

2008-2010 Biennial Issue One • July 2008

THE

Membership Voice
of Zonta
International

ZONTIAN

Advancing the Status of Women Worldwide



2008-2010 BIENNIUM

**Advancing the
Status of Women
Worldwide**

THE ZONTIAN

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DID YOU KNOW . . .

Zonta International Biennial Goals

The Biennial Goals are aligned with Zonta International's strategic goals and objectives and are adopted at the Zonta International Convention. The Biennial Goals are intended to provide the framework for districts and clubs to develop their own biennial goals, taking into account the need for aligning and focusing those goals within the context of Zonta International's mission while responding to their own local needs.

Read the Proposed 2008-2010 Biennial Goals beginning on page 15. Also be sure to visit *Member Resources* on the Zonta International Web site at www.zonta.org, specifically *Tools for Clubs* and *Tools for Districts*, to find resources to help your Club and District implement these goals.

PRESIDENT'S MESSAGE



Beryl Sten

“We already have significant visibility. Let us use it in all other international and local contacts.”

The Hawaiian saying: “The Future is guided by our Past” leads us to our commitment to support the programs of the United Nations for the advancement of women and gender equality.

Zonta International has a proud and unbroken record of partnership with the UN. In June 1945, the Charter of the United Nations was signed in San Francisco by signatories of fifty countries. Zonta International was represented at the inauguration and in 1946 the then International President Louise Grace said about the UN: “This organization is the best existing machinery for establishing conditions under which peace and social justice can prosper.”

Zonta International has over the years benefited greatly from prominent leadership in our relations to the UN – PIP Helvi Sipilä, PIP Folake Solanke, Margaret C. Snyder, former director of UNIFEM and International Honorary Member, and our latest International Honorary Member, Noeleen Heyzer, former Executive Director of UNIFEM, now Under-Secretary-General to Head the UN Economic and Social Commission for Asia and the Pacific. Last but not least, Jackie Shapiro, who has served as Co-Chairman of the NGO Committee on UNICEF, and Chairman of the NGO Committee on the Status of Women in New York in 2005-2007. Additionally she has served as First Vice Chairman of CONGO (Conference of NGOs in Consultative Status with the United Nations). These remarkable women are just a few out of many not mentioned here who are guiding us from the past and still are for the future.

On December 10, 1948 the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights. The ethics of this Declaration are of the highest importance as a standard-setting system in a global perspective. This year there is a golden opportunity for each club to honour the 60th anniversary of this Declaration by arranging a special event on the very day, December 10.

Some other cornerstones Zonta International is referring to in our objectives find their roots in many UN documents, like the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), UNIFEM, the women’s fund in the UN, the UN Trust Fund to End Violence Against Women, Beijing Platform for Action, +5 and +10, as well as some of the Millennium Development Goals.

The proposed Biennial Goals for 2008-2010 include future International Service projects together with the ZISVAW projects. The project selection process takes time, careful consideration, and respect for prior Zonta International commitments, as well as a close ear to our members’ wishes.

Since 1959 Zonta International has an unbroken record of partnership with various UN agencies concerning International Service projects. However, over the last three biennia, these projects have been quite small.

Our partners in the proposed 2008-2010 projects are all under the UN umbrella and they all meet with the goals and objectives of Zonta. Through our collected resources to the recognized UN agencies operating worldwide, Zonta International is seen as a major partner, which gives us visibility and credibility through this co-operation. The concentration of projects within the UN agencies is also necessary to protect our consultative status in the UN and we have a proud record to protect in that regard.

Continued on page 4

Please read more about the proposed service projects on the following pages of this Program Issue of *The Zontian*.

Zonta International may be a small organization. On the other hand if a small organization like us can be such a relatively big donor we might set an example to be followed by companies, foundations and organizations. We can be a very attractive partner for those with an interest in advancing the status of women.

UNIFEM/UN Trust Fund has recently issued its annual global call for proposals. Reading this, it underlines Zonta International's impact when Joanne Sandler, UNIFEM's Deputy Director, mentions that "...UNIFEM is grateful that Johnson & Johnson and civil society donors such as Zonta International ... are strengthening their partnership."

We already have significant visibility. Let us use it in all other international and local contacts. In the UNIFEM booklet "A Life Free of Violence is Our Right," edited in connection with the 10 years of investments made by the UN Trust Fund to End Violence Against Women, Zonta International is mentioned as an important donor on the inside cover. Whenever I have had the opportunity to listen to a public speech by Noeleen Heyzer or Joan Libby-Hawk, UNIFEM Public Affairs Specialist, they have praised Zonta International as an important and appreciated donor to UNIFEM.

Now and then we are hit by reports that staff working in and for UN agencies, including the peace keeping operations, are violating the code of conduct by committing rapes or other abuse of the people they are hired to help. We find such reports shocking and disgusting, and so we should by all means. Laws, policies and codes of conduct may be there, but we can never protect ourselves from individuals violating them.

Any misconduct emphasizes the important role of Zonta International to advocate for women's rights. In the context of the UN Resolution 1325, women should participate equally and fully in all efforts in the prevention and resolution of conflicts and in peace-building or in post-war rebuilding as well as in planning of avoidance strategies for the future.

This we are doing by supporting projects that meet our Zonta International Objects – improving the status of women everywhere and upholding justice and human rights.



*“This we are doing by
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ZONTA INTERNATIONAL PRESIDENT

BERYL STEN



From the very beginning of her professional career in the 1960's, Beryl Sten has worked in companies that have been international, either through subsidiaries and/or agents all over the world. These have included an international asset and investment company, a patent and trademark bureau, and a steel and iron works company.

She spent 25 years with ASTRA, the pharmaceutical company today known as AstraZeneca, including 12 years as Head of the President/Chief Executive Officer's and Chief Financial Officer's offices. Of this experience, Beryl states, "The entire world was my working place." She also says, "In my professional life one person has meant more than anybody else. Ulf Widengren was the CEO/Group President of Astra. I had the privilege to work as his Executive Manager. He believed in and promoted women and was a GREAT mentor. He encouraged my membership in Zonta and supported the club's activities."

She went on to serve as Corporate Manager of Information/Communication and Public Affairs, company secretary and a member of the Executive Committee over a period of 11 years with KLIPPAN. The company was founded in 1573 and when Beryl joined, was a paper producing company with three paper mills and one pulp mill, a subsidiary within the forest industry. In 2005, she had intended to retire, but instead took up the position as President/Chief Executive Officer. By the end of 2006, the mills had been sold or were closing down and she was able to resign. At the time, she was one of a total of nine female CEOs of companies listed on the Stockholm Stock Exchange.

During her tenure with KLIPPAN, she was a member of the Information and Communication Council of the Swedish Forest Industry and KVIST, an association of professional women actively engaged in the Swedish Forest Industry.

Beryl has also served since 2001 as Chairman of the Board of the local branch of the Swedish association of private enterprises. From 2001 to 2004, she was Chairman and Director of KRUT, an association of enterprises for development of industry and trade in the community. She was an elected member of the county Council for Equal Opportunity issues from 2001-2006.

Continued on page 6



from the beginning. During the 1980s she was member (director) of the club board and then president of the club. In the 1990s, she was elected to Area Director, Lt. Governor and Governor of District 21. During this decade, she also served as Chairman of the District 21 UN Committee and on the District 21 Nominating Committee. She served as Chairman of the 2000-2002 Gothenburg Convention Committee, and from 2002 to 2004 as Director on the Zonta International Board. In 2004-2006 she served as Zonta International Vice President and in 2006-2008 as President-Elect.

Beryl is married to Göran Sten, a retired Associate Professor, with a PhD in mathematical statistics. Beryl and Göran have one daughter, Birgitta, a certified/authorized nurse. Birgitta is a Zontian, and is married to Mikael Ström, a bank manager. They have one son, Alexander.

Beryl's grandmother had a very strong influence on her life. "When she was alive, I was too young to know, but later in life I have understood. As a small child I listened to her exciting homemade fairy-tales. They were all about human rights but mostly women's rights. The female heroines always stood up for a woman's right to own property, to inherit property; sister and brother were equal, women had the right to refuse marriage, i.e. to be independent of a man, gender equality in law; freedom to think and the civil courage to demand equal treatment whether you were rich or poor. She lived as she learned!...As late as in 1964 a law was passed in Sweden acknowledging rape within the marriage as illegal/criminal. It gives perspectives!"



Beryl joined Zonta as a charter member of the Zonta Club of Södertälje in 1985 and since then has held a position at either the club, district or international level.

In the autumn of 1984, the OMC Committee began to organize what would be the charter of the Zonta Club of Södertälje in 1985. From the very beginning she was engaged in the organizing of this new club and served as deputy director of the club board



BERYL STEN ON THE 2008–2010 BIENNIUM

The Zontian (TZ): What is the primary goal you would like to accomplish as Zonta International President?

Beryl Sten (BS): Goals may be classified as primary or secondary; one of the primary goals during the biennium is to establish the global platform for Zonta International to be the leading and most recognized organization for key governmental officials and relevant agencies when it comes to needed changes to legislation about women's rights. The legislative progress in gender equality varies from country to country. Some are more fortunate than others, but still there is enormous work to be done even in the most developed nations in this respect. Laws are not sufficient; implementation is dependent on financial support and, not least, the education of the judicial system.

Zonta International must develop adequate advocacy tools to meet these needs at any development level, be it to start advocating for changes in legislation, education of the court and police systems, equal access to health resources or economic status.

TZ: What are the strengths you bring to Zonta?

BS: Experience in leading positions in international companies has given me knowledge of global affairs. Ability to listen and respect for other people's opinions are basics for a good approach, as well as for analyzing strategies or the solving problems or disputes. Sometimes it is absolutely necessary to take an unpopular decision, but the ability to combine a cold brain with a warm heart is an asset.

TZ: Please describe any particular issues with regard to women's rights that you are especially dedicated to and tell us how you have made a difference in those areas – or would like to make a difference in those areas.

BS: There is not one particular issue. Women in the world face various living conditions. Subsequently the particular needs of the women diagnosed with fistula in Liberia are to regain health and self esteem and the possibility to support themselves. While the women in Sweden, for example, are advocating for gender equality concerning salaries and a seat in the board rooms. Others might fight for the right



to leave their own country and/or to return to it.

My professional career has offered me opportunities to encourage and promote women to higher positions internally as well as externally.

TZ: What do you see as the greatest challenges facing women today?

BS: In a global perspective – poverty!

TZ: How can Zonta respond more effectively to women's needs?

BS: To realize that we do have to work on all fronts:

- by supporting our International Service projects in developing countries,
- by supporting our educational programs, and
- by being visible advocates in the world arena, as well as locally in our districts and communities as an active and dedicated organization for women's issues.

TZ: What do you think Zonta has traditionally offered women? What do you think Zonta offers women today?

BS: Very generally speaking – traditionally we have worked through service projects and equally generally I would say that advocacy is taking us to a new level. The combination of service and advocacy should bring us to the forefront as one of the most respected speaking partners in women's issues for governmental officials worldwide.

TZ: What is the legacy you want to leave as president of Zonta International?

BS: Legacy is not what I am thinking of just now! My duty is quite simply to do the best I can to continue the work for the advancement of women.

TZ: Is there a particular message that you would like to impart to your fellow Zontians?

BS: Treasure our uniqueness to be a united international organization, where all members have a vote through their clubs and are equally and democratically represented at our conventions. Prevent any tendency to split up the operational organization of Zonta International, which is maybe the one and only truly international organization for women.

INTRODUCING YOUR 2008–2010 INTERNATIONAL COMMITTEE CHAIRMEN

Zonta International and individual Zontians are a vital force in improving the legal, political, economic, educational, health and professional status of women worldwide. Committees play a special role in ensuring our goals are realized: researching, evaluating, strategizing, planning and implementing programs that truly do make a difference.

Chairmen and members of Zonta International Committees are appointed for the next Biennium by the President-Elect, with the approval of the Zonta International Board of Directors.

Organization, Membership and Classification Committee

The Organization, Membership and Classification Committee encourages and supervises the organization of new Clubs and promotes continuing membership growth. The Committee may consist of, but not be limited to, the Committee Chairman and the District Organization, Membership and Classification Committee Chairmen.

Beatrice “Bea” Weaver, Chairman *Zonta Club of Greater Miami I, Florida, USA*



Beatrice “Bea” Weaver has been an educator for over 25 years – with expertise in police training and adult education. Retired from law enforcement and now a self-employed consultant, Bea has taught at local universities, criminal justice centers and local police agencies in Florida, USA.

“As an educator, I have been able to easily identify the need for training of Zonta District board members and organize training for my District board,” said Bea. “My background in adult education has also been invaluable when working with others to develop our District Conferences.”

Working with other committed women in a volunteer capacity in Zonta has been an inspiring experience for Bea. “I have learned that members of different talents and backgrounds can accomplish Zonta’s goals through planning, organization, and active participation. It is the leader’s job to ensure that the planning and organization occur. Then, as Zontians participate and add their unique perspectives, these

differences become a valuable resource that contributes to our overall success in enhancing the status of women.”

This Biennium, Bea’s goals as Chairman of the Organization, Membership and Classification Committee include: a total net gain in membership each year; introduce a more effective District division; develop resources to encourage Clubs to retain members, as well as help clubs recruit qualified members with an interest in the global mission of Zonta International.

Amelia Earhart Fellowship Committee

The Amelia Earhart Fellowship Committee is comprised of members with expertise in aerospace-related science and engineering, knowledge of scholarship requirements and recipient responsibilities, and an interest in Fellowship promotion. Responsibilities of the Committee include evaluating applications and recommending candidates and alternates for International Board approval; recommending Fellowship eligibility criteria, evaluation standards and scoring of applicants; suggesting Fellowship program improvements; and setting guidelines on the use of money by Fellows.

Holly Anderson, Chairman *Zonta Club of Toronto, Canada*



Holly Anderson has served on the Amelia Earhart Fellowship committee since 1993. As an engineer herself, she understands the importance and value of this program. “I have been humbled by the vast international scope and impact of Zonta.

I have learned that fostering education for women is one of the greatest enablers to improve the status of women.”

Holly works for Ontario Power Generation and has recently moved to the CANDU Owners Group to serve as a program manager for nuclear safety and licensing research. For 20 years she has worked in the research and development part of the organization doing analysis of flow induced vibration problems and developing instrumentation and analysis methodologies to enable trouble-shooting in nuclear power stations.

Working in a primarily male dominated field, Holly credits Zonta for giving her the opportunity to meet a great diversity of women, as well as the opportunity to understand how organizations in other countries work, cultural differences and learn new perspectives on issues – which have enriched her own work experience. “I have learned to seek knowledge and approaches from other cultures and countries; how to motivate people, to be pragmatic and understand that personal opinion is not always the most important issue,” she said.

Holly believes that the skills she has gained in her professional life have enabled her to better understand, manage and execute work for Zonta. During this Biennium, she plans to increase contact with past Amelia Earhart Fellowship recipients and encourage them to be active in Zonta International, as well as increase donations to the Amelia Earhart Fellowship Fund.

Jane M. Klausman Women in Business Scholarship Committee

The Jane M. Klausman Women in Business Scholarship Committee is comprised of members with knowledge of business, scholarship requirements and recipient responsibilities and who are committed to helping undergraduate women enter careers and seek leadership positions in business fields. The Committee is responsible for evaluating District Scholarship applications and recommending recipients for International scholarships; recommending Scholarship eligibility criteria, evaluation standards and scoring of applicants; and suggesting Scholarship program improvements.

Bonny Schumacher, Chairman *Zonta Club of Newport Harbor Area, USA*



Bonny Schumacher is a Vice President and Financial Advisor for Morgan Stanley, the second largest securities firm in the world. Her responsibilities include keeping retail and institutional clients abreast of market news and changes that will affect their portfolios and then guide them into the proper security

choices. In her position she employs psychology, empathy, organization and financial skills. She carries these skills over to her work with Zonta. “I am never afraid to ask anyone to join Zonta! I have empathy for their time restrictions, and use psychology to determine if they want to join or would be qualified as a member.”

Bonny credits her involvement in Zonta for helping her grow as a person: learning to be more tactful, understanding and an active listener. “Attending the conventions and being involved at the International level has broadened my scope of the world and the wonderful differences in our many cultures. I have recognized that everyone has a talent and something to offer our organization.”

Being an International Director and serving on the Jane M. Klausman Women in Business Scholarship Committee gave Bonny a better perspective and understanding of various world cultures. “Weighing the application from a woman in Germany versus women in Japan or the United States told me not only differences in personalities and curriculum demands, but also cultural differences in those countries.”

In the next Biennium, Bonny would like to see the three levels of Zonta awards be more widely promoted and recognized throughout the world. “Giving at the high school, college and advanced level is a strong concept and easy to promote. As it becomes more expensive to live in our world, so it becomes more expensive to go to school, buy books and live on campus or away from home. It is important to make this scholarship one that is sought after all over the world – either for the money or for the prestige. I would like to make it for both.”

Young Women in Public Affairs Committee

The Young Women in Public Affairs Committee is comprised of members with knowledge of public affairs and youth development, award requirements and recipient responsibilities. They are dedicated to encouraging young women to pursue careers in public affairs, public policy and community service. The Committee is responsible for evaluating District Award applications and recommending recipients for the five International Awards; recommending Award eligibility criteria, evaluation standards and scoring of applicants; and suggesting program improvements.

Ursula Birker-Eckert, Chairman *Zonta Club of Krefeld, Germany*



For 35 years, Ursula Birker-Eckert served as a headmistress - or school principal - in Germany. She taught students ages 6 through 16, led and managed a school, as well as instructed young teachers.

Since joining Zonta in 1982, Ursula has held various positions at all levels of Zonta.

She has served as Club President, Area Director, District Governor, and as International and District 29 YWPA Committee Chairman.

As YWPA Committee Chairman this Biennium, Ursula intends to work through the YWPA District Chairmen to encourage more Zonta Clubs to start or continue working with the YWPA Program: "Finding the dedicated young women we are looking for, and after the Club's program build up contacts and possibly a relationship, so that hopefully we can gain these special women as future Zonta members."

Service Committee

The Service Committee encourages and supports local service projects.

Dolly Dastoor, Chairman *Zonta Club of Montreal, Canada*

Dolly Dastoor is co-director of the Program in Dementia with Psychiatric Co-morbidity, Assistant Professor of Psychiatry at McGill University and McGill Centre for



Aging. "Psychology and psychiatry have given me an appreciation of the intricacies of human behavior and thinking, and have taught me to view a problem from different angles. This insight has helped me in dealing with Zonta members of all levels – to listen to a problem and analyze the

situation before responding," said Dolly.

Dolly credits her involvement in Zonta for teaching her humility, as well as giving her the desire to help women achieve their full potential as professionals and non-professionals. "Meeting a vast and varied group of professionals, all dedicated to the cause of improving the status of women, has made me realize what can be achieved when we all unite to work together. My Zonta leadership experiences have helped me to develop skills in mentoring staff and in managing the development of new programs and research projects."

Since joining as a charter member of the Zonta Club of Ibadan, Nigeria in 1970, Dolly has taken on leadership roles at all levels of Zonta. She served as Club Secretary and President, Area Director, District Governor, and International Status of Women Committee Co-Chairman. "Every office brought its own challenges and I learned from each of them. My experience in these roles gave me an opportunity to develop skills in effective and positive practices," Dolly added.

Dolly's goals are to sensitize Zontians to the true meaning of the word "service," that it is beyond the confines of their own Club or region. "I want to help Zontians see the relevance of international service projects, in the overall context of improving the status of women globally, especially when combined with and including legislative awareness. I would like to inspire Zontians to become enthusiastic of our financial commitment to the UN and its service – providing agencies in implementing the international service projects we partner with."

Legislative Awareness and Advocacy Committee

Zonta International supports proposals and works to influence the laws and attitudes that impact women's lives underlying Zonta programs and activities at every level. The Legislative Awareness and Advocacy Committee works with Zontians to combine service and advocacy efforts; learn

how laws are made and by whom, how they are implemented and how to engage in the advocacy process; advocate on key status of women issues; and effect changes to benefit women.

Denise Conroy, Chairman
Zonta Club of Brisbane East Inc., Australia



Denise Conroy has been an academic for over 30 years, having worked for the Australian Government (Australian Bureau of Statistics) prior to joining the Queensland University of Technology in Brisbane, Australia. For this period she has held positions on State, National and International bodies of professional organiza-

tions associated with public policy/public administration and has visited many parts of the world to research, publish and participate in this field.

Denise has served in many roles in Zonta including, at the International level, on the OMC Committee (1990-1992), Sub-Committee to review the occupational classification system for Leneen Forde, a role repeated in 2001-2003 for Mary Magee and Margit Webjorn. She served on the Status of Women Committee 2000-2004 and was Co-coordinator for the LAA Sub-Committee in 2002-2004. During this time she developed District and International manuals on LAA, fact sheets on trafficking, FGM, violence against women and the Optional Protocol to CEDAW and has, since 1985, made many submissions to federal and state bodies/inquiries on status of women issues on behalf of her club and district.

Denise's commitment to advocacy is based on 'heart and mind'. She believes that "to learn, one needs to open both their mind and their heart as it is just not facts, but also values and the 'greater good' which one needs to consider. To think 'outside the square' can provide us with more options to consider and perhaps that 'elusive' solution we have long been searching for. Ideas need to be living things, not relics of prior thought- that is, we need to move the agenda forward, not just reshuffle old ideas."

"To give effect to these goals, the LAA Committee Members will develop a number of resources to assist all Zontians to engage in advocacy and/or understanding the legislative process at a level at which they find comfortable," said Denise. "We will focus on our mission of improving

the status of women on all dimensions and in promoting justice and universal respect for human rights world-wide."

United Nations Committee

The United Nations Committee consists of, but is not limited to, representatives appointed to the various United Nations sites. It receives and disseminates pertinent information to the International Board and the membership at large, suggests international advocacy initiatives to advance the status of women and promotes relations between the United Nations, its agencies and Zonta International.

Jackie Shapiro, Chairman
Zonta Club of New York, USA



United Nations Committee Chairman Jackie Shapiro has a long history of building collaborations among individuals from different cultures and countries. Jackie's interest in other cultures was sparked at a young age by her father's stories of his professional work in India, though she

admits her interests were "a little bit farther East." She majored in history, East Asian languages and Asian civilizations at university and further developed her interests as a member of the Peace Corps in Korea.

Jackie's commitment to collaboration between cultures has also influenced her volunteer work. She was elected the Chairman of the NGO Committee on the Status of Women in New York in 2005. She was appointed First Vice President of the Conference of NGOs in consultative relationship with the United Nations (CONGO) for 2004-2006. Zonta International is a member organization of CONGO, which has actively promoted the involvement of NGOs in the working of the UN for more than 50 years. Among many other mandates, CONGO is to: safeguard the rights of NGOs to speak, and have their voices heard at the UN, assist its members with access and participation at UN legislative processes, disseminate information on CONGO members' activities.

Over her 14 years as a Zontian, Jackie has served as Club President, Vice President and Chairman of the Development and Service Committees, as well as Chairman of the District 3 Status of Women Service and UN Committees. As a

freelance writer, she appreciates the importance of communication, and has written articles and speeches articulating Zonta's objects and efforts with the UN.

"The UN Committee hopes to forge strong links between our efforts within the UN and the service efforts of Zonta International Districts and Clubs everywhere," she said. "Linking the efforts of the United Nations, Service, and Legislative Awareness and Advocacy Committees will strengthen our potential to fulfill Zonta's objectives."

Council of Europe

The Council of Europe is an intergovernmental organization of 47 member states which aims to protect human rights, pluralist democracy and the rule of law. Zonta International was granted "consultative status" in 1983 and since 2003 is enjoying "participatory status" at the Council of Europe. Zonta has Clubs in 35 member states. It is crucial that Zonta takes advantage of the opportunities to more effectively influence women's issues in Europe. To help lead Zonta in addressing challenges, the Council of Europe Committee will be established this Biennium.

Karin Nordmeyer, Chairman

Zonta Club of Freiburg - Schauinsland, Germany



Karin Nordmeyer is passionate about music: she spent 35 years teaching music and music history. She has also educated and conducted youth symphonic orchestras – many concerts were given to the benefit of programs and humanitarian aid projects around the world. Now

retired, Karin works full-time as an expert in human rights, advocating in particular for women's rights. Karin currently works with the Conference of International Non Government Organizations (INGOs) of the Council of Europe, (www.coe.int), and serves as President of the National Committee of UNIFEM Germany.

Karin has held numerous leadership positions throughout all levels of Zonta International. She credits her professional life with helping her to be a better Zontian. "I have learned how to encourage people and make them

aware of what they can do, make them enthusiastic for different actions, especially those which combine service with advocacy."

This Biennium, as Chairman, Karin will work to disseminate information about the functioning of European Intergovernmental Organizations and instruments; take part in the European framework of advocacy to advance women's rights and gender equality; and involve Zontians in the activities of the Conference of INGOs and co-operate with Council of Europe bodies in thematic events, such as campaigns and major projects or expert committees.

Bylaws and Resolutions Committee

The Bylaws and Resolutions Committee considers amendments proposed to the bylaws and reviews recommendations for resolutions. The Committee may also propose amendments to the bylaws and develops resolutions designed to further the Objects of Zonta International

Jutta Semler, Chairman

Zonta Club of Stuttgart-Wilhelma, Germany



Jutta Semler recently retired as Judge, President of Administrative Court, in Stuttgart, Germany - a position she held for 5 years after having served as a presiding judge and professional judge since 1971. She was the first woman president of an administrative court in the state of Baden -

Wuerttemberg, one of the 16 federal states of the Federal Republic of Germany. The Stuttgart administrative court has a total of 51 professional judges and is the largest administrative court in Baden -Wuerttemberg.

A member of Zonta for 37 years, it was Jutta's professional experience that helped her lead and inspire Zonta Clubs. Jutta served as president of the Zonta Club of Stuttgart from 1989 to 1993 and was the founding President of the Zonta Club of Stuttgart -Wilhelma from 1998 to 2002.

This Biennium, as Chairman of the Bylaws and Resolutions Committee, Jutta sees her task as assisting the President and Board to apply and develop the Bylaws and Statutes of Zonta International.

Finance Committee

The Finance Committee reviews monthly financial reports, assists in the annual audit, reports at Convention, and prepares a proposed budget for the Zonta International Board of Directors. The Committee includes, but is not limited to, the Zonta International Finance Committee Chairman, the Zonta International Treasurer (ex-officio), the Zonta International President-Elect, and the designated Zonta International Finance Committee Chairman for the following Biennium.

Gunilla Malmsten, Chairman *Zonta Club of Malmo III, Sweden*



Gunilla Malmsten is an authorized public accountant and Partner of SET Revisionsbyrå AB in Malmö, Sweden, in an alliance with Praxity, the seventh largest audit alliance worldwide. Gunilla has served as partner since 1981 and was the only female partner until 1995.

“For many years I have been a woman in a typical male dominated profession. I have been fighting to reach my present position,” said Gunilla. “Now I can help and mentor younger women to be professionals. In addition, my experiences from leadership of an audit office and also leading smaller audit teams for clients audit as well, have given me the knowledge of how to guide and encourage people.”

Since joining Zonta in 1986, Gunilla has taken a very active role at the Club-, District- and International-levels. She served as charter board member and treasurer when her club started and began to work with the Zonta International Finance Committee only five years later.

As Chairman of the Finance Committee, Gunilla’s goals for this Biennium include managing Zonta’s available funds and assets in a professional manner; presenting balanced budgets with professional periodic reviews in a simple and transparent report system; further enabling the organization to give resources for program committees, as well as increased resources for outreach and visibility for the entire organization.

Convention 2010

The Convention Committee responsibilities include planning and implementing those aspects of the International Convention that are not the responsibility of the International President or the International Board; and encouraging the host District(s) to take a direct and active role in the convention planning activities.

Darlene Kurtz, Chairman *Zonta Club of Houston, USA*



A Certified Public Accountant for 22 years, Darlene “Dar” Kurtz has served as District 10 Treasurer and has served as Zonta International Treasurer/Secretary for two biennia.

As International Treasurer/Secretary, Dar worked as a member of the Finance

Committee and helped to produce a “lean to clean budget,” to present financial statements that are user-friendly to members, and to ensure that all assets are safeguarded to guarantee the International Board performs fiduciary responsibilities with prudence and proficiency.

“Being owner of my own practice has given me the flexibility to fulfill my international duties. My practice includes working as an outside contracted comptroller of non-profit organizations,” she said.

Dar has served on the boards of many organizations in various offices. However, in order to devote the required amount of time to fulfill her Zonta duties, she has limited her community service involvement to two boards – the Children’s Advocacy Center and Joshua School and Public Library in her home city.

“In addition to my experience and community commitment, I have a strong sense of humor and desire to work as a team,” Dar said. “My personal goal is to continue to grow and learn to ensure that Zonta International objectives and mission are carried out to the fullest extent.”

FOUNDATION PRESIDENT'S MESSAGE



Betty Jane Bourdon

“I hope that you are as excited and proud as I am about our progress and accomplishments.”

Dear Zontians and Friends,

I am very pleased to report to you that we will have ended the Biennium with total contributions to the Foundation of more than four million US dollars! Each biennium your generosity and your Zontian spirit of giving to make the world a better place for women and their families continues to grow. On behalf of the Foundation Board, I extend our heartfelt appreciation for helping to provide solutions to the challenges facing women and girls around the world.

Your financial contributions over the past two years have made it possible for the Foundation to provide funding for:

- 70 Amelia Earhart Fellowships
- 12 International Jane M. Klausman Women in Business Scholarships
- 10 Young Women in Public Affairs Awards
- 4 International Service grants totaling US\$900,000 for projects located in Afghanistan, Bolivia, Niger and Sri Lanka working to improve access to education, healthcare and economic opportunities for women.
- 5 ZISVAW grants totaling US\$413,500 to prevent and end violence against women and girls in Bosnia and Herzegovina, Croatia, Serbia and Montenegro, the Greater Mekong Sub-Region, Niger, Sierra Leone and Thailand.

Thank you, once again for your dedication and commitment to Zonta International programs and to the women and girls around the world who need our help. Their lives are better because you and your Zonta Clubs supported Zonta's projects financially.

Now, we begin a new Biennium with new goals, new efforts and projects to support, and more opportunities to make a difference. We are challenged this Biennium to continue to fund 70 Amelia Earhart Fellowships with increased awards of US\$10,000, also to fund increases in amounts awarded to the Young Women in Public Affairs recipients and increases in the number of Jane M. Klausman awardees. Violence against women continues to be pervasive around the world, so our ZISVAW grants are now as critical as ever. Around the world women still face barriers to educational and economic opportunities and still lack the access to even basic health-care making our International Service grants just as crucial as ever. These are only a few reasons that *your generous support to the Zonta International Foundation in this new Biennium is so vital!* Please renew your efforts to make the world a better place for women.

In this new Biennium, Zonta will be moving to a new home. The decision to move was a difficult one, but one that was necessary. The Headquarters Building at 557 West Randolph has served us well for more than 20 years; however we find that with the use of modern technology and business process outsourcing, we now have too much space for efficient operation. We are concerned about the operating costs and general maintenance expenses for a building that is too large for our present needs and for our requirements in the foreseeable future. Moving to a smaller space that is well configured will allow our staff to operate more efficiently and enable them to focus on the mission and goals of Zonta.

The approach of the 100th Anniversary of Zonta International (2019) gives us reason to reflect not only on all that we have achieved since those early days of 1919, but also on ways to provide a strong base for the future. To that end, your Foundation Board and the Foundation Development Committee are moving forward with efforts to significantly increase the Foundation Endowment Fund.

I hope that you are as excited and proud as I am about our progress and our accomplishments. And I hope that you will join me and the Foundation Board in meeting the new challenges we face in today's rapidly changing world and in reaching the new goals for the 2008-2010 Biennium.

A handwritten signature in cursive script that reads "Betty Jane Bourdon". The ink is dark and the signature is fluid and personal.

Betty Jane Bourdon

2008–2010 BIENNIAL GOALS

Proposed for adoption by the 2008 Convention, Rotterdam, the Netherlands

These biennial goals are aligned to Zonta International's objectives and strategic goals. They are intended to provide the framework within which districts and clubs shall develop their own biennial goals, taking into account the need for alignment and focus within the context of Zonta International's mission while responding to local needs.

To implement a thorough understanding with the Board of Directors (Officers and Directors) of:

GOVERNANCE

The governance of a non-profit corporation is the responsibility of the Board of Directors who are authorized by state statute to manage the business and affairs of the corporation. The officers as well as all directors of the Board are fiduciaries subject to discharging their duties in good faith and with that degree of diligence, care and skill which an ordinarily prudent person would exercise under similar circumstances in a like position.

■ Fiduciary

A fiduciary is a person who owes a duty of good faith, loyalty and trust to another person or entity above their own personal interests.

■ Legally

The law recognizes a fiduciary duty as consisting of: a duty of care, a duty of loyalty and a duty of obedience.

Care

- Officers and Directors care about Zonta International.
- Board decisions should be made deliberately out of a deep concern for the best interests of Zonta International.

Loyalty

- Embraces fairness, good faith and honesty.
- It seeks to advance and protect Zonta International free of any conflicts of interest and self-dealing.

Obedience

- To carry-out Zonta International's non-profit purposes and to obey the law.
- It requires knowledge of Zonta International's mission and the laws that affect the carrying out of the mission.

FINANCIAL

- Request from Convention to provide adequate and sustainable financial resources through membership dues.
- Manage the available funds/assets in a professional manner.
- Present balanced budgets with professional periodic reviews in a simple and transparent reporting system.

OPERATIONAL

- Review, update and develop internal and external material (e.g., strategic plans, bylaws, policies, web site, manuals, etc).
- Adequate resources for effective Headquarters.

CREDIBILITY AND VISIBILITY

- Credibility through achievements focused on Zonta International's objectives in service and advocacy.
- Visibility by issuing fact sheets and outcomes information.
- Communication with media, donors, governments and other authorities.
- Publication of achievements and outcomes in external media.

MEMBERSHIP

- A total net gain in membership each year.
- Introduce a more effective district division.
- Develop resources to encourage clubs to close the revolving doors – retain members.
- Develop resources to encourage clubs to recruit qualified members with an interest in the global mission of Zonta International.

UNITED NATIONS (UN)

- Support the programs and advocacy of the UN for the advancement of women and gender equality.
- Follow the process and recommendation of the CEDAW Committee to involve our members in improving the status of women at the country level (CEDAW = Convention on the Elimination of all Forms of Discrimination against Women).
- Use the Commission on the Status of Women meetings and recommendations to engage more effectively in women's rights globally.
- Disseminate information from the Zonta International UN Committee observers in Geneva, New York, Paris and Vienna to strengthen members' knowledge of current issues for advancing women's rights.

LEGISLATIVE AWARENESS AND ADVOCACY (LAA)

- Engage actively in LAA activities to improve the status of women globally.
- Develop resources to assist clubs and members to be effective advocates in their communities.
- Report on successful advocacy outcomes through the Zonta International Web site and to members directly.
- Promote service projects through linking of outcomes to inform about the status of women, thus emphasizing advocacy through service.
- Work closely with the International UN Committee.

SERVICE

- Provide and promote international service projects focused on Zonta International's mission and objectives.
- Honour our commitment to the UN and its service-providing agencies.
- Service projects combined with and include legislative awareness and advocacy.

AMELIA EARHART FELLOWSHIPS

- Promote and disseminate information externally and internally about the Fellowships.
- Encourage districts and clubs to fundraise to provide for sustained funds for the Fellowships.

JANE M. KLAUSMAN WOMEN IN BUSINESS SCHOLARSHIPS

- Promote and disseminate information externally and internally about the Scholarships.
- Encourage districts and clubs to fundraise to provide for sustained funds for the Scholarships.

YOUNG WOMEN IN PUBLIC AFFAIRS AWARDS

- Promote and disseminate information externally and internally about the Awards.
- Encourage districts and clubs to fundraise to provide for sustained funds for the Awards.

AS THE CORPORATE MEMBER OF THE ZONTA INTERNATIONAL FOUNDATION

Promote fundraising to obtain financial resources for all Funds in Zonta International Foundation by:

- Approaching external donors when appropriate.
- Encouraging every Zontian to plan individual gifts – the smallest amount is welcomed.

- Encouraging fundraising in every club (as a minimum one-third of the local funds raised by clubs should be sent to Zonta International Foundation).

2008-2010 FOUNDATION FUNDRAISING GOALS

Total (excluding the Endowment Fund*)	US\$4,020,000
International Service Fund	1,600,000
ZISVAW Fund	600,000
Rose Fund	800,000
Amelia Earhart Fellowship Fund	650,000
Jane M. Klausman Women in Business Scholarship Fund	150,000
Young Women in Public Affairs Fund	190,000
WHPPI Fund	30,000

*In addition to the operational fundraising goals for the 2008-2010 Biennium, in celebration of Zonta International's 100th Anniversary, the Zonta International Foundation proposes a US\$10 million Endowment Fund by 2018. During the 2006-2008 Biennium, the Foundation Board and Development Committee focused on plans to achieve this goal. The Endowment Fund goal for 2008-2010 Biennium is US\$500,000.

INTERNATIONAL SERVICE PROGRAM

The Zonta International Service Program (ISP) seeks to improve the legal, political, economic, educational, and/or health status of women in developing countries or countries in transition. In the 2008-2010 Biennium, the International Service projects will be funded by contributions to the International Service Fund of the Zonta International Foundation.

Total biennium 2008-2010 ISP funding of 1,650,000 USD is apportioned as follows:

- 600,000 USD to **Prevention of Mother-to-Child Transmission of HIV in Rwanda**, a project in cooperation with UNICEF.
- 600,000 USD to **Safe Cities for Women Project in Guatemala City, Guatemala, and San Salvador, El Salvador**, a project in cooperation with UNIFEM
- 450,000 USD to **Reduction of Obstetric Fistula in Liberia** within the context of Maternal and Newborn Health, a project in cooperation with UNFPA

United Nations Children's Fund (UNICEF)

Prevention of Mother-to-Child Transmission of HIV in Rwanda
2008-2010 funding: US\$600,000

Goals/Objectives

To prevent mother-to-child transmission of HIV and provide health care, prenatal and obstetrical services, and links to reproductive health programs, nutritional support, psychosocial services and income-generating activities to HIV-positive mothers.

Summary

The challenges facing Rwanda's women and children are, unfortunately, unique. Rwanda, after the genocide and war, is largely a country of women and children. Treating HIV-positive women, preventing transmission of the virus and giving women access to health care and reproductive health services becomes even more critical because of these factors. Any additional vulnerability of women has serious repercussions for the country and its children. Rwanda already has one of the world's highest concentrations of orphans due to the genocide, and deaths of HIV-positive mothers have created a second wave of orphans. Equally catastrophic is transmission of the virus from HIV-positive mother to her infant during pregnancy, childbirth or through breastfeeding.

To meet the urgent needs of Rwanda's women and children, UNICEF will strengthen and expand programs to prevent mother-to-child transmission of HIV to meet the full range of needs of HIV-positive women and their families; improve the health system by training personnel on service provision, management, monitoring and evaluation; and by partnering with communities in caring for women and families affected by HIV/AIDS.

In April and May of 1994, nearly 1 million Rwandans, some 10 percent of the population, were massacred. This genocide, war, and the displacement of 3.7 million people still affects all aspects of life in Rwanda. One-third of the dead were children; survivors witnessed death and unspeakable violence; hundreds of thousands were orphaned. During the genocide, women were raped as a weapon of war. Along with the terrible trauma, many of these women were infected by HIV and sexually transmitted diseases. Half of the Rwandan women who reported being raped became HIV-positive. By 1997, estimates of HIV prevalence ranged between 11 and 13.5 percent.

The HIV/AIDS epidemic in Rwanda was worsened by transmission through the rape of women during the genocide. The epidemic now is linked with pervasive poverty, poor access to social services, and one of the world's highest proportions of orphans (30 percent of Rwandan children, many orphaned by AIDS). Deaths and maternal transmission of the virus also are connected to inadequate reproductive health care and obstetrical services. Underlying all deaths are food shortages and chronic malnutrition. Rwandan orphans and children made vulnerable by HIV/AIDS are even more vulnerable to poverty, reduced access to services, and discrimination.

Although HIV prevalence has dropped, the current 3.1 percent rate means that some 190,000 Rwandans live with the disease. Women's HIV-prevalence is about 1.5 times higher than men's, and younger women are five times more likely to contract the disease than younger men. Nearly 5 percent of Rwanda's pregnant women are HIV-positive and risk transmitting the virus to their babies. Of an estimated 27,000 Rwandan children living with HIV, 90 percent were infected during pregnancy, childbirth, or breastfeeding. At

present, just one-third of these children needing antiretroviral medication receive it. UNAIDS estimates that critically needed services to prevent mother-to-child transmission are available in about half of the country's health facilities. In addition, early diagnosis of HIV-positive babies is limited, with only 20 percent of Rwanda's hospitals able to administer the necessary tests.

PMTCT (prevention of mother-to-child transmission) programs can virtually eliminate transmission of the virus. In Rwanda, UNICEF proposes expanding coverage of basic PMTCT programs, as well as meeting the full range of medical, nutritional, psychological and economic needs of HIV-affected women and their families. The expanded package, PMTCT+ (also known as the "Family Package") includes the following components:

- Standard PMTCT interventions: voluntary, confidential, and free HIV testing and counseling; prenatal and obstetrical care; antiretroviral medication during pregnancy and delivery to prevent transmission; and counseling on options to prevent transmission through infant feeding.
- Psychosocial counseling.
- Reproductive health service referrals, education and mobilization of community and religious leaders to reduce stigma and discrimination.
- Additional nutritional support to pregnant women.
- Monitoring of maternal viral count and referrals to sites that provide a full course of antiretroviral therapy.
- Antibiotics to lower the incidence of deadly opportunistic infections.
- Baby formula whenever feasible.
- Improved follow-up on HIV-exposed babies for testing and treatment.
- Income generating schemes

UNICEF will improve access and quality of PMTCT+ services by training health workers and scaling up programs. Efficiency, quality and sustainability will be ensured by strengthening Rwanda's capacity to administer, monitor and evaluate the programs, as well as by continuing to build partnerships between communities, government, civil society, nongovernmental organizations and the private sector.

Conditions in Rwanda are currently ideal for expansion of HIV/AIDS programs, especially for PMTCT+. After the cataclysm of 1994, the country has made significant progress. Its democratically-elected government has a leadership committed to reconciliation, justice and development, and an unprecedented representation by women. Infrastructure is improving, as is efficiency through decentralization. The government is working with international partners to stabilize its HIV/AIDS epidemic, and to improve upon existing programs to halt the spread of HIV and to care for all affected and infected by the disease.

UNICEF efforts will be critical to restoring the health and development of a generation brutalized by violence. UNICEF's strengthening and expanding of PMTCT+ programs will save the lives of women and children in Rwanda, further women's reproductive rights, help women cope with HIV/AIDS and contribute to their ability to support themselves and their families. By providing services that keep HIV-positive mothers healthy and alive, PMTCT+ programs ensure that fewer Rwandan children are orphaned.

Background Information on Rwanda

The 1994 massacre and the deaths and the displacement of 3.7 million people caused an upheaval that still deeply affects all aspects of life in Rwanda.

Rwanda's health care system is unable to provide adequate services. During the genocide, half of all health workers were killed or displaced and 8 percent of health clinics were destroyed or looted. In 2004 Rwanda had 401 physicians (.05 per 1,000 people), 3,593 nurses (.42 per 1,000 people), 54 midwives (.01 per 1,000 people), and 12,000 community health workers (1.41 per 1,000 people). Under-funded health facilities are in poor condition, with many lacking appropriate buildings, equipment and supplies, patient transportation systems or phone connections. Some 40 percent of health centers still lack electricity.

Rwanda is working to emerge from this nightmare and establish itself as a peaceful, prosperous democracy. In 2003 a new constitution was adopted and democratic elections were held. Rwanda's government, headed by Paul Kagame, has worked to improve economic opportunities, social services, and women's rights. A new decentralization policy, which came into effect in January 2006, is streamlining the number of provinces and districts, empowering communities and ensuring that priorities and funding were responsive to local needs. Rwanda is strengthening local capacity to carry out reforms, addressing staff retention, motivation, and skills. There is official recognition of women as key to reconstruction and rehabilitation, as well as the need to train and mobilize women to meet these challenges. Cases of rape and abuse continue to be investigated and the Gender-Based Violence bill was enacted.

Like its other social services, Rwanda's education system was devastated by the genocide. Half of its teachers died and hundreds of thousands of children did not attend school. Educational opportunities have improved significantly, with net primary school enrolment now at 72 and 75 percent for boys and girls, respectively, and net attendance at 75 percent. Despite gender parity in enrolment, girls are more likely to repeat classes or drop out of school. Although primary school fees were abolished in 2003, indirect costs of education are still prohibitive for many families. Secondary school enrollment is consistently low, at 15 percent for boys and 14 percent for girls.

Because more men were murdered during the genocide, women comprise 70 percent of the population. UNFPA reports that in many cases, absent male partners, women are more vulnerable to

discrimination and violence, and that for those with male partners, approximately 20 percent have been subjected to domestic violence. Conversely, there is room for women to demand equality and justice for crimes perpetuated against them. With legally mandated representation in parliament, 48.8 percent of the seats are held by women, the highest proportion of female legislators in the world.

Rwanda's Response to the HIV/AIDS Epidemic

Rwanda's leadership is committed to fighting the HIV/AIDS epidemic and numerous structures and policies support a commitment to solutions that will take years and greater resources than currently exist to implement. Rwanda has been working with international and local development partners to increase access and improve service quality. The president's office supervises the National AIDS Control Commission, and there is a special ministry in charge of HIV/AIDS. The Treatment and Research Aids Center (TRAC), was created to define treatment and care standards and to provide training and certification in HIV/AIDS prevention and care. In addition, Rwanda's new decentralized administrative structure will provide better management and the government is addressing transitional issues in coverage and staff. The President and First Lady are personally involved in public-awareness and anti-discrimination campaigns, as well as in improving programs.

PMTCT+ Project Goals

The overall goal of UNICEF is to ensure universal comprehensive care, treatment and support to HIV-infected mothers and their families in Rwanda. Achieving the following targets is necessary to reach this goal:

- Full PMTCT+ services and monitoring at 20 UNICEF supported PMTCT sites of Rwanda's health centers.
- A clear plan to scale up PMTCT services, supported by implementation of comprehensive care and support.
- Improved capacity for TRAC (The Treatment and Research Aids Center) to coordinate, monitor and evaluate PMTCT programs nationwide.
- Improved district capacity by training district planning officers on human rights based approaches to implementation and monitoring, evaluation, and generating data for programming.
- Improved site capacity through training of health care workers and community lay counselors.
- An assessment of pediatric care services in Rwanda and determination of future needs.
- Appropriate treatment for opportunistic infection for all HIV-positive infants and their mothers.
- Appropriate assessment of all HIV-positive children, full access to antiretroviral therapy and nutritional monitoring and support.
- A communication campaign to scale up interventions, linked to Rwanda's strategies of Family Package and support for orphans and children made vulnerable by HIV/AIDS.

Activities

UNICEF will scale up and implement PMTCT+ services, especially in its 20 currently supported PMTCT sites, and build capacity for Rwanda's health care administration, trainers and health workers.

UNICEF's activities will include:

- Training additional health workers on PMTCT+ and incorporating them into the programs.
- Supporting deliveries of PMTCT+ services.
- Strengthening administrative capacity and quality assurance.
- Strengthening capacity of community based organizations for women affected by HIV and AIDS.
- Increased access to testing and treatment.
- Increased community involvement.
- Empowering HIV+ women for their own benefit and that of the whole family by strengthening the capacity of community based organizations to manage vocations training and IGAs.
- Exchange Programs for mother support groups locally in the neighbouring countries to allow generation of new ideas for IGAs.

Conclusion

Rwanda's women and children continue to suffer due to the terrible psychological trauma of genocide and war, crushing poverty, malnutrition and the devastation of the HIV/AIDS epidemic. The recovery and development of these women and children are closely linked with stemming the spread of HIV/AIDS and providing quality health care and social services. UNICEF's comprehensive and effective programs to prevent maternal transmission of HIV, PMTCT+, reduces maternal transmission of HIV/AIDS; bolsters prenatal, obstetrical, and reproductive health services; ensures the health and psychological well-being of HIV-positive pregnant women and their infants; and empowers women to support themselves and their families. PMTCT+ directly saves the lives of Rwanda's women and children and prevents more children from becoming orphans by keeping HIV-positive mothers healthy. Sustainability will be ensured through UNICEF's work to improve Rwanda's capacity to implement, scale up, administer, and monitor PMTCT+. In addition, sensitized and educated communities and leaders will become involved in care and support of HIV-affected families and will help to end discrimination around HIV/AIDS.

With support from Zonta International, UNICEF will help Rwandan women and children continue to move past the legacy of the genocide and HIV and into lives of health, dignity and hope.

UNICEF Headquarters Project Support

Technical and administrative project support covers the standard seven percent administrative cost for UNICEF headquarters. This will also ensure the provision of oversight from HIV section in UNICEF New York.

United Nations Development Fund for Women (UNIFEM)

Safe Cities for Women Project in Guatemala City, Guatemala and San Salvador, El Salvador
2008-2010 funding: USD 600,000

Project Summary

The *Safe Cities for Women* Project will increase the safety of women in Guatemala City, Guatemala and San Salvador, El Salvador by helping local women collaborate with the local government and urban planners to create practical solutions, public policies, and municipal plans that decrease the risk of violence against women in their cities. The project will build on a larger UNIFEM regional programme that is ongoing in four urban areas in Latin America.

Goals/Objectives, Strategies, Activities:

The project will:

- Document the connections between reduced gender-based violence and improved urban planning.
- Launch campaigns to sensitize the public to the issues surrounding violence against women in urban areas.
- Empower local women, non-governmental organizations (NGOs) and other stakeholders to promote and develop public policies, with a gender perspective, that help ensure women's safety;
- Build specific opportunities for collaboration between decision-makers, municipal planners and local women's NGOs to adapt policies and urban planning.
- Disseminate information on lessons learned and successful practices to the public, media and relevant stakeholders.

Population Served by Project

The project will be piloted in one of the poorest neighbourhoods of each of these capital cities. There are approximately 600 families or roughly 3,000 to 3,500 people in each of the two city neighbourhoods. Women and NGOs in the inner cities and surrounding areas will directly benefit from capacity-building efforts, and entire neighbourhoods of women, men and their families will benefit from improved urban planning and policies.

Background

Urban violence in Latin America is an increasing phenomenon, with a murder rate 114 percent higher than the world average. Furthermore, Guatemala and El Salvador have rates of urban violence and violent homicides above the regional average. As these nations urbanize, there is a growing sense of insecurity among the population, especially among women who are particularly vulnerable to violence in private and public spaces.

The root causes of increasing violence against women (VAW) in Guatemala and El Salvador are complex. Recently ended civil wars have contributed to a culture of violence in which armed violence

is used to resolve conflict and disputes. Worsening economic conditions, lack of employment opportunities, repatriation of gang members and criminals, and increasing drug trafficking compound the situation. In the context of this social insecurity, women are at even higher risk of violence due to the traditionally subordinate position of women in society.

UNIFEM's 'Safe Cities for Women' Project

UNIFEM proposes a project to make communities safer through an innovative approach in Guatemala City and in San Salvador as part of its regional programme to promote *Safe Cities for Women*. The main objective of the regional programme and the proposed project is to strengthen women's right to active citizenship in order to reduce public and private violence against them.

The focus of this programme is on urban security as a gender issue because women in cities are increasingly vulnerable to gender-based violence (GBV) in situations exacerbated by social violence. In order to prevent and address VAW in urban spaces, the project will work in close coordination with women's organizations, networks and local governments to develop and implement public policies on urban security that includes women's issues and views. It will implement a participatory model, developed as part of the UNIFEM regional programme, that builds the capacity of local women's organizations to form coalitions, identify risk in their communities, advocate for their right to lives and neighbourhoods free from violence and fear, and participate in the planning of safe neighbourhoods with local authorities.

Strategies

- Document and produce actionable knowledge and information on gender and urban security.
- Launch public sensitization and campaigns.
- Implement local interventions.
- Empower networks and women's organizations.
- Disseminate information, knowledge and proposals at regional level.

Outcomes

- Increased knowledge on the link between urban violence and gender to inform ongoing debates on violence and urban security.
- Gender-based violence is included in the agendas of stakeholders from social organizations and governments.
- Urban development plans are formulated with the active participation of women's organizations, civil society and local authorities, and include a gender perspective.
- Women's networks and organizations have the capacity to influence local governments to include gender issues and women's safety in public policies.
- Information and lessons learned on violence against women and urban security widely disseminated through regional channels to inform coalitions and the public.

Sustainability and Replication

As part of the UNIFEM's regional *Safe Cities for Women* programme, the project in Guatemala and El Salvador will benefit from knowledge, experience and expertise collected and developed during the second year of implementation of the larger programme that is being implemented in Rosario, Argentina; Santiago, Chile; and Bogotá, Colombia. As this project will be located within the larger programme's management structure – including its planning, execution and evaluation – implementation of the project in Guatemala and El Salvador will be coordinated by a project manager and support team with experience in the 'Safe Cities' strategies located in UNIFEM's Sub-regional Office for Brazil and the Southern Cone. The regional programme is supported by the Spanish Development Cooperation (AECI).

The implementation of the project in the two Central American countries will be coordinated by a project manager and a small support team, who will be supervised by the 'Safe Cities' Programme Regional Director, and in coordination with the UNIFEM Sub-regional Office for Mexico, Central America, Cuba and the Dominican Republic. UNIFEM staff will work closely with its regional, national and community government and civil society partners to ensure sustainability. A midterm evaluation will also focus on programme efficiency, delivery and sustainability.

Conclusion

The situation in Guatemala and El Salvador has drawn the attention of agencies of the United Nations, governments, civil society organizations, networks of women's organizations and human rights advocates, who consider these alarming rates of violence against women a pressing emergency. They call for immediate action to prevent and combat violence against women in the turbulent urban areas of these countries. In response, the UNIFEM *Safe Cities for Women* programme provides a means for women to achieve adaptations in public policies and urban planning that meet the particular needs of women in an urban environment and, as a result, reduce public and private violence against them.

UNIFEM administration fee

UNIFEM administration/overhead is a standard fee of the total budget of ten percent.

The United Nations Development Fund for Women (UNIFEM) was created by a UN General Assembly resolution in 1976, following a call from women's organizations attending the 1975 UN First World Conference on Women in Mexico City. UNIFEM provides financial and technical assistance to innovative programmes and strategies to foster women's empowerment and gender equality, focusing its activities on four strategic areas: ending violence against women, reducing feminized poverty, reversing the spread of HIV/AIDS among women and girls, and achieving gender equality in democratic governance in times of peace and conflict.

United Nations Population Fund (UNFPA)

Reduction of Obstetric Fistula in Liberia within the context of Maternal and Newborn Health 2008–2010 funding: USD 450,000

Project summary

The obstetric fistula project is designed and developed within the context of Maternal and Newborn Health. The prevention of fistula and the treatment and reintegration of the patients are integral components of the Liberian Reproductive Health program. Coordination of the project is the responsibility of the Ministry of Health and Social Welfare (MOH&SW). The prevention component is closely linked to outreach, awareness and education of the public and access to comprehensive emergency obstetric care. Advocacy and the use of the media, especially the radio, are vital tools in this respect.

Treatment and care of fistula is also an area of great concern, given the high number of Liberian women living with fistula. The JFK hospital is a key partner in the implementation process, as the fistula ward is being prepared to provide quality services in the treatment and care of obstetric fistula, as well as providing quality comprehensive training for doctors and other health care personnel.

JFK Hospital in Monrovia, Montserrado County is the main national referral and training center for fistula case management.

Background

Liberia has an estimated population of 3.5 million people with a high maternal mortality ratio of 578 deaths per 100,000 live births. The extent of maternal morbidity is unexplored, but it is evident that for every woman that dies of pregnancy-related complications many more suffer from complications of childbirth resulting in severe injuries and disabilities. Obstetric fistula (OF) is one of the most severe of such disabilities.

Liberia is in a stage of recovery following 15 years of crisis due to civil war that has negatively affected the country's social and economic development. In the area of health for example, the infrastructure was destroyed; human resource development was at a standstill and most of those trained to provide services were forced to leave the country. Access to existing health facilities and trained attendants became more difficult and inevitably the incidence of maternal mortality and morbidity, including obstetric fistula, increased.

A Situation Analysis report (September 2006) showed that:

- Prolonged labor accounted for 87% of the causes of fistula.
- Over 52% of patients that experienced fistula were in labor for more than two days.
- Delay in making decisions to seek the services of skilled attendant during labor accounted for 83% of all fistula patients.

- Over 55% of the patients lived with fistula more than two years before receiving medical help.
- Stigma was a major concern with 57% rejected by their husbands.

Project goals

To contribute to the elimination of obstetric fistula and the reduction of maternal and newborn mortality and morbidity in Liberia.

Strategies

- Coordination and partnerships.
- Advocacy, community mobilization and education.
- Capacity building at all levels.
- Expansion of strategically located and fully functional emergency obstetric care (EmOC) facilities.
- Distribution of a wide range of contraceptive method-mix to increase contraceptive prevalence rate (CPR).
- Providing access to free of charge and quality fistula treatment and care services.
- Catering for the reintegration needs of women treated for fistula, including counseling and livelihood skills development.

Output 1

Access to quality fistula treatment and EmOC services are improved.

Key Activities for Output 1

- Advocacy, IEC, community mobilization, public awareness and knowledge on fistula;
- Strengthening the fistula management and training center at JFK hospital in Monrovia, Montserrado County;
- Capacity building - Second phase training of two doctors in fistula case management, training of one anesthetist;
- Provision of drugs and medical supplies for the beneficiaries;
- Strengthening the capacity of outreach sites for the management of fistula and EmOC services in five counties (Bomi, Grand Bassa, Lofa, Montserrado, Nimba);
- Maintenance of fistula facilities and services (including patients' feeding, laundry services, cleaning);
- Establishing a standard protocol for pre- and post-operation counseling.

Output 2

Women treated for obstetric fistula (OF) are supported socially and economically to start a new life in their communities.

Key Activities for Output 2

- Skills training for selected vocations for beneficiaries;
- Awareness creation and skills training in livelihoods;
- Provision of funds to buy new clothes for the patient, bus fare to return home and start a modest income generating activity through a starter kit.

Sustainability

A sustainable program will be achieved by provision of viable solutions for scaling up activities and replicate these throughout the country and in the region, as the project multiplier effects will add value to and ensure the establishment of a nationwide network of EmOC service delivery points. With a strong government commitment to revitalize the health sector, the project is in a position to serve as an entry-point to accelerate the re-activation of the National Health Service delivery throughout the country.

Monitoring and Evaluation

- An annual monitoring plan will be agreed upon by the Family Health Division, JFK Hospital and UNFPA. The areas to be monitored are the selected project sites in the five counties. A monitoring plan should be included in the annual work plan, together with a budget line.
- The County Health Teams (CHT) will conduct monthly monitoring of progress made in the facilities providing basic and EmOC and send reports to the Family Health Division, MOH. The Family Health Division will share the reports with partners during coordination meeting, which would take place once every three months.
- Monitoring and supervision from the central level will be conducted every three months. The team, including the Chief Medical Officer (MOH) and project manager (UNFPA) will join the County Health Team (CHT) during their quarterly supervision and monitoring schedule. Vehicles will be provided for purposes of monitoring and supervision.
- The monitoring teams at central and county levels should select indicators with baseline data and agree on the contents of quality of care checklist.
- The quarterly monitoring from central level will start in JFK to assess progress in the provision of quality fistula treatment and care. The fistula surgeon at JFK will make a presentation of fistula repair results to members of the Reproductive Health (RH) committee every six months. One of the six monthly presentations should coincide with the annual project review (APR), which should take place during the month of October. Such meetings will be chaired by the MOH. A summary of the APR meeting will be printed and disseminated to all concerned.
- The results of monitoring and evaluation will inform decision making and contribute to shaping policies and improve interventions.

Project resource requirements

Human resources

The project on OF is designed to establish and deliver quality repair services and support to basic and EmOC in five counties. To ensure progress in the implementation, monitoring and reporting, the mission recommends the recruitment of an international project manager, a national accountant and a driver.

Training needs

A second phase training in fistula case management will be carried out in Nigeria for two doctors and one anesthetist for a period of two weeks. In addition to this, a study tour to Addis Ababa is recommended for one doctor. The duration of the study tour will be two weeks.

Training will also be conducted in Liberia, to ensure quality fistula case management. Five health care workers per county hospital will be trained in quality service provision. The core fistula team based at JFK Hospital will provide training of all doctors and anesthetists posted to work in county hospitals to ensure that they can perform safe surgery (C/S) and provide safe anesthesia.

In the context of post operation (Output 2), skills training will be provided to women beneficiaries who have little or no means of supporting themselves of their immediate families. Training will involve basic business skills, sewing, food preservation and other skills deemed in need at the outset of the project as it is operational.

Drugs and medical supplies

In order to ensure quality care and treatment, essential drugs and medical supplies including plastic aprons and sheets, syringes and needles, suture materials, antiseptics, detergents, air conditioners, fans, refrigerators will be procured.

Skills training and Starter Kit

A proportion of women who have undergone fistula repair and treatment will be provided with skills training to be able to empower them to carry out viable means of livelihoods in their home communities. Skills training include food preservation techniques, sewing and business skills training. During the course of the program, the training options will be modified to respond to needs of beneficiaries and realistic situation. The starter kit will be provided post-operation/care for the beneficiary to be able to re-integrate into their host communities through a basic package.

ZISVAW PROGRAM

The Zonta International Strategies to Prevent Violence Against Women (ZISVAW) Program seeks to reduce the incidence of violence against women and girls by changing personal and/or political knowledge, attitudes and behaviors contributing to violence against women. Projects must be focused on preventing and ending violence against women.

In its Resolution 50/166 the UN Trust Fund to End Violence Against Women of 22 December 1995, the General Assembly gave the United Nations Development Fund for Women (UNIFEM) the mandate to strengthen its activities to eliminate violence against women in order to accelerate the implementation of recommendations set out in the Beijing Declaration and Platform for Action. The resolution also established the Trust Fund to End Violence against Women as a key inter-agency mechanism to advance actions to

address violence against women. The Trust Fund was set up in 1996 and became operational in 1997, with UNIFEM as the Fund's administrator (Source: A Life Free of Violence is Our Right! UN Trust Fund to End Violence Against Women: 10 Years of Investment, 2007 UNIFEM).

The objectives of the ZISVAW Fund and the UNIFEM/UN Trust Fund to End Violence Against Women match each other. Therefore, the proposed 2008-2010 ZISVAW projects have been selected under the Trust Fund's umbrella in their 12th Grant Cycle.

Total biennium 2008-2010 ZISVAW funding of 600,000 USD is apportioned as follows:

- **300,000 USD to Ending Violence Against Women through Community Action (EVAWCA) in Cambodia**
- **200,000 USD to Combating physical violence against women and supporting the implementation of protective and anti-discriminatory laws and policies in Egypt**
- **100,000 USD to Community-based center for housing and rehabilitation of women victims of violence in Syria**

United Nations Development Fund for Women (UNIFEM), (administrator of the UN Trust Fund to End Violence against Women)

**Ending Violence Against Women through Community Action (EVAWCA) in Cambodia
2008-2010 funding: USD 300,000**

Project summary

The project supports the implementation of the Law on the Protection of Domestic Violence and Protection of Victims, the Civil Code and Criminal Code, among others, in the provinces of Pursat, Prey Veng and Kampóng Chhn ng. It will study contemporary Khmer masculinity and its dynamics to enable the design of more effective policy and program strategies and interventions with a view to prevent domestic violence against women through transforming attitudes and behaviors of violent men. Community-based men's groups will be formed to work with men through personal counseling and addressing health and psychological aspects, creating linkages with the white ribbon campaign. The project will develop capacities of local authorities and relevant laws, monitor the implementation of these laws and build legal skills of community-based core groups to advocate with public authorities for more effective interventions in cases of domestic violence. Community-based core groups will also reach out to women to raise awareness regarding their legal rights and support their access to justice and social services. The project will be implemented in partnership with local core groups, men's groups, civil society organizations and local authorities.

Main Activities

- Conduct research study on men, masculinity and violence. The study will particularly unveil contemporary Khmer masculinity (in relation to violence) and factors that deconstruct and/or reconstruct the traditional masculine identities in context of changing social, cultural and economic phenomena in Cambodia.
- Establish community-based women's core groups (CGs).
 - Train CGs on laws, legal issues, and advocacy (provide training on these issues to local authorities as well, if baseline survey reveals the need for the same).
 - Monitor the implementation of laws against VAW in the commune.
 - Pursue local authorities and polices to enforce laws as soon as VAW occurs.
 - Hold monthly law dissemination meeting in the villages of the target communes with participation of village women.
- Provide legal aid to women victims of violence.
- Social services provided to women victims and/or potential victims of violence.
- Develop training and communication materials (audiovisual and print) targeting men to transform their harmful masculine ideologies and behavior.
 - Establish community-based men's groups (CMGs).
 - Train CMGs on men, masculinity, counseling and advocacy.
 - Hold village level meeting by CMGs with participation of grassroots men.
 - Individual counseling (to perpetrators-men) to transform their harmful practices and address health and psychological aspects.
 - Celebrate 16-day white ribbon campaign.

Project Objectives

- By the end of first half of year one, contemporary Khmer masculinity (in relation to domestic violence), its dynamics (in context of changing socio-economic phenomenon), and gender disaggregated data are revealed for designing effective policy and program strategies and interventions, and educational and communication materials to transform men's violent behavior to address violence against women.
- By the end of the project, at least 70% local authorities and police in the target communes of the provinces of Pursat, Prey Veng and Kampóng Chhn ng seriously take action against reported cases of domestic violence in conformation to the laws related to violence against women.
- By the end of the project, at least 90% women in the target communes of the provinces of Pursat, Prey Veng and Kampóng Chhn ng are aware of their rights and know the laws that exist to protect them from violence.

- By the end of the project, there has been an increase of at least 70% in the cases of women victims of violence who have access to the courts and social services in the target communes.
- At least 50% men (perpetrators and potential perpetrators) of the target commune of provinces Pursat, Prey Veng and Kampong Chhn ng are transformed into non-violent and good male role models.

Long term objectives

To end violence against women in Cambodia.

Evaluation

In the beginning of the project a baseline survey will be conducted to set a benchmark for measuring the achievement of results of the project. Three independent and separate Project Management Committees (PMCs) will be established (1 PMC for 1 province) at commune level to monitor the project activities. The proposed people in the PMCs are local. The PMCs will establish local stakes in monitoring on the one hand and secure active participation and cooperation to implement project activities on the other hand. An external evaluator will be hired to evaluate the project performance annually. Recommendations of evaluation report will be fed in the annual plan of the following year. The Executive Director of the grantee will be responsible for overall monitoring and tracking the progress of the project to the donor.

The Grantee Organization

Gender and Development for Cambodia (GAD/C)

GAD/C is registered with Ministry of Interior (MoI), the Royal Government of Cambodia [Registration number 1073]. The goals of GAD/C are to work towards ensuring that:

- there are gender-sensitive laws, policies, plans and decision-making bodies in place;
- elected bodies, ministries, and national and international institutions are able to implement gender sensitive laws, policies, and programs;
- there are effective advocacy networks of civil society, youths and state institutions that promote gender equality; and,
- there is increased mutual recognition of and respect for the rights and contributions of men and women in the family, community and nation.

GAD/C has many years of experience in preventing and protecting women from all forms of violence, particularly domestic violence. Women's Empowerment through Legal Awareness (WELA) program, Men's Perspective Project (MPP), Cambodian Men's Network (CMN) and CMN activities are particularly designed and targeted to prevent and protect grassroots women from violence. The WELA program builds awareness of grassroots women of their legal rights and provides legal interventions to the abused women for justice. Men's Perspective Project (MPP) is also a community-based

program where community-based men's groups (CMGs) are formed to educate the grassroots men to transform their harmful masculine behaviour that place women in disadvantaged positions. The Cambodian Men's Network (CMN) is a national level network that exists to lobby and advocate for laws, policies and programs to protect women from violence. The members of the CMN are good male role models. Currently there are around 1,000 individual members of CMN throughout the country.

United Nations Development Fund for Women (UNIFEM), (administrator of the UN Trust Fund to End Violence against Women)

Combating physical violence against women and supporting the implementation of protective and anti-discriminatory laws and policies in Egypt 2008–2010 funding: USD 200,000

Project summary

The project will support the implementation of relevant Criminal Code provisions and the Ministerial Decree 261 of 1996 prohibiting the performance of genital mutilation. It will raise awareness of legal professionals and executive officials around women's rights and the legal grounding of gender equality, specifically targeting the following key stake-holders: Ministry of Justice, Ministry of Interior, Ministry of Social Solidarity, police departments, the judiciary, the legislative body, the National Council of Women, media, community-based organizations (CBO) and other NGOs working in the field of violence against women. The project will advocate for the establishment of monitoring bodies and will empower women in vulnerable and marginalized communities in six Egyptian governorates through awareness-raising campaigns, equipping them with the necessary knowledge and tools to report and pursue justice and well-being. In addition, the project will enhance the capacities of shelters in Egypt to better respond to needs and rights of women survivors of violence.

Main Activities

- Awareness-raising campaign targeting vulnerable women and covering six Egyptian governorates.
- Rehabilitation of women victims of violence:
 - Providing legal, medical and psychological aid to victimized women.
 - Holding workshops aimed at peer education to mobilize victims of violence to raise the awareness of other women in their communities.
- Holding four roundtable discussions with representatives from the judiciary and relevant executive bodies and the National Council for Women (including female officers) around violence against women and the legal grounding of gender equity.

- Holding a capacity-building program for workers in the four government shelters in the following fields:
 - Interactive listening
 - Women rights and gender equity
 - Violence and HIV infection
- Group discussions with legislators and legal experts around the procedural obstacles faced by women who wish to report their subjection to violence.
- Publishing a guide of procedures to help women access the justice system to obtain their rights in case of victimization to violence
- Holding a capacity-building program for six CBOs. The program will include training in the following skills: the art of designing campaigns, the Right-Based Approach, the skills of listening and training of trainers, etc.
- Holding two cross-sector annual conferences that will include different actors and partners ranging from NGOs, CBOs, women groups and representatives from the relevant governmental authorities and will discuss problems and solutions of violence against women and the means for sustainable intervention.

Project Objectives

- Empowering women with the necessary knowledge and tools to report and pursue in justice any incident of victimization to violence.
- To rehabilitate women victims of violence and improve their abilities to cope with their experience of violence and to take positive action towards their physical and psychological well being.
- To help relevant government bodies and NGOs gain in-depth understanding of the correlation between violence and HIV high-risk behavior.
- To build the capacity of six CBOs and enable them to respond more effectively to gender-based violence in their communities.
- To improve the capacity of shelters in Egypt and help them become better equipped with the necessary knowledge and capabilities to tackle the needs of women who have been victims of violence in their society.
- To improve the effectiveness of existing protective policies and plans of actions by means of raising the awareness of stake-holders and campaigning for the establishment of monitoring bodies.
- To build the capacity of the judiciary and relevant executive bodies to set up simplified and clear procedures, in order to achieve a more effective application of the protective and anti-discriminatory laws and policies from the one side, and to enable marginalized and most vulnerable women to access the justice system from the other side,

- To facilitate partnership and field experience among the NGOs and CBOs that work toward eliminating violence against women.

Long-term objective

The overall objective is the elimination of all forms of violence against women in the Egyptian society.

Evaluation

Evaluation will be done at the end of the project to assess its impact and will measure the long-term impact and sustainability (the achievement of development objectives and any unplanned changes). This process will be conducted by the evaluator, depending on internal and external documents (previous reports, national statistics, impact assessment reports, etc.). The results of this process would be useful for managers, staff, donors, beneficiaries and other relevant organizations and governmental bodies, thus it would be used to guide any major changes made in the policy, strategy and future work plan. Where possible, primary stakeholders should take part in monitoring, reviewing and evaluating. This is to ensure that they have strong ownership of the project so that benefits are achieved and sustained.

The Grantee Organization

Al Shehab Foundation for Comprehensive Development.

United Nations Development Fund for Women (UNIFEM), (administrator of the UN Trust Fund to End Violence against Women)

Community-based center for housing and rehabilitation of women victims of violence in Syria
2008-2010 funding: USD 100,000

Project summary

Through this innovative project, working within the framework of the Syrian National Action Plan on Violence against Women, the project will develop a high-quality “One-Stop” Centre to provide effective services for women survivors of violence, particularly those living in poverty, in addressing their immediate protection, medical, legal, counselling, rehabilitation and integration needs, while remaining sensitive to the complexities of their situation. The project will launch a broad awareness and advocacy campaign targeting decision-makers, potential clients, survivors/victims of violence, as well as the general public and provide training and capacity-building for health workers, teachers, law enforcement personnel, social workers, the judiciary, community and religious leaders and the media. In addition, the project will assemble real-time information on the quantitative and qualitative trends of gender-based violence for monitoring purposes and evidence-based policy advocacy. The project will be implemented in partnership with the Ministry of Social Affairs, Ministry of Labour, NGOs and the private sector.

Main Activities

- Supplying the Center with the necessary furniture, equipment and other facilities to enable it start functioning.
- Building the managerial and professional capacity of the staff/volunteers who will provide the services.
- Raising awareness activities resulting in laws, legislations and policies to safeguard discrimination between both sexes amended/cancelled.

Project Objectives

- To protect and promote the empowerment of women victims of violence through, inter alia, the provision of shelter, health, social and economic interventions that guarantee reduction of their vulnerability and integrating them in their families and communities.
- To take positive measures in addressing the structural causes of violence against women and to strengthen prevention efforts that address discriminatory practices and social norms.
- To promote awareness and information campaigns on women's rights and the responsibility to respect them and encourage men and boys to speak out strongly against violence against women.

Long-term objectives

To urge the relevant bodies to review and, where appropriate, revise, amend or abolish all laws, regulations, policies, practices and customs that discriminate against women or have a discriminatory impact on women, and to support the legal systems to be in compliance with the international human rights obligations, commitments and principles, including the principle of non-discrimination.

Evaluation

A Financial Report will be submitted to UNIFEM on monthly basis. A Progress Report on the Projects' activities will be submitted to UNIFEM and to other stake holders on quarterly basis. The UNIFEM Project Coordinator will participate in the preparation of the Centre's financial and progress reports. A questionnaire to evaluate clients' satisfaction will be developed and applied.

The Grantee Organization

Association for Women's role Development (AWRD).

EDUCATION AND LEADERSHIP DEVELOPMENT PROGRAMS

In the 2008-2010 Biennium, the below education programs will be funded by your contributions to the respective Fund within Zonta International Foundation.

ZIF Funds for:

Funding USD

Amelia Earhart Fellowships	700,000
Jane M. Klausman Women in Business Scholarships	120,000
Young Women in Public Affairs Awards	94,000

Amelia Earhart Fellowships

In total 700,000 USD is apportioned as 35 international awards at 10,000 USD each year of the biennium. The Fund provides monetary Fellowships to women for graduate study in aerospace-related sciences and engineering.

Jane M. Klausman Women in Business Scholarships

In total 120,000 USD is apportioned as 12 international scholarships at 5,000 USD each year of the biennium. The Fund provides scholarships to women undergraduate students preparing for careers in business management.

Young Women in Public Affairs Awards

In total 94,000 USD is apportioned to 32 district awards at 1,000 USD and five international awards at 3,000 USD each year of the biennium. The Award honors young women in secondary level or pre-university schools who demonstrate a commitment to leadership in public policy, government and volunteer organizations.

MEET THE GOVERNORS



Governor Photos by Joshua Dunn Photography

Governors-Elect, representing 32 Districts, traveled from 17 countries to Zonta International in Chicago, Illinois, USA for Governors-Elect Orientation in February 2008.

Zonta International President-Elect Beryl Sten, President Olivia Ferry, members of the Zonta International Board, and newly appointed International Committee Chairmen for 2008–2010 presented important guidelines and goals for the new Biennium. Zonta International Foundation President Betty Jane Bourdon and Foundation Treasurer Carol Borecky highlighted the relationship of the Foundation to Zonta International and stressed the importance of the districts and clubs in increasing contributions to support the vital programs of Zonta International.

Orientation sessions focused on effective district management, service, advocacy, and membership growth, as well as Zonta's relationship with the United Nations and the Proposed Biennial Goals for 2008–2010. Governors-elect shared unique challenges facing their respective districts and discussed best practices for addressing them.

Inspired by newly formed Zonta friendships and deeper knowledge of the organization, district leaders are entering the new Biennium with the dedication and tools we will need to *Advance the Status of Women Worldwide*.

Please meet your 2008–2010 District Governors.

DISTRICT 1

Nadine Salley

*Zonta Club of Lakes Region
New Hampshire, USA*

Nadine serves as Director of Lending for a private nonprofit community development financial institution. The organization – one of the oldest of its type in the United States – uses money that is either donated or lent to enable individuals or institutions to gain access to affordable housing and economic opportunities. “We promote a mission that is based on social and economic justice for low and moderate income people, many of whom are women,” said Nadine.

A member of Zonta since 1990, Nadine attributes being a Zontian to making her a better professional. “I can see places where my Zontian contacts and networks have helped me in my work and vice versa.”

Nadine has held various leadership positions at the Club- and District-levels. As District Governor, her goal for the Biennium is to rebuild and strengthen the membership base of the District. “I would like the clubs to feel supported from the District-level as it is the ‘bridge’ between the Clubs and the International-level.” Nadine would also like to help increase Zonta’s name recognition in communities throughout her District.

Lt. Governor – Mary Ann Rubis

Treasurer – Shirley Perry

Secretary – Jennifer Kerwood

Area 1 Director – Alexandra Turallo

Area 2 Director – Jayma Hall

Area 3 Director – Dora Stinson

Area 4 Director – Joanne Lambert

DISTRICT 2

Margaret Mitchell

*Zonta Club of Montreal
Montreal, Quebec, Canada*

“We must become the change we want to see,” wrote Mahatma Gandhi. This is Margaret’s goal for her District, as Governor, this Biennium. It will be



I-r: Nadine Salley, Margaret Mitchell, Ellen Karo

accomplished through service, advocacy, membership and healthy lifestyle. District 2 will focus on energizing and transforming its Clubs, as everyone strives to live their theme, Make a Difference!

In the past 35 years, Margaret has worked diligently as a teacher, administrator and educational consultant in the largest English speaking board in the province of Quebec. She is responsible for working with professional educators in developing curriculum, programs and policies and procedures in building self-esteem, leadership, conflict resolution and team development skills. Her career also took her to Africa and the Caribbean on exchange programs.

Margaret credits her professional life with equipping her with the interpersonal and intrapersonal skills necessary to work in a volunteer organization with a diversified group of professional women. In turn, being a Zontian has opened many doors for her in understanding the global issues of women’s struggles for equality and empowerment. She felt able to attend to the needs of students, teachers, administrators and parents in a more sensitive, compassionate and informed manner because of her Zonta experience.

Lt. Governor – Sue Ann Cunliffe

Treasurer – Debbie Abel

Secretary – Suzanne Scales

Area 1 Director – Chris Legg

Area 2 Director –

Mary Lynne Van Waldick

Area 3 Director – Maureen Costello

Area 4 Director – Anita Crowe

DISTRICT 3

Ellen Karo

*Zonta Club of New York
New York, USA*

For nearly 38 years, Ellen has served as certified public accountant providing corporate and individual tax preparation and business management services. She is currently the owner and operator of Ellen Karo CPA PC, a spin-off of her mother’s business begun in 1946.

“Working with the public has given me skills that allow me to relate and cope with many personalities,” said Ellen. “In addition, through my work, I have learned to be a good listener, which enables me to think through problems to a solution.”

Ellen has held various leadership positions at the Club, District and International levels. As District Governor, she hopes to increase membership in her District by starting new Clubs, bringing the District together as a more cohesive group by working on a project together, as well as inspiring the District for more participation at the Club- and District-levels. Additionally, one of the areas that Ellen would like to grow in her District is awareness of International goals and advocacy for elimination of violence against women.

Lt. Governor – Lisa Fraser

Treasurer – Cathy Paul

Secretary – Linda Butler-Livesay

Area 1 Director – Leslie Wright

Area 2 Director – Paulette Chatman

Area 3 Director – Irma Dillon

Area 4 Director – Marta Calderon



I-r: Kathleen Douglass, Amy F. Grubbe, Wilhelmina "Buffie" Kelly

DISTRICT 4

Kathleen Douglass

*Zonta Club of Brampton-Caledon
Ontario, Canada*

Kathleen knows the value of those who volunteer. For over 20 years she has worked with volunteers and currently serves as manager of volunteer and community services for the Industrial Accident Prevention Association, an occupational health and safety association. In her position she leads a team of 18 staff members who work directly with 500 volunteers to develop and deliver educational programs, champion youth issues and advance community initiatives.

Kathleen credits her job for having a better understanding of the qualities and skills needed for effective leadership. "I am skilled in leading remote teams, scattered across the province, which will echo our District board, which is spread over two countries," she said. Zonta has also helped her develop her leadership skills and has taught her the value of leading rather than managing.

"The knowledge transfer between my business, which is member-based, and Zonta, which is also member-based, has enabled me to apply complementary principles of management," said Kathleen.

Engaging women through "leadership, integrity and service" is her theme as District Governor this Biennium. She plans to focus on professional develop-

ment for board members – clarifying and strengthening their roles within the district, member retention, as well as putting some "pizzazz into our Zonta lives."

*Lt. Governor – Bonnie Crogan-Mazur
Treasurer – Jill Colburn
Secretary – Jessie Bannerman
Area 1 Director – Doreen Myers
Area 2 Director – Catherine Bobesich
Area 3 Director – Kathy Smith
Area 4 Director – Bonnie Clesse
Area 5 Director – Carma Horner
Area 6 Director – Patty Feroz*

DISTRICT 5

Amy F. Grubbe

*Zonta Club of Sandusky
Ohio, USA*

Serving as an international flight attendant has given Amy first hand experience of seeing the issues facing women and children around the world. "Reading the local papers, listening to the local news, and just talking to people provides quite an education on what is happening within their communities," said Amy. "My professional career has really made it easier to understand Zonta International's mission and goals globally and to apply them more easily within our Clubs."

One of her goals for the upcoming Biennium is to strengthen the Clubs within her District, as well as assisting Clubs to meet the Zonta International objectives. "As one becomes informed

and educated about the mission and goals of Zonta International, the leadership roles taken at the Club- and District-levels seem to become more focused." For example, her own Club's community involvement at the local level has become more inline with the mission and goals at the International level – sponsoring a trafficking seminar and scholarships for women and girls.

"Being a Zontian has enabled me to understand and recognize the issues facing women on a more global basis," she added.

*Lt. Governor – Angela L. Brokmann
Treasurer – Julie Griffin
Secretary – Diane Kaiser
Area 1 Director – Barbara Kopp Miller
Area 2 Director – Patricia Roby
Area 3 Director – Angela B. Wilkes
Area 4 Director – Rae Arnold*

DISTRICT 6

Wilhelmina "Buffie" Kelly

*Zonta Club of Springfield
Illinois, USA*

Zonta has always been a part of Buffie's life. Her mother was a member of the Zonta Club of Buffalo (New York, USA), and Buffie herself is an alumnus of the same high school as Marion de Forest (founder of Zonta International). Since joining Zonta in 1995, Buffie has gone on to hold various leadership positions at both the Club- and District-levels.

Buffie is a former teacher and currently serves as an independent consultant, working with School Superintendents and Regional Offices of Education to keep them current with the new laws regulating public education. It is because of her educational background that Buffie became involved with Zonta's Young Women in Public Affairs Awards and Jane M. Klausman Women in Business Scholarship programs. "All this made me closer to Zonta and I wanted to give more."

As District Governor, Buffie would like clubs to increase membership by 10%; participate in scholarship programs; attend conferences and spring workshops; have "Z" service projects and programs that support the Zonta International mission; and raise awareness of Zonta within their communities.

*Lt. Governor – Yvonne Chalfant
Treasurer – Vicky Bladl
Secretary – Mary Thomas George
Area 1 Director – Sue Barton
Area 2 Director – Marcy Berner-Reedy
Area 3 Director – Nancy Haney
Area 4 Director – Joy Brinduse
Area 5 Director – Melissa Olivero*

with the ability to communicate this mission more clearly and skillfully. By successfully communicating this vision and mission, we are united in a common purpose, which more effectively leads us in reaching our Zonta goals."

As District Governor, Kathy plans to assist Clubs in developing written plans for membership recruitment retention and rejuvenation, and ensure that programs meet the mission. She will encourage clubs to financially support International projects.

*Lt. Governor – Barb Jirges
Treasurer – Janet Kannard
Secretary – Maria Childress*

definitely a winning balance that has worked for me professionally and in my Zonta world!"

This biennium Terri will inspire her district to increase membership in existing Clubs and to add new Clubs; provide continuing education for members on Zonta International and the service projects that are adopted; effectively communicate through Club and District newsletters and Web sites; as well educate members about the Zonta International Foundation's various funds for giving and encourage member contributions.

*Lt. Governor – Carol Dreyse
Treasurer – Diann Gilbertson
Secretary – Jeanie Martin
Area 1 Director – Rita Haggardt
Area 2 Director – Shelli Cutting
Area 4 Director – Bobbi Bullock
Area 5 Director – Anita Mathur*



I-r: Kathy Swan, Terri Turi, Karen Foissotte

DISTRICT 7

Kathy Swan

*Zonta Club of Cape Girardeau Area
Missouri, USA*

Kathy is the owner of a wireless communications company started by her father in 1959. She credits Zonta with helping her focus on the important things in life. "That focus, when applied in a professional setting, strengthens our decision-making processes. Making the 'right' decisions based on the 'right' reasons benefits not only our professional lives, but our personal lives," she said.

Kathy believes that each leadership position she held at the various levels of Zonta has helped increase her knowledge and understanding of the organization's mission. "A greater understanding of our mission arms one

*Area 1 Director – Mary Reed
Area 2 Director – Darla Porter
Area 3 Director – Sonja Jacobsen
Area 4 Director – Cynthia Yen*

DISTRICT 8

Terri Turi

*Zonta Club of Coos Bay Area
Oregon, USA*

Terri serves as County Clerk for Coos County, a local governing entity within Oregon, USA. An elected position, Terri must campaign for office every four years and be successfully elected by her constituents. Terri credits Zonta for making her a better professional, "the compassion and desire to serve people through my Zonta service and activities is a natural crossover to my professional life as a public servant. There is

DISTRICT 9

Karen Foissotte

*Zonta Club of Greater Reno
Nevada, USA*

Karen is owner of Foissotte & Associates Interior Design Services, which she established seven years ago in Reno, Nevada, USA. As owner, she is responsible for all facets of her company, from record-keeping and marketing to design. She credits her professional life with making her a better Zontian. "I'm better able to multi-task," said Karen. "I also have a very good idea of the areas I am strong in and vice versa."

In addition to her involvement with Zonta International, Karen is actively involved in her community. She is a Junior Achievement Volunteer, as well as a featured designer with Reno's first Big Brothers Big Sisters Designer Showcase Home. Karen was also recently named "Woman of Achievement" by the Nevada Women's Fund.

Karen's goals for this Biennium include increasing membership and the number of Clubs, as well as the number of Clubs that participate in Zonta's various scholarship programs

and the Zonta International Foundation. She plans to do this with "creativity, energy and enthusiasm." Stating, "Always remember that no one joins Zonta to be on a committee, but the structure is necessary. What we do, we do for the mission."

*Lt. Governor – Laura Peters
Treasurer – Becky Cutler-Gunn
Secretary – Debbie Waltzer
Area 1 Director – Lori-Ann Gertonson
Area 2 Director – Renay Sprague
Area 3 Director – Nickie Bonner
Area 4 Director – Paula Campbell
Area 5 Director – Mary Cannon
Area 6 Director – Peggy Winchester
Area 7 Director – Suzie Schulberg*

DISTRICT 10

Danita J. Utsman
*Zonta Club of Longview
TX, USA*

Danita is a recently retired professional from the banking and securities regulations industry. In her last position, she served as Branch Administrator with RBC Dain Rauscher, a full-service securities firm serving individual investors, small business owners, capital markets, and correspondent clients. In her position she was encouraged, as part of her job responsibilities, to participate in community service. This enabled her to devote much of her time to working for her local Zonta Club.

Danita held several leadership positions at the Club-level, from Treasurer to President, and went on to serve her District as Finance Chairman, Area Director and Lt. Governor. "The Zonta Club of Longview for a long time was the largest Zonta Club in the world," said Danita. "Serving in Club leadership roles and on the District Board made me realize what a tremendous responsibility I had to guide my local club and to lead the district."

Danita's goals for the upcoming Biennium include growing her District's membership; chartering one new club in each area; increasing individual giving to the Zonta International



I-r: Danita J. Utsman, Lynn Salvatore, Pricilla Romkema

Foundation; and increasing attendance and participation in Area meetings, District conferences and the international convention.

*Lt. Governor – Janis Wood
Treasurer – Lynn Altemeyer
Secretary – Cathy Williams
Area 1 Director – Judy Kautz
Area 2 Director – Kim Hitt
Area 3 Director – Pris Truesdell*

DISTRICT 11

Lynn Salvatore
*Zonta Club of Jacksonville
Florida, USA*

Lynn formed her own law practice five years ago. As a solo practitioner, she spends about 80 percent of her time in the courtroom where she serves as an advocate for parents' rights – assisting parents in maintaining or regaining custody of their children.

"Zonta has given me better insight into the problems that my clients and their families face on a daily basis. Being a Zontian has also provided me with many opportunities to assist women, giving me the energy to keep working for my clients," said Lynn.

"As District 11 Governor, it is my responsibility to lead and inspire the District members to achieve the goals of Zonta International, the District and the clubs," adds Lynn. She plans to help build stronger Clubs by increasing membership, with an emphasis on retention; continue to organize and mentor new clubs, and encourage and

guide clubs to focus on Zonta International's mission through relevant service and advocacy projects.

"My experience with Zonta continually inspires me to want to do more for women and women's issues. I have learned that I can make a difference, no matter how large or how small," added Lynn.

*Lt. Governor – Jane A. Adams
Treasurer – Alice Chick
Secretary – Mary Frisbie
Area 1 Director – Tami Page
Area 2 Director – Mary K. Cabaniss
Area 3 Director –
Carmen Elias-Levenson
Area 4 Director – Roxane R. Dow
Area 5 Director – Nilda Gonzalez
Area 6 Director – Patricia M. Gift*

DISTRICT 12

Priscilla Romkema
*Zonta Club of Spearfish
South Dakota, USA*

In her professional role as Dean of the College of Business and Technology at Black Hills State University in South Dakota, USA, Pricilla is charged with carrying out the responsibilities of the College. "I make daily decisions regarding personnel and budgets; the experiences and insight gained from these particular aspects of my position have provided me with a more solid foundation on which to make decisions in my future leadership position as District Governor," she said.

She believes that the leadership,

development and the expertise she has developed through her position at the University have enabled her to more effectively lead in the roles she has held at the different levels of Zonta. "With each new role, I gained insight into the workings of Zonta and a greater appreciation for its worth, mission and goals. The opportunity to work with women of character and inspiration from around the globe has been a wonderful experience and opportunity."

This Biennium Priscilla plans to conduct inventories of resources, projects and member expertise at the District, Area and Club levels. With this information she plans to streamline activities and communication. Additionally, she plans to invest resources to grow the overall District 12 membership and strengthen existing clubs.

- Lt. Governor – Kay Meyer*
- Treasurer – Evie Ashmore*
- Secretary – Carol Leffler*
- Area 1 Director – Tracy Manning-Egge*
- Area 2 Director – Pat Kiovsky*
- Area 3 Director – Diane Twining*
- Area 4 Director – Rosalie Dorland*

DISTRICT 13

Kari Vieth

*Zonta Club of Copenhagen I
Hellerup, Denmark*

Kari serves as senior advisor on social affairs for Local Government Denmark. Her scope of work is social and health politics, management training and lecturing. Her position has given her a strong international background.

Since joining Zonta in 1986, Kari credits Zonta with helping her professionally by developing an international network of interesting and talented women. By serving in various leadership positions at the Club- and District-levels, she has also developed good leadership training and negotiation skills, diplomacy, and respect for cultural differences.

Her goals for the upcoming biennium include increasing membership in Clubs, retention of current members and developing greater awareness in her District's

Clubs about the various Zonta International service projects.

- Lt. Governor – Rangheidur Hansdottir*
- Treasurer – Sigridur Grundareerdi*
- Secretary – Inge Egeskjold*
- Area 1 Director – Ruth Juul Høgh*
- Area 2 Director – Maryte Balkellene*
- Area 3 Director – Ingibjörg Eliasdottir*
- Area 4 Director – Brit W. Haave*

DISTRICT 14

Hela Prosteder

*Zonta Club of Munich II
Munich, Germany*

Two years ago Hela retired from her position as managing director, operating the market research business of a subsidiary of the largest European business consulting company. As the only woman in her position, Hela was a role model for the growing female business generation. Since her retirement, she has been self-employed as a market research consultant, giving her more time to serve as a volunteer.

"Voluntary women's work poses some challenges which you do not get from family, friends or business," said Hela. "Members' reactions or decisions often are not predictable. Therefore you must watch carefully and work seriously. This provides a good training for any situation in life."

Using the new district directory put in place by her predecessor, Hela plans to intensify communication to further strengthen Clubs in her District this biennium. "Increasing networking of 47 clubs in six countries with five different languages should improve the coopera-

tion and output. We will achieve our common Zonta purpose," she said. Hela also plans to strengthen member identification and growth, as well as the image and importance of Zonta as an international organization.

- Lt. Governor – Lilla Balaton*
- Treasurer – Carola Ullrich*
- Secretary – Maria Kandolf-Kühne*
- Area 1 Director – Gertraud Ribitsch*
- Area 2 Director – Christl Bernhart*
- Area 3 Director – Ursula Werner*
- Area 4 Director –
Sotiria (Roula) Glezakou*
- Area 5 Director –
Erzsébet Rudinszki-Petrik*

DISTRICT 15

Sandra Gail Vosper

*Zonta Club of Sault Ste. Marie Area
Ontario, Canada*

Sandra is a designer and multi-media artist. Professionally, being a Zontian has helped her gain considerable confidence, become a better listener and more organized. She has also been deeply inspired by other members. "Knowing that thousands of like-minded women have my back is positively invigorating," said Sandra. "I am motivated to do my best so as not to disappoint those whom I hold in such high regard. The friendships I have gained over the last 25 years continue to nurture confidence in my leadership abilities."

"Get the Word Out!" is Sandra's goal for her District this Biennium – doing so by implementing a comprehensive public relations (PR) plan in the District. Clubs will be encouraged to appoint a



I-r: Kari Vieth, Hela Prosteder, Sandra Gail Vosper

PR chairman to focus on raising Zonta's profile in all communities.

"I would like to see District 15 become an example of the power of cost-effective promotion to all Districts in the Zonta World," said Sandra. "I feel that a good promotion will impact membership numbers, fundraisers, donations, legislative advocacy and public support and recognition of Zonta's mandate."

Lt. Governor – Denise Quarles

Treasurer – Karen Armaly

Secretary – Amy Fraser Maple

Area 1 Director – TBD

Area 2 Director – Joanne R. Lose

Area 3 Director – Sally L. Randall

Area 4 Director – Connie Dutcher

DISTRICT 16

Anne Walker

*Zonta Club of Manawatu Area
Palmerston North, New Zealand*

Anne is a university risk manager at Massey University in Palmerston North, New Zealand. In her role she is responsible for implementing and managing the University's enterprise wide risk management system, including a variety of risk management related functions. "I think my professional experience has made me a better Zontian by being able to incorporate good business practice and professionalism at the Club- and District-levels."

Anne has also personally benefited from the wider community involvement that Zonta membership has provided. "I have had wonderful mentorship from senior members of my Club, which has encouraged me to take higher office positions. I feel quite confident in my personal governance ability," she said.

This Biennium, Anne plans to focus on the mission of Zonta International and deliver a District program of activity that is strong in elements of service and advocacy for women's empowerment and equality. Additionally she will work to enhance networks with other like-minded organizations, as well as build and improve member satisfaction.



I-r: Anne Walker, Narudee Kiengsiri, Marguerite Akossi Mvongo

Lt. Governor – Anne McMurtrie

Treasurer – Judith Ray

Secretary – TBD

Area 1 Director – Maureen Heine

Area 2 Director – Helen Scott

Area 3 Director – Bridget Orman

Area 4 Director – Christine Denne

Area 5 Director – Terrie Hunt

DISTRICT 17

Narudee Kiengsiri

*Zonta Club of Bangkok II
Bangkok, Thailand*

A Zontian since 1985, Narudee is President of All in One Studio Co., Ltd., a media production and function organizing company. She started the company with a group of friends 16 years ago. In addition to three ongoing television programs, one radio program and one newspaper column, the company also produces other media, including graphics, printed matter and slide presentations, and has been the organizer for TV Gold Awards in Thailand for 15 years.

As President of her company, Narudee has honed her skills in planning, managing and problem solving, all of which are applicable to her work with Zonta. In turn, she says, "Being a Zontian has made me a better professional, because I can exchange information, experiences and points of view with sister Zontians from other countries."

Narudee has held various offices at the Club-, Area-, and District-levels. She sums up her goals for the biennium

with a poem. "My goals for District 17, 2008-2010 Biennium are:

Z: Zooming for more Zontians

O: Organizing and Operating New Clubs

N: Network Building for the Needy

T: Talk and Touch the heart of our Sister Zontians

A: Actions to Advance the Status of Women Worldwide"

Lieutenant Governor –

Georgitta Pimentel-Puyat

Treasurer – Frances S. Monje

Secretary – Rattana Wonglertwit

Area 1 Director – Rosario S. Ventura

Area 2 Director – Margaret S. L. Leung

Area 3 Director –

Sandra Sarabia Gomez

Area 4 Director – Aida G. Ramos

Area 5 Director – Lourdes Almeda Sese

Area 6 Director –

Runcha Boribalburibhand

DISTRICT 18

Marguerite Akossi Mvongo

*Zonta Club of Abidjan
Abidjan, Cote D'Ivoire*

Marguerite serves as a psychologist, counselor and attaché of university research at the Ivory Coast Applied Psychology Study and Research Center (CIERPA), University of Cocody, Abidjan, Ivory Coast. With expertise in human resource management in modern companies, she has consultancy experience in recruitment, selection, evaluation and training, social evaluation of companies, coaching for women in management and personal development, as well as stress management.

In addition, Marguerite has more than twenty-seven years experience with counseling and therapies for individual and organizations, remediation of learning disabilities, teaching and training, and conducting research on gender and social issues, education and vocational counseling, and on psychometric tools in an African setting.

She joined Zonta in 1987 and says, "being a Zontian has developed my awareness about cultural diversity and created gender sensitivities I have been able to invest as a human resource manager and in my research activities. The fundraising and advocacy have developed my ability to meet unknown people and be persuasive."

As District Governor, Marguerite's goals for the biennium focus on membership, service and advocacy, including increasing the number of clubs, implementing a district service project, and creating links with the African Union.

*Lt. Governor – Stella Bentsi-Enchill
Treasurer – Adele Nanga-Akpa
Secretary – Rose-Marie Medjo
Area 1 Director – Cecile Imboua-Niava
Area 2 Director – Victoire Benao
Area 3 Director – Agnes Odjehomon*

DISTRICT 19

Myriam Moris

*Zonta Club of Santiago-Chile
Santiago, Chile*

For 33 years Myriam worked for the Statistics Division of CEPAL, The Economic Commission for Latin

America (ECLA), a United Nations organization in Santiago de Chile. Myriam served as the Coordinator of the Peace Committee and Human Rights of the CEPAL United Nations from 1990 – 2003. Retired since 2003, she now works for ASONG (an association of NGO's with consulting character in the United Nations).

Since joining Zonta in 2002, Myriam has served as Club President and Area Director. As District Governor this Biennium, she plans to provide support to local women in distress through advertising of resources available, such as a free confidential hotline to abused women to call for assistance; support shelters implemented by local state government women's organizations; propose the creation of a mixed committee to perform a comparative analysis of different countries' local laws and regulations related to women issues; and design a video or similar communications campaign encouraging better relationships among family members using a positive approach.

*Lt. Governor – Lillian Olivera
Treasurer – Margalet Maglio
Secretary – TBD
Area 1 Director – Pamela Verdugo
Area 2 Director – Teresa Cortazo*

DISTRICT 20

Jaana Sippus

*Zonta Club of Vaasa
Vaasa, Finland*

For nearly thirty years, Jaana has served as a dentist with Plusterveys Oy, the

largest private dental and medical care company in Finland. Her professional background in the dental field has given her a better understanding of the importance of good healthcare for women worldwide.

She joined Zonta in 1987, and since then, she has served as club president, area director, and district United Nations committee chairman. Jaana credits being a Zontian with being a better professional, and says that her involvement with Zonta has led to an "active life with great opportunities to meet all kinds of people." She has also learned from her prior service that "working as a team is a key to success." Jaana's goals for her district during the upcoming biennium are to stress the importance of public relations and to focus on increased visibility for Zonta.

*Lt. Governor – Liisa Horttonen
Treasurer – Anne Jokipii
Secretary – Katriina Valli
Area 1 Director – Anja Hurme
Area 2 Director – Hilikka-Maija Antila
Area 3 Director – Hannele Järvinen
Area 4 Director – Tuija Heikkilä
Area 5 Director – Solveig Mickels
Area 6 Director - Krista Kilvet*

DISTRICT 21

Ausma Solveiga Pavulans

*Zonta Club of Vanersborg
Vanersborg, Sweden*

A doctor with expertise in general practice and geriatrics, Ausma specializes in rehabilitation of primarily elderly patients. She works in an office specializing in osteoporosis, which is the only one in the region of NU-Sjukvården. In addition, Ausma is active in the education of other colleagues in this field and is a member of her local medicine committee.

Since joining Zonta in 1989, Ausma has served as Lieutenant Governor, Area Director, Vice-Area Director, and District Chairman of the Latvia Subcommittee. She has also been a member of SOM-committees and chairman of a variety of club committees.

Ausma's primary concern as District



L-r: Myriam Moris, Jaana Sippus, Ausma Solveiga Pavulans

Governor is to fulfill the goals and vision of Zonta International, and try to focus on those things where there is a potential for improvement. She is also keen to enhance the internationality of our organization, not only through financial support of the Zonta International Foundation, but also through increased visibility of Zonta in our own countries.

Lt. Governor – Sysse Hardenby
Treasurer – Åse Hogsved
Secretary – Ingegerd Wennerbeck
Area 1 Director – Ing-Britt Pousette
Area 2 Director – Susanne Belfrage
Area 3 Director – Anne-Len Kriewitz
Area 4 Director – Ruth Brunner
Area 5 Director – Liisa Sulin-Elmqvist
Area 6 Director – Baiba Rivza

DISTRICT 22

Vicki Varthas
Zonta Club of Brisbane
Metro Breakfast
Queensland, Australia

As Director of Vicki Varthas Consultancy, Vicki possesses over 26 years experience of providing consultancy services in the areas of strategic planning, human resource management, equal employment opportunity and diversity, workforce planning, industrial relations, workplace health and safety and organizational development. She has also worked as a key advisor and executive coach in developing and implementing human resource strategies. Vicki is now involved in providing a range of customized strategies that assist clients in maximizing their business performance through more proficient organizational and people management.

Since joining Zonta as a charter member in 1998, she has served in a variety of leadership roles at the Club- and District-levels. "My work as a Zontian allows me the opportunity to contribute back to my community both locally and globally in ways that I may not have been able to in my professional career."

Vicki's goals for the Biennium include



I-r: Vicki Varthas, Alison Martin

planned mentoring and communications strategies, rebuilding and increasing club membership, increasing the sharing of members' knowledge and experience across the District, and increasing the understanding and exposure of members to the international aspects of Zonta.

Lt. Governor – Trish Collins
Treasurer – Anne Grant
Secretary – Berenice Payne
Area 1 Director – Vicki Williams
Area 2 Director – Pat Faircloth
Area 3 Director – Janet Burrage
Area 4 Director – Robyn Burton-Ree
Area 5 Director – Kelly Stokes

DISTRICT 23

Alison Martin
Zonta Club of Perth
Northern Suburbs
Western Australia, Australia

Alison serves as Personal Assistant to the Company Secretary at Clough Limited, founded in 1919 as a family construction company now engaged globally in engineering and construction in mining and infrastructure. In her role, Alison is responsible for the management of security documents and statutory records for group companies in Australia and internationally; liaising with company's share registry for public shareholders; complying with Australian Stock Exchange Listing Rules; legal documentation; as well as liaising with company's auditors bi-annually.

Alison's professional experience has helped her better serve Zonta, and, since joining in 1988, her work with Zonta has taught Alison "the importance of planning ahead and the need to use a diary!" She has served in a variety of leadership roles at the Club- and District-levels, and also served as Secretary to the Zonta International 2006 Convention Committee from 2003-2006.

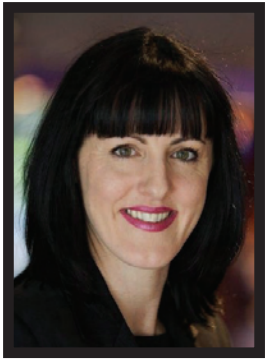
As District Governor, Alison's goals include building upon previous District Governors' significant efforts to increase understanding of the internationality of our organization; encouraging all District 23 Clubs to continue supporting the Zonta International service projects; and, encouraging the sharing of knowledge and friendship through member participation in District Conferences and International Conventions.

Lt. Governor – Jane Smith
Treasurer – Jasmine Koch
Secretary – Jo Wittorff
Area 1 Director – Faye Juetz
Area 2 Director – Cintra Amos
Area 3 Director – Judy Tennant
Area 4 Director – Judith Rothe
Area 5 Director – Georgie Hutchinson

DISTRICT 24

Olivia Sarah-Le Lacheur
Zonta Club of Sydney Breakfast Inc.
New South Wales, Australia

Olivia serves as National Accounts Manager for CommInsure, Australia's largest life insurance company,



Olivia Sarah-Le Lacheur



Kalpana R. Shanmugham

a division of the Commonwealth Bank of Australia, the largest bank in Australia. In this role, she utilizes her 12 years of experience in the financial services industry to manage the relationship between CommInsure and two of its national accounts, which deliver about 45 percent of its total sales results.

Olivia's professional experience has given her a unique perspective in her work with Zonta, where she has held a variety of positions at the Club-, Area- and District-levels. Working with a diverse group of colleagues across the entire country has given me the understanding of regional influences and personal motivators that influence how and why people connect with Zonta."

As District Governor, Olivia hopes to build a new, robust District 24 operating structure, motivate and inspire members, encourage collaboration among clubs and their communities to advance the status of women and transform membership to take District 24 beyond 2010.

- Lt. Governor – Carolyn Evans*
- Treasurer – Dorothy Koukari*
- Secretary – Shirley Graham*
- Area 1 Director – Barbara Horsfield*
- Area 2 Director – Kerrie Brown*
- Area 3 Director – Robyn Hardman*

DISTRICT 25

Kalpana R. Shanmugham
*Zonta Cub of Madras
Chennai, Tamil Nadu, India*

For over 25 years, Kalpana has been a professional architect and interior designer of residential and commercial buildings. She co-founded her company, Kcee Properties, five years ago and is involved in all aspects of running the business – from the technical to marketing and financial.

Kalpana credits her profession for helping her become a better Zontian. "Being faced with handling labor in the construction industry for people who are both skilled and unskilled and who live on the border of poverty in my country has exposed me to their needs and wants, and has awakened an awareness and sympathy to the people from less privileged walks of life," said Kalpana. In turn, she feels Zonta has made her more responsible to society at large, particularly towards women and children.

This Biennium, Kalpana plans to increase clubs, with an emphasis on India; grow membership; initiate the first ever District program; encourage interaction among Clubs and countries; and increase online networking among all members.

- Lt. Governor – Naheed Moyeen*
- Treasurer – Mridula Syed*
- Secretary – G.L. Sampoorna*
- Area 1 Director –
Marlene Abeywardene*
- Area 2 Director – Famida Kareem*

DISTRICT 26

Makiko Yamamoto
*Zonta Club of Sendai I
Sendai, Japan*

Makiko is a medical doctor specializing in internal medicine and endocrinology. With 35 years of experience in medicine, Makiko works at the private Mori-Yoko clinic, where she treats women with diseases of the thyroid gland, and Tohoku University Hospital, the largest and the oldest hospital in Sendai, where she has a clinic helping patients to quit smoking.

As a physician, Makiko has experienced many inequalities in her professional life. Since joining Zonta in 1992, Makiko has acquired greater empathy for her patients. "Learning about domestic violence through Zonta, I can better understand the feelings of female patients."

Makiko has previously served as Club President and Area Director. She hopes to see five new clubs charter in District 26 in the upcoming biennium, and says, "Listen, speak, discuss, think, and begin the action!"

- Lt. Governor – Tokue Ueda*
- Treasurer – Hitomi Hasumi*
- Secretary – Yasue Nakamura*
- Area 1 Director – Naoko Miyake*
- Area 2 Director – Kimie Hatayama*
- Area 3 Director – Yoko Yukioka*
- Area 4 Director – Hiroko Nakamura*



I-r: Makiko Yamamoto, Ria Verstraete, Regula Dannecker

DISTRICT 27

Ria Verstraete
Zonta Club of Aalst
Aalst, Belgium

Ria is retired as a teacher and director of a higher secondary-education school. As a teacher, Ria encouraged each student to use her or his capacities to achieve in life. "A lot of them studied at a high school or university! That wasn't always so easy because their parents didn't earn a lot. What was possible for my students must be possible in the whole world, so I decided to volunteer with Zonta with the same motivation as I did it in my professional life."

Ria first joined Zonta in 1981, and later was charter president of the Zonta Club of Aalst. She has since served as Area Director. "As there are six countries in our area, 7 spoken languages and 75 clubs, I surely got the experience of working together with a lot of people who have different cultures and abilities." As District Governor, Ria looks forward to hard-working Zontians on the district board working together in a good atmosphere, and growing the existing clubs and new clubs in formation.

Lt. Governor – Ute Scholz
Treasurer – Christa Timmerman
Secretary – Jenny De Bruyne
Area 1 Director – Danielle Magerotte
Area 2 Director – Annie Meiniel
Area 3 Director – Beate Backhaus
Area 4 Director – Marina Andrijeenko
Area 5 Director – Martine Smis
Area 6 Director – Rita Reed
Area 7 Director – Christina Bremer

DISTRICT 28

Regula Dannecker
Zonta Club of Bern Ursa
Hinterkappelen, Switzerland

Regula is gerontologist with more than 25 years of experience in the management of non-governmental institutions (NGO) and institutions for the elderly. She currently works with Pro Senectute Region Bern, the Bernese branch of the

best known organization for the elderly in Switzerland.

Regula's training and practice in NGO management has provided her with experiences that have proven very valuable in her work as a Zonta leader. "I am aware that it is one thing to work with paid assistants and quite another to lead people who co-operate on a voluntary basis."

Through previous service in a variety of club and district roles, Regula has enjoyed interacting with fellow Zonta club members. "To me, it has always been an inspiration to meet Zontians from many countries at Conventions and in the District Board. To see their devotion to the cause gives me the power to try and convince the Zontians in the clubs to actively work to advance the status of women. I want to encourage the district to adopt wise and clear advocacy positions on every level. And it would be great to further improve the friendship between the different areas and languages!"

Lieutenant Governor –
Anita Schnetzer-Spranger
Treasurer – Daniela Monaco
Secretary – Silvia Meuli
Area 1 Director – TBA
Area 2 Director – Dietlind Stuerz
Area 3 Director – Sonia Albanese
Area 4 Director – Anne Gerhards

DISTRICT 29

Brigitte Siller
Zonta Club of Paderborn
Buren, Germany

A Zontian since 1986, Brigitte is an economist and sales executive. She has more than 30 years of experience in sales and administration.

Prior to serving as District Governor, Brigitte served as club secretary, club president, area director, and lieutenant governor. "One grows with the tasks, if the objectives of Zonta International are understood and one is able to implement them."

Brigitte's goals for the biennium include enhancing the efficiency of district administration and improving

communication with members, particularly relating to the Zonta International Foundation and the awards and international service programs it funds. In addition, Brigitte seeks to promote networking opportunities, motivate current members and attract new members.

Lieutenant Governor – Lydia Chaillou
Treasurer – Gabriele Brübach
Secretary – Cornelia Zemskeris
Area 1 Director – Danièle Gelly
Area 2 Director – Gudrun Engels
Area 3 Director – Catherine McEwan
Area 4 Director – Marijke Jongbloed

DISTRICT 30

Karin Saeger
Zonta Club of Pforzheim
Pforzheim, Germany

Karin studied law and has spent most of her professional life as a judge in German courts. Her main interests included social problems and the consequences of divorce and resulting financial circumstances. Now retired from the judiciary, Karin serves as guardian-ad-litem, representing children in court. "Being a judge involved with many problems of women deepened my awareness of the specific situations of women and made me wish to advance women's rights as human rights. Learning about the goals of Zonta made me care more about the women I met professionally. The awareness goes both ways."

A Zontian since 1970, Karin has served in a variety of capacities,



I-r: Brigitte Siller, Karin Saeger

including as charter president of her current club. As District Governor, Karin hopes to encourage the enjoyment and satisfaction that comes with involvement in Zonta activities. "I am happy about the diversity of our district, the richness of our cultural backgrounds and the various approaches in order to advance the status of women. We should use all these possibilities. I want to strengthen our bonds of friendship, encourage workshops and seminars, and emphasize the pleasure it gives to change women's issues."

*Lieutenant Governor – Maria Stefanova
 Treasurer – Mirella Pessano
 Secretary – Nicolle Macho
 Area 1 Director – Simone Gerbaulet
 Area 2 Director – Sigrid Duden
 Area 3 Director –
 Alessandra Bettelheim Franzoi
 Area 4 Director – Susanne Trojani
 Area 5 Director – Maria Neikova*

DISTRICT 31

Lily Chien
*Zonta Club of Chayi
 Chia-Yi, Taiwan*

Lily Chien and her husband founded Kao-Chieh Construction Co., Ltd. 28 years ago. Her primary responsibilities within the company are marketing and finance. Lily has transferred her work knowledge to her leadership within Zonta. "The professional skills I apply in managing my company also provide valuable assistance on leading my Club

as I was the Charter Club President. By now we have established a well organized operating system to manage the Club. Club presidents have been able to carry out their responsibilities accordingly, as well as pass on Club heritage in a systematic way for the past 12 years."

Joining Zonta gave Lily the opportunity to meet many women in various professional fields, provided her more opportunities to learn new ideas and knowledge and inspired her to continue learning. "Because of joining Zonta I returned to university and completed my MBA degree and opened another door for my career to teach in universities," she said. Lily is also an instructor at the School of Management for National Chayi University and an instructor for the Department of Business Management for the National Chungchen University.

During this Biennium, Lily plans to work to achieve Zonta International's Biennial Goals; advocate for community and local service programs to increase social recognition to Zonta; build a sound development plan to recruit new members and continue to support new Clubs; and provide periodic training programs for recognizing Zonta spirit.

*Lt Governor – Sophie Lee
 Treasurer – Chi-Chen Lee
 Secretary – Tsui Hua Lin
 Area 1 Director – Kuei-Chu Lin
 Area 2 Director – Kuei-Chu Huang*



Lilly Chien, Dong-Soon Park

DISTRICT 32

Dong-Soon Park
*Zonta Club of Busan I
 Busan, South Korea*

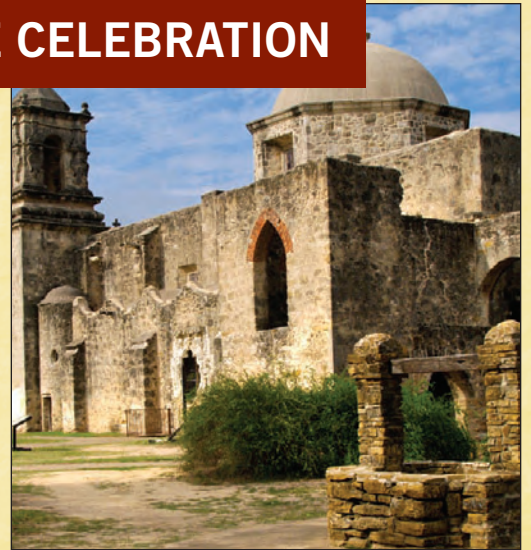
Dong-Soon serves as the President of Dongseo University in Busan, Korea. Dong-Soon has worked in education for nearly 40 years. She became a Zonta club member in 1977, and since then, has served as Club President and Area Director.

As District Governor, Dong-Soon's goals include education to nurture the next generation of women leaders; healthcare and education, particularly for under-served populations; and, the promotion of Zonta membership.

*Lieutenant Governor – Young A. Lee
 Treasurer – Hee Kyung Chang
 Secretary – Mi Wha Lee
 Area 1 Director – Hyang Eui Chang
 Area 2 Director – Pil Sook Kwon
 Area 3 Director – Hae Sun Kim*

Invitation to the 60th Zonta International Convention

SAN ANTONIO 2010: A SHOOTING STAR TEXAS-STYLE CELEBRATION



Darlene Kurtz
Convention Chairman



Texans are prone to brag so we're ready to stake a claim to hosting the biggest and best Zonta International Convention ever when we host Zontians from all over the world in San Antonio in 2010. Under the able leadership of 2010 Convention Chairman Darlene Kurtz, District 10 members are working to put together an unforgettable convention experience.

Like those stars that shine big and bright deep in the heart of Texas, Convention 2010 will be filled with star-filled excitement. You'll discover for yourself why San Antonio is considered one of America's unique cities. You'll find everything here – from cowpoke culture to urban sophistication – and Convention 2010 will let you sample each. The USA is a melting pot of cultures, but nowhere is this fact more celebrated than in San Antonio, Texas!

This is a city that prides itself on its heritage, and you'll experience it first hand as you walk through beautifully restored missions and the Alamo, the Lone Star state's most famous historical site. In Texas men wear their hats almost everywhere – except when they pass through the heavy wooden doors of the Alamo, the revered shrine where 189 men bravely

fought and lost their lives defending freedom and liberty.

While the Alamo draws visitors to San Antonio, it is the Riverwalk that charms them. Twenty feet below street level this midtown oasis stretches along two and one half miles of meandering green river, quiet and park-like in places with lush, subtropical vegetation. You'll also find European-style sidewalk cafes, specialty boutiques, and night spots with a variety of entertainment to please every taste. Take a barge or water-taxi or walk along the cobblestone and flagstone walks.

And the food! Take a whiff of the aromas surrounding you, and you'll be tempted to sample the fajitas and margaritas or maybe a German sausage wrapped in a tortilla.

The city abounds with museums, and there's the Hemisphere, the Institute of Texas Cultures, the Mercado and lots of shopping, plus numerous attractions to keep the whole family entertained.

So start planning now to experience a star-shooting Texas-style celebration in San Antonio – ZI Convention 2010! Y'all come!!



Zonta International

Advancing the Status of Women Worldwide

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Member Directory

Follow these steps to take advantage of the Member Directory and to maximize its usefulness for the organization:

1. If you have not done so, register a username and password at www.zonta.org/register.
2. If you have already registered a username and password, log onto www.zonta.org.
3. Select the Member Resources link on the left side of your screen.
4. Select the Directories link under Member Resources on the left side of your screen.
5. If this is your first visit you will be asked to read the Policy and subscribe to the Directory by checking the box at the bottom of the policy and selecting Submit.