to learn from all Zontians—distinguished professionals from different cultures—through direct and comprehensive communications.

Hyang-Eui Chang, District 32
Board Member of
Scholarship Foundation

Lieutenant Governor: Haewon Shin

Treasurer: Sung-Wha Kim

Secretary: Jin-Ju Hong

Area 1 Director: Kyung Song

Area 2 Director: Soo-Young Ha

Area 3 Director: Keum-seon No

Hyang-Eui joined Zonta in 1997 as a charter member of the Zonta Club of Seoul VI. Since then, she has held positions in Zonta as club board member, club vice president, club president, area director, district nominating committee chair, OMC chair and lieutenant governor. After graduating from Seoul National University, Hyang-Eui worked as a practicing nurse at the University Hospital in the ICU. She was also employed for several years at an apparel company to consult with important clients. Since 2004, she has been part of the Yu Gwan Soon Scholarship Foundation as a Board member, helping academ-

ically well qualified, but financially needy students. She is interested in learning foreign languages, and can speak Korean and Japanese, is proficient in English, while understanding and speaking a little French and Chinese. She is married and has two children and four grandchildren. Her hope for the next two years as a governor is to contribute to Zonta's mission of Conviction, Commitment and Courage.

Ariunaa Ulziitogtokh
Regional Representative, Mongolia

Ariunaa has been a member of the Zonta Club of Ulaanbaatar, Mongolia since 2003, where she has been president and point of first contact for SOM and ZI for a decade. She played an important role in establishing Zonta clubs in Mongolia and conveying and promoting the objects of ZI locally. She was nominated as the Regional Representative for Mongolia during the 2012-2014 Biennium and will be continuing in this role for 2014-2016. She spent most of her career in the International Development Assistance programs helping the disadvantaged groups to meet their basic human needs and promoting the gender equality. She loves to travel and loves animals too. ■

Zonta's projects are funded in partnership with the Zonta International Foundation. To learn more or contribute, visit zonta.org or scan here.



Living up to our mission

Conviction—Commitment—Courage

APPROVED AT THE 2014 ZONTA INTERNATIONAL CONVENTION

Zonta International's Biennial Goals present the areas of focus for the biennium.
District and clubs should develop their own biennial goals adapted to local conditions.

1

BIENNIAL GOAL 1—SERVICE

Zonta International selects the international projects among proposals from UN Agencies with focus on root causes.

- Delaying early marriage
- Prevention of violence through education
- Improving women's health

Measures:

- The 2014 Convention approves the proposed International Service Projects.
- The UN agencies deliver on the project milestones.

Service and advocacy are integrated parts of all Zonta International service projects.

Measure:

- Specific advocacy goals are included in all International Service proposals.

Lasting impact is ensured through involvement of local and national governments and NGOs.

Measure:

- All proposals specify the level of involvement of local and national governments and NGOs.

Local projects are in line with our mission and vision.

Measures:

- 100 percent of all local projects focus on women's and girls' issues.
- Cooperative projects will be undertaken only with like-minded organizations.

2

BIENNIAL GOAL 2—ADVOCACY

All advocacy actions shall be in line with the strategic plan and shall have measurable impact

Measures:

- Zonta International Board, districts and clubs report advocacy actions in line with Zonta's strategic plan.
- Mission focused statements are sent to governments.
- The campaign "Zonta Says NO to Violence Against Women" is further developed to achieve local and national governmental and community commitment.

The activity at the UN and Council of Europe levels is increased utilizing our consultative and participatory status.

Measures:

- Zonta submits statements at the Commission on the Status of Women and other UN forums when relevant
- Zonta is actively involved in the Beijing+20 process.
- Zonta participates in the decision making process in the Council of Europe.

Zonta International influences UN and Council of Europe documents and actions.

Measures:

- Zonta's role as leading organization in advancing the status of women is recognized at the UN in New York, Geneva, and Vienna, at UNESCO in Paris and at the Council of Europe.
- Zonta advocates at CSW to include its priorities in agreed conclusions and resolutions.

- Zonta helps ensure that the Beijing Platform for Action is maintained and included in the Beijing+20 and in the UN post-2015 goals.
- Zonta advocates for the UN agencies to address root causes in their projects and programs.
- Zonta advocates for the implementation at the Council of Europe of the framework to prevent violence against women including trafficking in human beings.

Districts and clubs initiate advocacy actions in cooperation with like-minded organizations when relevant.

Measures:

- Training about the UN and, if applicable, the Council of Europe is conducted in all districts and regions.
- Governors report that more clubs participate in effective advocacy actions that have measurable impact than the previous biennium.
- Priority is given to actions related to Beijing+20, the post-2015 Agenda and the ratification of CEDAW where relevant.
- A list of like-minded organizations is updated continuously throughout the biennium.

3

BIENNIAL GOAL 3—RESOURCES

Clubs recruit and retain committed and skilled members.

Measures:

- One new club of committed members is chartered per district per year.
- The number of disbanded clubs is decreased by 5 percent.
- Club presidents and governors report increased level of active member participation.
- Club presidents report that the necessary level of skills and competencies are represented in the club.

Leadership skills and competencies are increased at all levels and at Headquarters.

Measures:

- Leadership training programs are conducted at club, district and International level, and for staff.
- All manuals and governing documents are revised and published on the Zonta web site within six months after Convention.
- Governors report that the Governing Documents and operational manuals and policies are understood by the District Board and club presidents.

The structure of Zonta International districts is optimized for mission achievement and vision fulfillment.

Measure:

- A review of the number and boundaries of districts is completed.

The reporting system at all levels is simplified and the use of the reports implemented.

Measures:

- The information reported at all levels helps ensure progress in achievement of the biennial goals.

The communication, knowledge management, dues processing and donations platform are improved.

Measures:

- A new website is launched within the first year of the biennium.
- Tools are available for actions at all levels.
- The new website facilitates membership list updates, dues payment and donations.
- Dues payments and donations are processed within 10 business days from the time of receipt at HQ.

Zonta International Foundation has sustainable resources and the sources of income are broadened.

Measures:

- Donations to Zonta International Foundation increase by 5 percent from previous biennium.
- Three corporate sponsorships are signed.

Conviction—Commitment—Courage

Liberia Fistula Program

EMPOWERING WOMEN THROUGH SERVICE AND ADVOCACY:

At the 2014 Zonta International Convention in Orlando, FL, USA, the voting members approved five projects addressing prevention of the **root causes** that prevent women around the world from developing their full potential **through education**.



LONG TITLE

Towards Elimination of Obstetric Fistula and Reduction of Maternal and Newborn Mortality and Morbidity.

LOCATION

Liberia

PARTNER



FUNDING

US\$600,000 (8% administrative cost)

OVERALL OBJECTIVE

To improve the health and socio-economic status of women and young girls within Liberia.

FUNDING HISTORY

Since 2008, ZI has provided a total of 1.95 million USD to support this project.

BACKGROUND

Zonta International has already provided financial support to UNFPA's Liberia Fistula Project and has enabled the program to scale-up and achieve impressive numbers of fistula surgeries and reintegration of women into society; however, there are 600-1,000 new cases of obstetric fistula every year in Liberia and a backlog of more than 5,000 cases awaiting treatment and care. Extending Zonta's support for an additional two years will continue this life-changing work.

SERVICE ASPECTS

Equip hospitals to treat and repair obstetric fistulae; train health care providers in fistula management; and enhance quality of services.

ADVOCACY ASPECTS

- Project fully aligned to the 10-year Health & Social Welfare Policy and accompanying Plan of Action.
- Engagement with policymakers, including lawmakers with oversight on women's health and development, for increased local funding to support the obstetric fistula project.
- Focus on increased community awareness through collaboration with fistula survivors, journalists and female students.

EXPECTED OUTCOMES

- The health and socio-economic status of more than 400 women and girls will be improved through quality surgical and non-surgical treatment for obstetric and traumatic fistula.
- 100 inoperable fistula survivors will be identified and empowered by 2016.
- Increased knowledge and awareness of obstetric fistula in targeted communities throughout the country will contribute to a 25 percent reduction in the incidence of obstetric and traumatic fistula.

A total of 1,079 women and adolescent girls with various types of fistulae have received surgical treatment. A total of 264 survivors have been rehabilitated and reintegrated into their mainstream communities.

Liberia

Population: 4.2 million

Surface Area: 111,369 sq. km.

GDP per Capita: 360 PPP US\$

Life Expectancy at Birth:

Men: 55.82 years; **Women:** 59.04 years

2013 Human Development Index Rank:

175 (Scale 1-187, where 1 is highest)

Seats Held by Women in

Parliament: 11.7%

Infant Mortality Rate: 80 deaths

per 1,000 live births

Maternal Mortality Ratio: 770 deaths

per 100,000 births

Births Attended by Skilled Health

Personnel: 46.3%

Contraceptive Prevalence Rate: 11.4%

Population with Access to

Contraceptive Services: 11%

Female Enrollment in Primary

Education: 65.6%

Internet Users: 3.79 per 100 people

Population Below \$1 (PPP) per

Day: 83.7%

Country statistics were taken from the United Nations Statistics Division and The World Bank.

ACTIVITIES

- Address the needs of the most neglected, vulnerable and dejected women and girls in the Liberian society who have become victims of harmful traditional practices such as female genital mutilation or other sexual gender based violence perpetrated against them.
- Support the overall goal and objectives of the project within the context of accelerating the reduction of maternal mortality and morbidity and the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in Liberia.

SIX KEY STRATEGIES ARE USED TO ADDRESS THE DEFINED OBJECTIVES AND ARE STATED BELOW:

1. Integrate obstetric fistula into maternal and child health services
2. Scale-up treatment services without compromising quality
3. Enhance advocacy, community mobilization and health promotion
4. Coordination and partnerships
5. Sustained rehabilitation and social reintegration
6. Prevention of recurrent obstetric fistula following successful fistula repair

WHAT IS FISTULA?

A childbirth injury caused by prolonged, obstructed labor without timely medical intervention, usually a caesarean section.

During unassisted, prolonged labor, the sustained pressure of the baby's head on the mother's pelvic bone damages her soft tissues and pelvic nerves, creating a hole—or fistula—between the vagina and bladder and/or rectum. The pressure prevents blood flow to the tissue; and, eventually, the dead tissue peels off, damaging the original structure of the vagina, resulting in constant leaking of urine and/or feces through the vagina. In most cases, the baby is stillborn; and, in some cases, the woman is left paralyzed.

In addition to the physical consequences, fistula can also have social and psychological effects on patients. Often there is stigma associated with this condition, and those women suffering from fistula are abandoned by their families and marginalized by their communities.

Traumatic fistula, as a result of rape, adds to the psychological trauma, fear and stigma that follow rape, including the risk of unwanted pregnancy, vulnerability to sexually transmitted infections, including HIV, and decreased chances for women to get married, work or participate in the larger community.

With properly trained surgeons, appropriately-equipped facilities, and the necessary aftercare, the treatment of uncomplicated obstetric fistula has a 90 percent success rate. The average cost of fistula surgery and post-operative care is approximately US\$400, while the cost of social rehabilitation for a fistula survivor (provision of skills training and psychosocial support) is on average US\$1,300.

Traditional practices such as female genital mutilation and early marriage are some of the root causes of fistula.

EDUCATION IS THE KEY TO PREVENTION

The project will work with women and adolescent girls' advocacy groups and individuals including celebrities through community outreach and special events on increasing community awareness and relinquishment of harmful traditional practices that lead to obstetric fistula such as female genital mutilation.

The project will collaborate with fistula survivors, journalists and female students who serve as advocates to encourage changes in health seeking behavior favoring an increase in facility-based deliveries to minimize obstetric fistula.

2014 – 2016 INTERNATIONAL SERVICE & ZISVAW PROJECTS

Working Toward an HIV-Free Generation



LONG TITLE

Working Toward an HIV-Free Generation and Effective Prevention and Response to Gender Based Violence in Rwanda

LOCATION

Rwanda

PARTNER



FUNDING

US\$800,000 (9% administrative cost)

OVERALL OBJECTIVE

To contribute to a nation free of AIDS and new HIV infection among children, adolescents, women and families; to support the national scale-up strategy for One Stop Centers; and to invest in community-based prevention of violence against women and children.

FUNDING HISTORY

Since 2008, ZI has provided a total of 2.2 million USD to support this project. 89% of health facilities offer prevention of mother to child transmission services and 62% of HIV+ pregnant women received antiretroviral treatment during pregnancy. More than 6,000 survivors of violence were treated at the Isange and Rusizi One Stop Centers.

BACKGROUND

Rwanda is on track to achieve an HIV-free generation by 2015. Gender based violence is a widespread problem in Rwanda and has direct links to higher HIV transmission rates among women and young women in particular. To address this issue, Zonta International and UNICEF have supported the establishment of One Stop Centers to provide survivors of violence with medical, psychological and legal services in one collaborative setting.

SERVICE ASPECTS

- Train health care workers on prevention of mother to child transmission and antiretroviral guidelines and implement HIV prevention services.
- Train One Stop Center personnel and coordinate follow up of cases treated.
- Disseminate HIV prevention information among adolescents.
- Delivery of adolescent friendly services in the context of HIV and provide required program tools.

ADVOCACY ASPECTS

- Awareness campaigns to change social norms and behaviors—such as partnerships outside marriage and norms that relegate women’s status as lower than that of men—using participatory methods in communities and with local authorities.
- Training sessions in One Stop Center districts on gender, women and child rights and protection, positive norms and parenting.
- Implementation of targeted and gender sensitive, evidence based communication strategies.
- Advocacy and partnership activities with community leaders and district authorities for elimination of mother to child transmission and pediatric HIV care and treatment in three districts.
- Empowerment of women and girls to protect and claim their rights to safety and dignity.



Rwanda

Population: 11 million

Population under 18: 49%

Surface Area: 26,338 sq. km.

GNI per Capita: 570 US\$

Life Expectancy: 56 years

2013 Human Development Index Rank:
151 (Scale 1-187 where 1 is highest)

**Seats Held by Women in
Parliament:** 56.3%

Maternal mortality ratio: 487
deaths per 100,000 births

Infant mortality rate: 54 deaths
per 1,000 live births

**Births attended by skilled
health personnel:** 69%

**Female Enrollment in Primary
Education:** 98%

Internet Users: 8.02 per 100 people

**Population Below \$1.25
(PPP) per Day:** 73.4%

*Country statistics were taken from the United Nations
Statistics Division and The World Bank.*

ONE STOP CENTERS (OSCS)

Established under the framework of One UN Delivering As One, UNICEF, with support from Zonta International and other partners, has supported the government of Rwanda to design and establish One Stop Centers to respond to survivors of all kinds of child, domestic and gender based violence. The centers provide the medical, mental health, protection and legal needs of the survivor throughout the investigation and prosecution of the violent crime with the timeliness, objectivity, comprehension and precision required.

The complex and unique needs of survivors of violence require the highest level of systematic collaboration between judiciary, police, medical, mental health, social work and legal service providers, community organizations and non-governmental organizations.

GENDER BASED VIOLENCE COMPONENT

- Support an effective coordination mechanism between key line ministries, the police and other relevant institutions to implement the national program of One Stop Centers (OSC) so as to ensure that women and children receive quality and timely services and that perpetrators are tracked and convicted.
- Support the establishment of an institutional partnership between OSC and government legal provision services for all legal cases received in OSCs such as access to Justice Houses under the Ministry of Justice.
- Support the creation of a database in OSCs to help track cases being reported and the actual intake of services consistently.
- Support research and data collection systems for effective monitoring and evaluation and evidence based planning through a national Monitoring Framework for Violence against Children and Women.
- Refresh capacity of 20 core staff at Kacyiru and Gihundwe OSCs including training, teamwork exercise and the development of materials for well carried out interviews, examinations and psychological help and follow-up to all survivors with specific focus on children and infants (pre-verbal).
- Develop standards, guidelines and standard operating procedures for OSC staff across the country and provide them with the resources to effectively follow up with urgent cases.
- Develop and put in place a comprehensive capacity building plan on gender based violence response and prevention for staff in key other sectors (district authorities, police stations and community-based organizations), with a focus on health personnel.
- Support the deployment and training of community based workers working in close collaboration with OSC staff, community health workers and Child Protection/gender based violence committees to follow up of cases treated at OSC.
- Support coordination between OSC staff, community health workers and community protection workers to handle most efficiently the follow up of cases treated at OSCs.
- Conduct awareness-raising on violence against children and gender based violence in order to change social norms and behaviors.
- Conduct advocacy with community leaders and training session in OSC districts on gender, women and child rights and protection, positive norms and parenting.
- Organize awareness raising campaigns using participatory methods in communities and with local authorities

EDUCATION IS THE KEY TO PREVENTION

Support research to identify barriers to equitable access to quality comprehensive HIV prevention information and services; and support implementation of quality comprehensive HIV prevention information and services, focusing on most vulnerable young people, including adolescent girls.

Gender Responsive Schools



<p>LONG TITLE Gender Responsive Schools Pilot Model</p>	
<p>LOCATION Vietnam</p>	<p>PARTNER</p> 
<p>FUNDING US\$644,000 (8% administrative cost)</p>	
<p>OVERALL OBJECTIVE To create a school environment for adolescent girls and boys across Hanoi that is free from gender-based violence.</p>	

BACKGROUND

Gender-based violence in and around schools is highly prevalent in Vietnam and is one of the main barriers to girls’ empowerment and gender equality. Plan Vietnam, a UN Trust Fund grantee, will promote a model of safe, accountable and child-friendly schools where adolescent girls and boys receive a quality education in an environment free of gender-based violence.

SERVICE ASPECTS

Train youth group ambassadors to organize school campaigns and assist teachers; train teachers and empower them to prevent and respond to violence; and inform and engage parents and caregivers.

ADVOCACY ASPECTS

- **Sustainability:** Build with the Department of Education and Training a strong response mechanism to prevent violence, protect survivors and pursue perpetrators. Scale up commitment from the Government to include more than 500,000 additional students.
- **The proposed response system will have three key components:** A school code of conduct, a reporting system and direct support for students and trained teachers.
- **Visibility:** The project will work closely with 25 local and national journalists. **Focus:** gender-based violence, particularly school-related violence. **Purpose:** to inform and to encourage responsible reporting.

EXPECTED OUTCOMES

- 20 schools in Hanoi have increased capacity to promote gender equal norms, and prevent and respond to gender-based violence in and around their schools.
- 30,000 adolescent school children (girls and boys), age 11 to 18, 45,000 parents and care givers will actively engage in preventing and responding to school-related gender-based violence.



Vietnam

Population: 88.8 million

Surface Area: 329,560 sq. km.

GDP per Capita: 1,755 PPP US\$

Life Expectancy at Birth:

Men: 70.9 years; **Women:** 80.3 years

2013 Human Development Index Rank:

127 (Scale 1-187, where 1 is highest)

Seats Held by Women in

Parliament: 24.3 %

Infant mortality rate: 18 deaths

per 1,000 live births

Maternal mortality ratio: 59 deaths

per 100,000 births

Births attended by skilled

health personnel: 92.9%

Contraceptive prevalence rate: 77.8%

Population with access to

contraceptive services: 100 %

Female enrollment in primary

education: 98%

Internet Users: 39.5 per 100 people

Population Below \$1.25

(PPP) per Day: 16.9%

Country statistics were taken from the United Nations Statistics Division and The World Bank.

- Hanoi Department of Education and Training recognizes the Gender Responsive Schools model, continues to implement the model in project schools, and takes action to scale it up in the school system.

ACTIVITIES

- Conduct training of 700 teachers and school administrators on gender, violence, and positive-discipline in order to equip them with the tools to establish effective violence prevention and response mechanisms.
- Develop tools and processes to improve the availability and quality of school-based counseling aimed at preventing, mitigating, and responding to school-related gender-based violence.
- Develop and support the adoption of a code of conduct to institutionalize response mechanisms to gender based violence in the target schools.
- Facilitate classroom sessions with students to build their understanding and the requisite skills to change harmful attitudes and behaviors.
- Develop and print teachers' manuals on school related gender based violence to guide the key teachers in conducting lessons and supporting the implementation of the project in the target schools.
- Develop peer support groups to sustain the individual changes and strengthen response mechanism for gender based violence.
- Establish safe spaces and provide peer support to enable adolescent to share their concerns and experiences around violence.
- Organize trainings for journalists on school-related gender based violence and the gender responsive schools model.
- Support the Department of Education's efforts to develop operational plans and budgets for scaling-up the project model across all secondary school in Hanoi.

EDUCATION IS THE KEY TO PREVENTION

Worldwide, 66 million girls are not in school with gender-based violence creating a significant barrier to girls' access to education. Preventing and responding to gender-based violence requires establishing safe and child-friendly schools, rights-sensitive approaches to discipline, and increasing family and community engagement with schools.

A “gender responsive school” ensures that all activities, processes and mechanisms are designed to encourage and support gender-equal norms; discourage harmful and inequitable gender stereotypes; and report violence and discriminatory practices.


A “gender responsive school” ensures that all activities, processes and mechanisms are designed to encourage and support gender-equal norms; discourage harmful and inequitable gender stereotypes; and report violence and discriminatory practices.

The Hanoi Department of Education has already expressed interest in replicating the model across all 785 secondary schools in the city, reaching more than 500,000 additional students.

The project thus has the potential to have a significant and long-term impact in preventing gender-based violence in Vietnam.

Delaying Early Marriage



LONG TITLE Respecting the Rights and Responding to the Needs of Adolescent Girls in Niger.	
LOCATION Niger	PARTNER 
FUNDING US\$1,000,000 (8% administrative costs)	
OVERALL OBJECTIVE To reduce early marriage and early pregnancy in a critical mass of communities and departments in four regions of Niger.	

BACKGROUND

- Niger has the highest child marriage prevalence in the world with 75 percent of girls married by age 18 and 36 percent by age 15.
- Early marriage is a form of sexual and gender-based violence with detrimental physical, social and economic effects.
- High proportions of school-aged girls are not in school and the vast majority of adolescent girls are illiterate.
- A majority of married girls have been pregnant or have had children by the age of 19.

SERVICE ASPECTS

Improve health of adolescent girls; ensure their access to educational opportunities; protect them from violence; and encourage their leadership by providing access to mentors and women leaders.

ADVOCACY ASPECTS

- Advocacy at national level with Ministers and the Parliament to raise age of marriage to 18.
- National and regional level advocacy for the enforcement of laws and to commitment also in the hardest to reach populations.
- Advocacy with international agencies and civil society to coordinate efforts in the domain of adolescent girl programming.

EXPECTED OUTCOMES

This project is part of a five year (2013-2017) global UNFPA Adolescent Girls Initiative. 25,000 adolescent girls will be reached over two years with 400,000 members of their community benefiting from increased awareness. Adolescents will:

- Develop health, social, and economic assets.
- Know their rights and be in a stronger position to defend them.
- Be safer and have a measure of protection against violence.



Niger

Population: 17.2 million

Surface Area: 1.267 million sq. km.

GDP per Capita: 395 PPP US\$

Life Expectancy at Birth:

Men: 57.3 years; **Women:** 57.6 years

2013 Human Development Index Rank:

186 (Scale 1-187, where 1 is highest)

Seats Held by Women in

Parliament: 13.3%

Infant Mortality Rate: 63 deaths

per 1,000 live births

Maternal Mortality Ratio: 590 deaths

per 100,000 births

Births Attended by Skilled Health

Personnel: 29.3%

Contraceptive Prevalence Rate: 13.9%

Total Fertility Rate: 7.6 children per woman

Population with Access to

Contraceptive Services: 83.9%

Female Enrollment in Primary

Education: 65%

Internet Users: 1.4 per 100 people

Population Below \$1.25

(PPP) per Day: 43.6%

Country statistics were taken from the United Nations Statistics Division and The World Bank.

- Have the basic tools required to lead fuller lives as adults.
- Be able to actively participate in the socioeconomic development of their communities.

ACTIVITIES

Programme designed to build the health, social, and economic assets of adolescent girls, including the creation of an improved local and national environment for girls to exercise their rights.

1. Improve the health of adolescent girls

- Provide adolescent girls with critical health knowledge.
- Establish a general health check-up for girls participating in the program, through a visit to the nearest health facility or through periodic community health worker visits.
- Introduce the HPV vaccine in accordance with the anti-cervical cancer project of the Ministry of Public Health.

2. Ensure an education for adolescent girls

- Provide literacy and numeracy training, including financial literacy.
- Give girls an age-appropriate life skills education.
- Assist girls that want to (re)start in (re)enrolling in formal and non-formal school.
- Connect with parents/guardians to ensure commitment to their daughters' education.

3. Protect adolescent girls from violence

- Create safe spaces reserved for girls in communities.
- Give girls the skills, knowledge, resources, and social networks, that will provide a foundation for their safety and protection.
- Support girls and communities in developing safety plans for girls and young women.
- Enhance the capacity of the Brigade for the protection of women and children.

4. Encourage the leadership of adolescent girls

- Ensure access of girls to mentors and women leaders.
- Create a group of women leaders consisting of the mentors themselves.
- Build social networks that integrate girls into their communities, and encourage their participation as citizens.
- Give girls assets such as identification documents, which are important prerequisites for citizenship and leadership.
- Engage in a process of reflexive dialogue with the communities on the rights of adolescent girls, their value to communities, and the dangers and losses associated with denying girls their rightful entitlements.

5. Use data for adolescent decision making and advocacy

- Use data to guide decisions on investing in regions and communities with the highest concentrations of the youngest populations at the greatest risk of poor outcomes as indicated by the latest Demographic and Health Survey (2012) and the 2012 Census.
- Conduct rigorous monitoring and process evaluation to document successes and challenges in implementation, particularly in the first three years of the Initiative's life.
- Conduct a quantitative impact evaluation to document changes in girls' key indicators.
- Use data as part of the community dialogue to mobilize decision makers in the communities in favor of delaying the age of marriage.
- Use data to advocate with policy makers to reorient policies and programs to better address the needs of adolescent girls.

Voices Against Violence



LONG TITLE

Voices Against Violence: Non-formal Education Curriculum for the World Association of Girl Guides and Girl Scouts on Ending Violence against Women and Girls.

LOCATION

12 Countries

PARTNER



FUNDING

US\$986,000 (8% administrative costs)

OVERALL OBJECTIVE

To prevent and reduce gender discrimination and violence against women and girls through non-formal education and youth engagement and leadership.

BACKGROUND

- 1 in 3 women are affected by violence in their lifetimes.
- Gender-based violence starts early—more than 50 percent of sexual assaults are committed against girls under 16 years of age.
- Globally, 64 million girls are child brides, and 140 million have undergone female genital mutilation.
- Working with young people to break gender stereotypes and prevent violence is a smart investment.

SERVICE ASPECTS

UN Women will provide opportunities for Zonta to participate as speakers and engage with youth leaders at each of the trainings which are designed to empower leaders to prevent the root causes of violence against women and girls. Zonta members can also advocate for the use of the curriculum within their constituencies. UN Women would seek to facilitate contact between individual Zonta clubs to take part at local level.

ADVOCACY ASPECTS

Joint platform for Zonta International, UN Women and the World Association of Girl Guides and Girl Scouts (WAGGGS) to advocate to end violence against women and girls at multiple levels, including at the UN, and in multiple countries.

ZONTA'S VISIBILITY AND INVOLVEMENT

- Press release to announce the partnership, participation of Zonta representative at regional workshops, participation by Zonta International President in an annual program review meeting.
- Zonta logo use on agreed program materials, coverage on UN Women website, updates for Zonta International publications, and promotion of the partnership through social media.
- Guidelines about Zonta's local-level involvement in the project are under development and will be presented in Zonta's web site.

Each UN Women/
WAGGGS regional
workshop will train
at least 100 youth
leaders, who in turn
would train 3000
active leaders in their
home countries to
deliver the curriculum.

EXPECTED OUTCOMES

- Increased awareness and knowledge of gender-based violence through non-formal education activities.
- Increased engagement of young people in prevention of gender stereotypes, discrimination and violence against girls and women through advocacy and peer education.
- Enhanced understanding of participants of the safety measures to deliver the curriculum.
- Action plans developed to roll out the curriculum by participants.

ACTIVITIES

Through their partnership since 2009, UN Women and WAGGGS are launching a unique international non-formal education program on ending violence against girls and women that will engage young people as peer educators and participants.

As part of this program, a curriculum has been developed for age groups 5-25 years, in English, French and Spanish. The curriculum will provide knowledge on the issue of violence against women and girls, facilitate learning and awareness-raising among the participants as peer educators and advocates. It will encourage young people to identify various forms of violence against women and girls, understand root causes of such violence, and learn what their rights are and what services exist to support survivors.

Members of the girl guiding/girl scouting movement can earn a “badge” by completing six sessions from a set of age-appropriate activities.

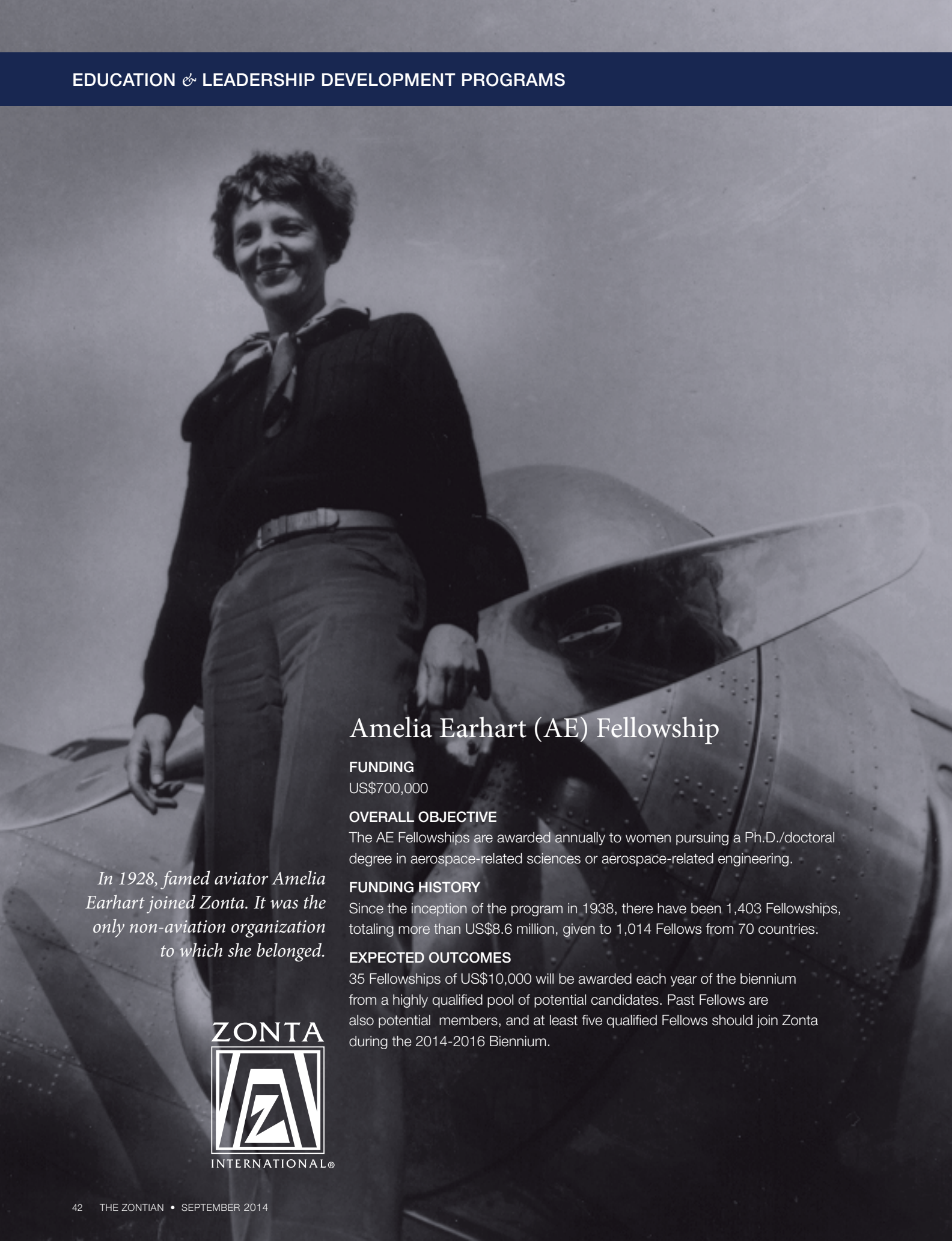
The curriculum was developed within a broader education and advocacy framework under WAGGGS’ global campaign “Stop the Violence. Speak Out for Girls Rights” and has been tested among 1,500 members of the girl guiding/girl scouting movement in 20 countries. Already, those who participated in the pilot programme have measured and reported changes in the level of knowledge and understanding of gender issues, and engaged parents and community members. In all participating countries, participants have also taken local actions such as exhibition for community members and decision makers, and awareness raising activities with peers in schools.

Once published, the curriculum will be available for implementation among all members of WAGGGS through their national organizations. Opportunities exist to adapt the curriculum to local/national contexts and implement it in schools, in partnership with other youth organizations and national governments. An estimated 5 million children and young people will take part in the curriculum by 2020.

TRAINING OF TRAINERS

In order to ensure a safe, ethical and effective delivery of the curriculum, UN Women and WAGGGS will start implementation and promotion with four “training of trainers” regional workshops in the course of 2014-2016. The regional workshops will train young leaders about violence against women and girls and human rights, and enable them to implement the non-formal education curriculum with youth at grassroots level. Participants will also have an opportunity to meet with local organizations working on violence against girls and young women. While learning about violence and how to use the curriculum, participants will gain advocacy skills and understand how to influence decision makers and community members to respond to and prevent violence against women and girls. They will also learn how to monitor and evaluate the implementation of the curriculum in their own communities.

In 2014-2016, an estimated 12 countries will roll out the curriculum through the girl guiding/girl scouting movement and with key partners. It is estimated that 800,000 young people will be involved in the delivery of the program by June 2016. ■



In 1928, famed aviator Amelia Earhart joined Zonta. It was the only non-aviation organization to which she belonged.

Amelia Earhart (AE) Fellowship

FUNDING

US\$700,000

OVERALL OBJECTIVE

The AE Fellowships are awarded annually to women pursuing a Ph.D./doctoral degree in aerospace-related sciences or aerospace-related engineering.

FUNDING HISTORY

Since the inception of the program in 1938, there have been 1,403 Fellowships, totaling more than US\$8.6 million, given to 1,014 Fellows from 70 countries.

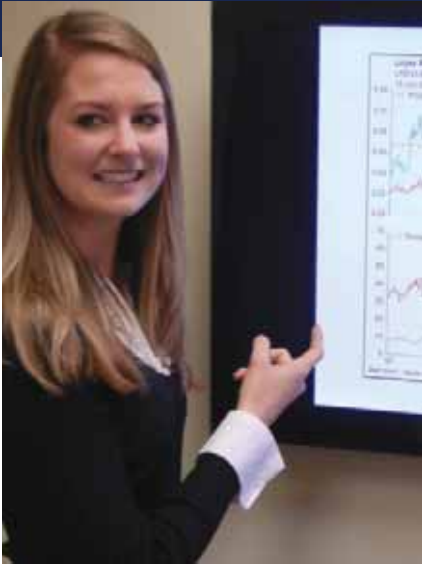
EXPECTED OUTCOMES

35 Fellowships of US\$10,000 will be awarded each year of the biennium from a highly qualified pool of potential candidates. Past Fellows are also potential members, and at least five qualified Fellows should join Zonta during the 2014-2016 Biennium.

ZONTA



INTERNATIONAL®



The JMK Scholarships encourage the next generation of women business leaders to pursue their dreams.

Jane M. Klausman (JMK) Women in Business Scholarships

FUNDING

US\$232,000

OVERALL OBJECTIVE

The JMK Scholarships are awarded annually to women pursuing undergraduate or Master's degrees in business management.

FUNDING HISTORY

Since the inception of the program in 1998, Zonta has awarded 357 Scholarships, totaling US\$778,800, to 275 women from 47 countries.

EXPECTED OUTCOMES

Twelve international scholarships of US\$7,000 and up to 32 district/region scholarships of US\$1,000 will be awarded each year of the biennium. Past recipients are also potential members, and at least five qualified former recipients should join Zonta during the 2014-2016 Biennium.



The YWPA Awards recognize future women leaders who are making a difference in their communities.

Young Women in Public Affairs (YWPA) Award

FUNDING

US\$144,000

OVERALL OBJECTIVE

The YWPA Awards are given to young women, ages 16-19 on 1 April each year, living in a Zonta district/region, or a citizen of a Zonta country, who demonstrate a commitment to leadership in public policy, government and volunteer organizations.

FUNDING HISTORY

Since the inception of the program in 1990, Zonta has awarded 721 awards (including international awards), totaling US\$621,750, to 627 young women representing 51 countries.

EXPECTED OUTCOMES

Ten international awards of US\$4,000 and up to 32 district/region awards of US\$1,000 will be presented each year of the biennium. Past awardees are potential members for Zonta, and at least five qualified former awardees should join Zonta during the 2014-2016 Biennium.

Zonta's projects are funded in partnership with the Zonta International Foundation. To learn more or contribute, visit zonta.org or scan here.





Zonta's partnership with the UN Agencies —a long lasting history of cooperation to improve women's lives.

Since 1923, Zonta has provided more than US\$11 million (corresponding to more than US\$27 million in 2014) to projects benefiting more than 2 million women from 37 countries.

Zonta's first partnership with a UN agency from 1962 to 1974, where Zonta International supported the United Nations Relief and Works Agency for the Vocational and Teacher Training Center for Women in Ramallah, Jordan, totaled US\$309,945 (corresponding to approximately US\$2,300,000 in 2014).

Of the 55 international service projects conducted up to 2014, forty-two (corresponding to 83 percent of the funds) have been conducted in cooperation with an UN agency.

Zonta International and UNICEF: Partners to Improve the Lives of Women and Children

Zonta International's partnership with the United Nations Children's Fund (UNICEF) began more than 40 years ago with six mobile medical units in Ghana. It was one of Zonta's earliest international service projects and the first time Zonta and UNICEF came together to help women and children in need.

Recognizing even then the lack of basic facilities in the rural areas of developing countries, Zonta International worked

with UNICEF to establish six mobile pediatric medical units to serve the health needs of mothers and children in remote areas of Ghana from 1972 to 1974. The units were staffed by physicians, nurses and other paramedic personnel and visited six villages a week, providing pre- and post-natal care, information on nutrition and family planning, and treatment of diseases, such as malaria, tuberculosis, trachoma and leprosy.

Zonta International's support for UNICEF and its efforts to improve the lives of mothers and children globally has only continued to grow since that first project in Ghana. To date, Zonta International has provided more than US\$4.8 million to UNICEF to support projects in Afghanistan, Burkina Faso, Colombia, Ghana, Guatemala, Nepal, Rwanda, South Africa and Sri Lanka.

Early projects included US\$100,000 for the Pan African Training Centre (1974-1976) to recruit and finance the African Women's Volunteer Task Force, a group of highly qualified professionals that used their leadership and expertise to serve the educational, physical, social and cultural needs of women in rural and disadvantaged areas throughout Africa. Then, from 1976 to 1982, Zonta International worked with UNICEF and the Colombian government to help implement the Colombia Health Centers Project, providing more than US\$500,000 to help construct 10 health care centers to provide health and education services to families living in squatter settlements on the margins of industrialized cities.

Another early project that continues to resonate with Zonta's members more than 30 years later is the Sri Lanka Well Water Project. Zonta provided US\$880,000 over four years to UNICEF to provide strategically placed wells to supply clean drinking water in the Dry Zone Regions of the central and north-east sections of Sri Lanka, thereby freeing women and children from the daily task of hauling safe drinking water. Zonta's support for this project financed 4,000 wells and pumps, providing a pure water supply to more than 25,000 farming families. Today, a water well from the project still stands in the Amelia Earhart Room at Zonta International Headquarters as a reminder of Zonta and UNICEF's early work in Sri Lanka.

Zonta International and UNICEF's partnership has many success stories. In Burkina Faso, Zonta International's support for UNICEF (US\$650,000 from 1998 to 2002) helped transform views of female genital mutilation and cutting

(FGM/C) from a traditional practice to a public health issue and a violation of human rights. As a result, the prevalence of FGM/C in Burkina Faso has dropped rapidly from 66.35 percent of girls in 1996 to only 25 percent of girls in 2004—a 40 percent decrease in less than a decade. UNICEF continues to support efforts to put an end to FGM/C in Africa through a joint program with UNFPA. In 2011, just three years into the program, more than 6,000 communities in Ethiopia, Egypt, Kenya, Senegal, Burkina Faso, the Gambia, Guinea and Somalia had already abandoned the practice. UNICEF and UNFPA continue to work with partners to end this harmful practice in one generation—a goal they believe is possible.

Another success story for Zonta and UNICEF is their efforts to eliminate maternal and neonatal tetanus (MNT), a painful, often fatal, yet easily preventable disease for both mother and child. According to the US Fund for UNICEF, the women and newborns most at risk of tetanus live in areas scarred by poverty, poor medical infrastructure or humanitarian crises. Each year, nearly 60,000 newborns—and thousands of women—contract tetanus during childbirth and die. Immunization of women, however, also confers immunity for the first two months of life to a child born to an immunized woman. Zonta first provided resources for MNT elimination efforts in Nepal during the 2000-2002 Biennium and then in Afghanistan from 2002 to 2006. Thanks to partnerships like the one between Zonta and UNICEF, since 1999, close to 118 million women have been immunized through immunization campaigns and 29 of 58 countries have achieved MNT elimination. Nepal was declared free of maternal and neonatal tetanus in December 2005, a direct result of the work done by UNICEF and partners, including Zonta International.

In 2002, there were an estimated 8,000 newborn deaths due to tetanus in Afghanistan, which led to an immunization campaign to reach every district and every woman of reproductive age in the country. Zonta International supported a pilot campaign in four cities and eight rural

“As a partner, Zonta International has shown extraordinary commitment to women and children around the world over the past several decades. The impact of Zonta’s support is immense. Because of partners like Zonta, Rwanda is on track to achieve an HIV-free generation in 2015, which means more lives saved and more healthy babies. When combined with the resources, knowledge, and commitment of partners like Zonta, the results can be tremendous.”

—Caryl M. Stern, President and CEO, U.S. Fund for UNICEF

districts in Kabul province. Overall, about four million women of child bearing age in Afghanistan were targeted for vaccination thanks to UNICEF and partners like Zonta International. Today, an estimated 4.2 million women of childbearing age receive routine immunization services provided by more than 2,700 vaccinators through health posts, outreach programs and mobile activities throughout Afghanistan.

In recent years, Zonta International and UNICEF have focused their partnership on efforts to eliminate mother-to-child transmission (PMTCT) of HIV and gender-based violence in Rwanda with Zonta International contributing US\$2.2 million to these efforts since 2008. As a result of Zonta’s ongoing support, more than 90 percent of health facilities in Rwanda are now able to provide rapid HIV testing, resulting in more pregnant and new mothers getting tested and receiving the critical care they need to remain healthy themselves and ensure their babies remain HIV-negative. Zonta’s contributions are also being used to support two health centers to improve the quality of PMTCT services available to HIV-positive mothers in need of anti-retroviral therapy. In 2013, all 16 babies born to HIV-positive mothers at the new maternity wing of the Matyazo Health Center tested HIV-negative.

In addition to Zonta and UNICEF’s efforts to prevent mother-to-child trans-

mission of HIV, the project expanded its scope in 2010 to also include efforts to prevent gender-based violence. Zonta’s support in this area has helped to fund One Stop Centers for victims of violence to get the support and services they need in one location. The One Stop Center model has been so successful, the Government of Rwanda has committed to establishing 40 new One Stop Centers to be implemented in province and district hospitals in 2014.

Thanks to the continued efforts of UNICEF and partners like Zonta International, Rwanda is on track to achieve its first HIV-free generation by 2015. To help Rwanda realize this goal and to continue to make strides toward eliminating gender-based violence, Zonta International will continue its partnership with UNICEF in Rwanda during the 2014-2016 Biennium. The project will continue to support PMTCT programs but will expand its focus to providing age-appropriate HIV prevention and services to adolescents, an increasingly vulnerable population. The project will also continue to support the One Stop Center model to ensure that women and children receive quality and timely care and services and that perpetrators of violence are tracked and convicted.





UN Women and the UN Trust Fund

Zonta International has invested in partnerships with UN Women and the UN Trust Fund to End Violence against Women since the 1960s [1], and approximately 41 percent of all the funds from Zonta International have been utilized in projects in cooperation with UNIFEM/UN Women and the UN Trust Fund. As a result, millions of lives have improved around the world.

Support to prevent and end gender-based violence has produced safer homes and public spaces, laws to fully uphold women's rights and higher quality services for survivors. Many more people from all walks of life know that attitudes and behaviors must change, and are engaged in saying no to all forms of abuse.

Violence against women and other forms of gender-based discrimination are present all over the world and at all levels. According to the World Health Organization, 1 in 3 women throughout the world experiences physical and/or sexual violence by a partner or sexual violence by a non-partner, and 38 percent of all murders of women globally were reported as being committed by their intimate partners.

Violence against women is often rooted in misinterpretations of history, culture, traditions and religion. It is therefore essential to focus on projects and programs that will foster a culture of gender equality and women's empowerment, dignity, and respect for the human rights of women and girls.

While UN Women is the most prominent multilateral entity actively devoted to all aspects of gender equality and women's empowerment, the UN Trust Fund is a leading multilateral grant-making mech-

anism dedicated to addressing violence. It awards funds to non-governmental and some governmental organizations pursuing pioneering initiatives with the potential for making lasting impacts.

During the 1996-1998 Biennium, Zonta International launched the "Zonta International Strategies to Eradicate Violence Against Women and Children (ZISVAW)." The purpose was to improve education about, and increase awareness of, violence against women and children. ZISVAW was adopted as an ongoing program of Zonta International at the Paris International Convention in 1998.

UN Women and the UN Trust Fund have been Zonta's longstanding partners because of their global reach, strong focus on women's rights and ability to provide innovative solutions.

Funds have gone, for example, to a program in the poor and violent neighborhoods of Villanueva and Nueva Suyapa, in the Honduran capital of Tegucigalpa, where a shocking 78 percent of women have experienced some kind of violence in public places, including sexual and physical assault.

The program has mobilized local women's activists to make their city safer.

Through technical training and regular encouragement, they have set up critical services to assist survivors of violence, including legal and psychological support. Other initiatives offer economic empowerment as an avenue for women to escape or avoid violence.

Earlier projects Zonta supported with UNIFEM in the 1980s and 1990s provided technical training to develop women's skills in agriculture and other trades in order to improve their productivity and empower them economically. These projects reached women in Bangladesh, Botswana, Brazil, Chile, the Comoros Islands, Ghana, India, Mexico, the Philippines, Senegal, Sri Lanka, Togo and Zimbabwe.

AN EXEMPLARY PARTNERSHIP

Over the past five years alone, Zonta International has contributed more than US\$3 million towards efforts by UN Women and the UN Trust Fund to end violence against women and girls around the world.

Diverse forms of violence have been addressed through these projects, including domestic violence, sexual violence, abuse linked to inheritance and property, early and forced marriages, acid attacks and trafficking. Programs engage women

“Violence against women knows no borders and has devastating consequences. UN Women is proud to partner with Zonta International to end this human rights violation. By working with youth, we can make sustained progress on preventing gender-based violence.”

—UN Women Executive Director Phumzile Mlambo-Ngcuka

and men, girls and boys, from the community to the national level.

Focused on both responding to violence and addressing its root causes, these programs provide new tools and skills that can be sustained over the long term. Participants learn to effectively advocate for laws and policies, make alliances, establish and manage services and outreach programs, compile evidence and educate communities.

Recent UN Trust Fund grants have backed the first integrated service center for survivors in Kiev, Ukraine, and compelling new research in Brazil on how sports events can change attitudes to violence. Cambodia has passed an Acid Attack Law and begun to pursue convictions (another project supported by Zonta International) and Tonga adopted its first law against domestic violence. In Africa, five countries can tap into an award-winning mobile phone app that documents evidence of sexual violence and facilitates access to justice and medical care.

LOOKING FORWARD

In the near future, Zonta International and UN Women plan to partner on an exciting new venture—a global non-formal education curriculum to help young people join in preventing and ending violence against girls and women. Developed by UN Women and the World Association of Girl Guides and Girls Scouts, “Voices against Violence” is a co-educational curriculum designed for age groups ranging from 5 to 25 years.

“Voices against Violence” provides tools so that young people can understand the root causes of violence, educate and involve their peers and communities to prevent it, and learn about where to find support if they experience violence themselves. A handbook for peer educators helps them deliver age-appropriate sessions. Younger groups might start with storytelling and games, for example, while older participants can volunteer with local shelters or develop community campaigns.

Through a new partnership with the UN Trust Fund, Zonta International will also support a project in Vietnam that aims

Minister Helvi Sipilä, Past International President 1968-1970 “Lifelong Champion of the Rights of Women”



Ban Ki-moon, UN Secretary General
Article by PIP Beryl Sten, 2008-2010



Zonta's classification system secured membership of successful and powerful women. PIP Helvi was one of the world's leading women when she was elected the first Zonta International president outside North America in 1968. In 1972, she became the first ever female UN Assistant Secretary-General and became the highest-ranked woman in the UN, a position she held until her retirement in 1980.

Under the leadership of PIP Helvi, the UN proclaimed 1975 International Women's Year to promote new efforts throughout the world to end discrimination against women. PIP Helvi organized the first UN World Conference for the Advancement of Women held in Mexico in 1975 and was influential in the UN's decision to celebrate the Decade of Women from 1976-1985. She had a great influence in founding the first women's fund, UN Fund for Development of Women (UNIFEM) in 1985. In 1986, Zonta became the first and largest NGO contributor to UNIFEM. The long-standing partnership between Zonta and UNIFEM (now UN Women) has certainly changed the lives of many women.

The most important legacy of PIP Helvi would be that under her UN leadership, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) was finalized.

Zonta has had an unbroken partnership with UN since 1945, but the true international breakthrough came with PIP Helvi, who “injected” Zonta with the worldwide understanding of partnership with the UN. The Mexico Conference set targets on securing equal access for women to resources in education, employment opportunities, political participation, health services, housing, nutrition and family planning.

Many women are exposed to public and domestic violence. They are left without support or any means to change their situation. Violations against women are violations against human rights, an unacceptable crime. It is the most common and least punished crime in the world.

Zonta was involved in 1945 and we still are! It is our responsibility to be in the forefront to advocate for women's rights through legislation and through service to those women of today who are less fortunate than those who have the fortune of being Zontians.

The world cannot ignore half of its community—women! ■

to create safe, accountable and child-friendly schools where young people can receive quality education in an environment free of gender-based violence. Plan Viet Nam, the lead implementing organization, will pilot this ‘gender-responsive school’ model in 20 lower and upper secondary schools across Hanoi, reaching approximately 30,000 adolescent girls and boys between the ages of 11 and 18.

The project seeks to establish safe and effective violence reporting and response

channels, and encourage inclusiveness, participation and partnerships between students, parents and school administrators to prevent and respond to violence. Teachers and parents will engage as change agents, and collaborate closely with government education officials to scale up strategies that work best.



Zonta International and UNFPA: Partnering to Improve Maternal Health

Although Zonta International has been partnering with the United Nations and its agencies for more than 50 years, its relationship with UNFPA, the United Nations Population Fund, is still relatively new. The success of this partnership, however, is evident in the number of women's lives that have been transformed for the better thanks to the collaborative efforts of Zonta International and UNFPA.

UNFPA is an ideal partner in that its scope of work aligns with Zonta's mission and objectives. UNFPA works on a wide range of population-related issues, to "deliver a world where every pregnancy is wanted, every birth is safe, and every young person's potential is fulfilled" in order to expand the possibilities for women and young people to lead healthy and productive lives. Its work encompasses gender equality, human rights and safe motherhood, which are at the core of UNFPA's work worldwide. Promoting gender equality and women's human rights and improving maternal health are equally important to Zonta.

UNFPA is currently working in approximately 150 countries that are home to 80 percent of the world's population, partnering with governments, other United Nations agencies, civil society organizations and the private sector to expand the possibilities for women and young people to lead healthy and productive lives. In 2003, in line with Millennium Development Goal 5 (Improve Maternal Health), UNFPA and partners launched the Campaign to End Fistula with the goal of making obstetric fistula as rare in developing countries as it is in industrialized countries. The Campaign is now actively working to eliminate obstetric fistula in more than 50 countries in Africa, Asia and the Arab region, focusing on prevention, treatment and social reintegration.

Sharing UNFPA's commitment to improving maternal health and ensuring women have access to quality mater-

nal health services, Zonta International made its first contribution of US\$450,000 to support the Liberia Fistula Project in 2008. That first contribution was followed by an additional US\$500,000 during the 2010-2012 Biennium and a record US\$1 million in the 2012-2014 Biennium.

"The time has come to put an end to obstetric fistula and address the circumstances that perpetuate it, including poverty, lack of access to health care, child marriage and early childbearing. UNFPA's partnership with Zonta International is instrumental in helping stop fistula and ensuring the health, well-being and dignity of women and girls and their ability to participate in and contribute to their communities," said UNFPA Executive Director Dr. Babatunde Osotimehin.

As a result of the ongoing efforts of UNFPA and Zonta International under the umbrella of the Campaign to End Fistula, more than 1,000 women and girls in Liberia have been surgically treated since 2008, of whom 264 fistula survivors have been rehabilitated and reintegrated into their communities, ready to live healthy and productive lives. Treatment and rehabilitation efforts are complemented by awareness-raising activities to prevent new cases of fistula, while numbers of newly occurring cases of fistula in Liberia are deemed to decrease.

Despite encouraging results and the efforts of the ongoing partnership between Zonta and UNFPA there is still more work to be done. A backlog of more than 5,000 fistula cases—mainly women living in remote areas still awaiting treatment and care—needs to be addressed, and an additional 600 to 1,000 new cases of obstetric fistula still occur each year in Liberia. In response to these remaining needs, Zonta International's membership voted to continue its support for the Liberia Fistula Project with an additional US\$600,000 grant during the 2014-2016 Biennium.

Although much of the recent focus of the partnership between Zonta International and UNFPA has been on efforts to treat and prevent obstetric fistula, they first worked together during the 2004-2006 Biennium, collaborating on efforts to prevent sexual and gender-based violence. Zonta International contributed US\$100,000 to UNFPA over a two-year period—\$50,000 to prevent gender-based violence among Sudanese refugees in Chad and another \$50,000 to prevent and manage the consequences of sexual and gender-based violence in post-tsunami Sri Lanka. These projects focused on raising awareness of gender-based violence in order to reduce the incidence of violence against women and girls, while simultaneously attending to the needs of victims.

This biennium, Zonta International will continue its support of the Liberia Fistula Project but will also expand its work in partnership with UNFPA to focus on the widespread problem of early marriage in Niger, where 76 per cent of girls are married by age 18 and 28 per cent by age 15. Early marriage is not only a form of sexual and gender-based violence; it has detrimental physical, social and economic effects for the girls and their families. Zonta International and UNFPA will work together to improve the health of adolescent girls in Niger, ensuring they have access to educational opportunities, protecting them from violence, and supporting their empowerment by providing access to female mentors and leaders. The two partners will work together collaboratively to advocate at the national level to raise the legal age for marriage to 18 and to enforce these laws even in the hardest to reach communities.

Watch for updates on both projects throughout the biennium and see how Zonta's partnership with UNFPA is working toward a world where every birth is safe and every young person's potential is fulfilled. ■





*Meet Britt Gustawsson,
Risk Manager and member of the ZI & ZIF
Finance Committees 2014–2016*

**I enjoyed my years
as President and found
that leading a Zonta
club is very different
from leading a
company or a business.
I feel strongly about
our responsibility for the
coming generations.**

On the Move:

Britt Gustawsson on Risk Management

Those who know me often ask “Where are you going next?” It is a valid question, as I have spent half of my professional life in airplanes or in foreign countries. Born and raised in Sweden, a country well known for its gender equality, the women’s movement gained speed in the 70s when the movement **Kvinnor Kan** (“Women Can”) showed that women are to be taken seriously. Although often the only woman in meetings or business interactions, I have always loved my job in the international world of steel and raw material. My career in a ‘man’s world’ has helped me deal sensibly with challenges, mixing my female intuition with what I have learned from men.

When I was offered membership in Zonta Club of Gothenburg I in 1992, it was more or less my first exposure to professional women, and Zonta grew to become a very important part of my life.

My job took me travelling to many exciting places; Albania was the most exotic at the time, and I was probably the only woman travelling there for business before the revolution. Because of my experience in the country, I was asked by the World Health Organization (WHO) in 1995 to house an Albanian female obstetrician gynecologist and family planner who was coming to study Swedish care at the hospitals. I introduced her to my Zonta friends of the same profession and listening to them talk professionally, despite their different circumstances, made me understand and appreciate what Zonta is all about: advancing the status of women through interaction.

In 1996, I was offered a senior position at a British commodity trading company which was growing too fast and needed assistance. My short job description was to make the company “more professional and more profitable.” I accepted a three-year contract. After almost 18 years, I am still in London and very happy to be here.

My new challenging job kept me very busy. There was much to be done, many procedures to introduce and follow, many offices around the world to visit. After the first years of reorganizing, I became more involved with various dispute resolutions. The market was weakening and the problems increased. I spent most of my time negotiating claims, mediating or litigating breach of contract claims. I was constantly on my way to or from an airport. My travelling took me to China, Taiwan, Canada, the United States, Turkey, Iran, Senegal, Russia, Kazakhstan and many other places.

Being a Zontian in London was different from being a Zontian in Gothenburg. In Gothenburg, at the time, we had no problems with recruitment—it seemed that every woman ‘in a leading position’ wanted to be a Zontian. The situation was and is different in London. There are numerous women’s organizations, working hours are very long and commuting is endless. Despite this, my club, London II, has provided members for two new clubs in the London area and managed to replace the members we lost with new recruits. The main focus of Zonta Club of London II is the advancement of women. Many of the club members attend conventions and district conferences, and in the last biennium when I was Area Director, we also had the governor and the foundation ambassador in our club.

As Club President, I arranged my travelling agenda around the club meetings. I enjoyed my years as president and found that leading a Zonta club is very different from leading a company or a business. I feel strongly about our responsibility for the coming generations and have enjoyed serving on the District Committees for the Young Women in Public Affairs Award and Jane M Klausman Women in Business Scholarships. As Zontians, we can make a difference by acting as role models for these young



RISK MANAGEMENT IN A NOT FOR PROFIT ORGANIZATION

Risk management is not a task to be completed and shelved. It is a process that, once understood, should be integrated into all aspects of an organization's management. Risk management is the ongoing process of:

- identifying and prioritizing risks;
- developing a written action plan for each significant risk;
- sharing the plan with Boards and staff and providing training; and,
- monitoring and updating the plan where necessary.

One way to categorize different risks is to look at the four assets that all nonprofit organizations have:

- People (directors, volunteers, employees, clients, donors)
- Real property (includes buildings, facilities)
- Income (donations, membership fees, grants and contributions, investment earnings)
- Goodwill (reputation, stature in the community, ability to raise funds, appeal to prospective volunteers, board members, and staff)

Risks differ depending on the organization's unique activities and holdings. A risk for a board member could be a lawsuit flowing from a board decision. A risk for a building could be fire or water damage. A risk to office supplies could be theft. A risk to grants and contributions could be a change in government. A risk to goodwill could result from a scandal.

Risk management is not the same as insurance. Insurance provides help after the problem or allegation has already occurred. It's necessary, but it's not enough; appropriate risk management can often stop problems from occurring in the first place.

The risk management process provides a framework for identifying risks and deciding what to do about them. It is easy to become overwhelmed by the huge list of risks facing an organization, but not all risks are created equally. Risk management is about assessing risks and deciding which require immediate attention.

Zonta has already started to look into the risk management of our organization, and I will be doing my best to steer us in the right direction.

women. I was a mentor in Sweden for a few young women and I am very proud of their professional achievements. My management positions have also allowed me to unofficially mentor some of my female colleagues. One of the Zonta highlights in London is the annual Amelia Earhart dinner. We invite the present and past fellows to attend the dinner and ceremony when the new fellows receive their pin and certificate from the Governor. In March this year, there were five of them present.

Although I have been a Risk Manager for many years, the role is today becoming more common in all walks of life. Every company, hospital or school now has its risk management and the not for profit organizations are not exception. I believe risk management should be 80 percent preventive and 20 percent reactive work. With foresight, Zonta has already started to look into the risk management of our organization, and I will be doing my best to steer us in the right direction. You can read more about risks for a non profit organisation in the box above.

I bring to the table many years experience in dealing with different cultures, a passion for risk management and an unwavering belief that advocacy is the most important tool in improving the status of women. Zonta and its United Nations partner agencies, together with many other women's organizations, are working hard to make changes happen.

I will do my best to be awake during my watch. ■



63rd Convention 2nd – 6th of July 2016



Located on the French Riviera in Provence-Alpes-Côte d'Azur, blessed by a sunny, temperate climate, with beautiful beaches, lovely seaside promenade, interesting museums, famous city landmarks and other tourist attractions, Nice looks forward to welcoming you to Zonta International 63rd Convention.

The **Colline du Château** overlooking the Baie des Anges and harbour offers a spectacular vantage point overlooking the city. Not much is left of its ruined **castle** besides crumbling walls. Still, climbing up the stairs to reach the platforms 90 metres above Nice is well worth the view.

Nice is also known for several museums such as the Museum of Asian Art, Musée Chagall, Musée Matisse, the Museum of Modern and Contemporary Art and the Musée des Beaux-Arts.

The **old town** (Vieux Nice) beneath the hill is a maze of streets and alleys, with many picturesque houses, boutiques and home to the daily flower and fruit market of the **Cours Saleya**.

Eating options are some of the best you'll find in France, the nightlife is buzzing and the art scene thriving.

The Convention will be held at the completely renovated Acropolis Convention Center. Designed by architects Buzzi, Bernasconi, and Baptiste with gardens, fountains, and numerous works of art, the Acropolis was inaugurated in May 1985 when the prestigious Apollo auditorium was completed.

Come and discover or rediscover Nice, the city of multiple perfumes and flavors, gentle lifestyle, fantastic beauty and exceptional climate.

Get ready for a Wonderful Convention, Empowering Women – TOGETHER !



Lydia Chaillou
Convention Chairman



Marie-Hélène Mallet
Convention vice-Chairman



Anna Girello
Convention Treasurer



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Welcome to the Zonta International family!

The Zonta International Community extends a warm welcome to our new Zonta clubs and Z and Golden Z clubs, chartered since May 2014.

ZONTA CLUBS

3 new clubs

- Zonta Club of Greater Orlando
District 11, Area 4
- Zonta Club of Macau
District 17, Area 2
- Zonta Club of Dortmund Phoenix
District 29, Area 2

Z CLUBS

4 new Z clubs

- Withrow High School Sisters in Spirit
District 5, Area 2
- Bangrakamvittayasuksa School
District 17, Area 6
- Triamudomsuksa School of the North
District 17, Area 6
- Kaohsiung American School
District 31, Area 2

GOLDEN Z CLUBS

3 new Golden Z clubs

- SWOCC Golden Z Club
District 8, Area 4
- O'Connor Catholic College Z Club
District 24, Area 3
- Shikoku University
District 26, Area 4