

# THE Zontian

THE VOICE OF ZONTA INTERNATIONAL

## TAKING ACTION TOGETHER





**ZONTA**  
INTERNATIONAL  
EMPOWERING WOMEN  
THROUGH SERVICE & ADVOCACY

**ZONTA INTERNATIONAL  
HEADQUARTERS**

**Welcome from the Staff**

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

Our friendly team is ready to assist you!

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Cover: Through the Let Us Learn Madagascar program, we are helping create opportunities for vulnerable and excluded children, particularly girls, to realize their right to an education.

Above: In celebration of the club's 25th anniversary, members of the Zonta Club of Sofia, Bulgaria, revealed a bell at the Bells Monument (Kambanite) in their hometown.



**THE**  
**Zontian**  
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## A MESSAGE FROM INTERNATIONAL PRESIDENT SHARON LANGENBECK

**Dear Zontians,**

Throughout the last year, we have seen unprecedented challenges as the world battles the COVID-19 pandemic and all that comes with it—from millions of children out of school to an alarming increase in domestic violence and child marriage to the “she-cession” many countries are experiencing.

Though women have been impacted particularly hard by this crisis, they have also stepped up as caretakers, health care workers, teachers and exemplary government leaders. Certain female heads of government have even been internationally recognized for their responses to the pandemic.

In the Zonta community, we have seen clubs coming together in innovative ways to deliver service to women and girls. In this time of global crisis, Zontians are needed more than ever, and we must actively work to recruit individuals to join us in furthering Zonta’s mission and vision.

In March, more than 250 Zontians participated in the 65th Session of the Commission on the Status of Women (CSW65) via its new virtual format. They joined tens of thousands of gender equality advocates from around the world for a wide variety of side events and parallel events and met in Zonta’s Exhibit Hall booth to share their experiences.

Zonta International issued a written statement to the CSW and co-sponsored two parallel events as part of the NGO CSW Forum. On 26 March, all Member States negotiated and came to the CSW65 Agreed Conclusions, which reaffirm the Commission’s support for a variety of agreements and instruments to empower women and girls. They also provide opportunities for further advocacy on issues Zonta is currently working on as well as new areas in which Zonta International, Zonta clubs and individual members can engage.

In addition to our advocacy work, one of the greatest impacts we make on the world is through our education programs and international service projects, which are funded by the Zonta Foundation for Women. I have been amazed by how our members and clubs have generously supported the Foundation in the last year. In November 2020, the Every Member Every November District Challenge campaign brought in more than US\$450,000. And in honor of this year’s Rose Day on 8 March, tribute gifts totaled more than US\$85,000.

The Foundation supports our four education programs that help women seeking careers in male-dominated fields and our international service projects, which focus on education, health, preventing early marriage and eliminating other forms of violence against women.

Although it has been a historically difficult year, I remain hopeful about the future as I witness Zontians supporting one another, their communities, and women and girls around the globe. The 65th Convention is just a little over a year away and as each month passes, I get more excited to welcome you in Hamburg, Germany, where we will gather to celebrate our achievements and fellowship in June 2022.

Warm regards,

A handwritten signature in black ink that reads "Sharon Langenbeck". The signature is written in a cursive, flowing style.

Sharon Langenbeck, Ph.D.

President

Zonta International and Zonta Foundation for Women

# Commission on the Status of Women

## goes virtual, brings thousands together online

### **PRIORITY THEME**

**Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls**

### **REVIEW THEME**

**Women's empowerment and the link to sustainable development (agreed conclusions of the sixtieth session)**

**T**he 65th Session of the Commission on the Status of Women (CSW65) was an unusual, but also unforgettable event. While the ongoing COVID-19 pandemic, which led to the cancellation of CSW64 in March 2020, forced the CSW to go virtual this year, the new format also presented many new and exciting opportunities.

More than 250 Zontians, representing 30 Zonta districts and Region South America, participated in the CSW65 from their homes in 32 countries across Africa, Asia, Australia/New Zealand, Europe and North and South America. For many of them, attending a CSW in person had not been possible in previous years so the virtual format was a welcomed change.

They, along with tens of thousands of other gender equality advocates from across the globe, had the opportunity to attend a wide variety of side events and parallel events organized outside the formal session of the Commission, and to engage with Member States, UN entities and other nongovernmental organizations (NGOs) to address the themes of CSW65 and other critical gender equality issues.





The NGO CSW Virtual Forum, organized in parallel with the official CSW, saw record-breaking participation with 25,000 virtual advocates registered and more than 700 parallel events organized by NGOs like Zonta International. The Virtual Forum app brought everyone together on one platform and incorporated many of the traditional features of an in-person event, such as Consultation Day, Advocacy Training and conversation circles. Participants even had the opportunity to browse the Virtual Artisan Fair, which allowed global artisans who support NGOs with women-focused initiatives to sell their goods during the two-week forum.

Networking opportunities were also readily available with the addition of the NGO CSW Virtual Forum Exhibit Hall. Zonta International was one of 18 organizations with an Exhibit Hall booth. This space allowed Zontians and non-Zontians alike to come together and share their experiences in the absence of the community and fellowship that is such an integral part of every in-person CSW. It was also an excellent way to introduce Zonta to new people and conversations that were begun in that space have continued offline.

## Zonta International at CSW65

Zonta International issued a [written statement](#) to the CSW and co-sponsored two parallel events as part of the NGO CSW Virtual Forum.

The first event, Girls' Education: Access, Obstacles and Impact to Achieving Gender Equity, hosted in partnership with UNICEF USA, addressed the connection between lack of access to education and the impact it has on girls around the world in relation to COVID-19, child marriage,

poverty, violence, access to health services and infant maternal mortality, and women and girls' empowerment. Zonta International President Sharon Langenbeck was joined on the panel by Andrea Clemons, education specialist and interim head of education for UNICEF Madagascar, and Guadalupe Roman, a Zonta International Young Women in Public Affairs Awardee.

Andrea served as the technical and programmatic expert on girls' education and spoke to the Zonta-supported Let Us Learn program in Madagascar, the progress being made there, the short- and long-term impacts for girls, and why we need to accelerate our efforts to achieve the Sustainable Development Goals.

President Sharon highlighted the Zonta Foundation for Women's work on girls' education at all levels, from post-primary education in Madagascar to doctoral studies in aerospace engineering and space sciences made possible through Zonta International's Amelia Earhart Fellowship program. She emphasized the importance of partnership and collective impact and shared how Zonta members are collaborating with like-minded organizations and mobilizing their communities around the world to empower women and girls, efforts that have continued despite the added challenges of COVID-19.

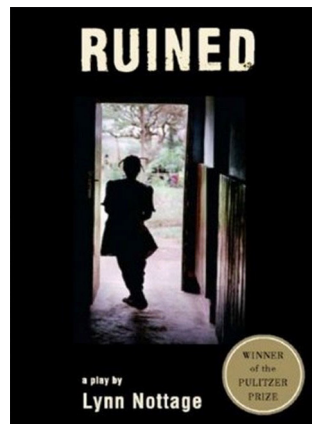
Guadalupe, a first-generation college student, spoke to the importance of access to education, the opportunities it provides, and the challenges we as a global community have yet to overcome. She shared her own experiences navigating the educational system in the United States and how she continues to work toward transformative change within her community.



The panel generated a dynamic conversation with the audience, who left the session more informed about the multiple drivers and barriers of access to education for girls, how many areas of progress for girls are impacted beyond education, and how the global community can accelerate access to education. Watch a recording of the session [here](#).

The second event, a staged reading of Lynn Nottage's Pulitzer Prize-winning play *Ruined*, was commissioned by the Feminist Women's Movement Action Plan with support from the NGO CSW New York, the International Federation of Business and Professional Women and Zonta International in commemoration of the 20th anniversary of the United Nations Security Resolution 1325 and the 25th anniversary of the Fourth World Conference on Women in Beijing.

In war-torn countries, the systematic and violent rape of women has become a chief instrument of war, used both as a means of ethnic cleansing and tribal intimidation.



*Ruined* immerses the audience into the plight of a group of women who have experienced the brutality of rape in the civil war-torn Democratic Republic of Congo (DRC). The play seeks to connect the audience with issues unfolding in war-torn countries worldwide through the narratives of the women

caught between the war and the men who claim rights to their bodies and the land and the men living within a patriarchal system and shifting ideas of masculinity.

[Learn more](#) about *Ruined* by playwright Lynn Nottage.

## CSW65 Agreed Conclusions: Where do we go from here?

The [CSW65 Agreed Conclusions](#), the outcome of the Commission on the Status of Women's review of women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls, were negotiated by all Member States and adopted on 26 March 2021.

The Agreed Conclusions reaffirm the Commission's support for a variety of agreements and instruments to empower women and girls and urge all governments, in collaboration with the UN, civil society and the private sector, to take the following actions:

- 1. Strengthen normative, legal and regulatory frameworks.**
- 2. Prevent and eliminate violence against women in public life.**
- 3. Strengthen gender-responsive institutional reforms.**
- 4. Increase the availability of high-quality financing in support of women's participation in public life.**
- 5. Strengthen women's voices and leave no one behind in public life.**
- 6. Address root causes of gender inequality and eliminate barriers to women's full and equal participation.**

Each of these actions include specific, detailed sub-actions, many of which Zonta International is already supporting through its ongoing partnerships with UNFPA and UNICEF USA, as well as through its education programs funded by donations to the Zonta Foundation for Women.

While much of Zonta International's work is already aligned with the actions laid out in the Agreed Conclusions, they provide opportunities for further advocacy on issues Zonta is currently working on and new areas in which Zonta International, Zonta clubs and individual members can engage. For example, the Agreed Conclusions contain strong language around women's rights and gender equality as they relate to climate change. Zonta International issued a new [Statement on Climate Change](#) on 5 June, World Environment Day. Read the statement for recommendations for Zonta advocacy. ■

## Reflecting on CSW65

**Thank you to the following Zontians for sharing their perspectives on CSW65. If you have not had the opportunity to attend the CSW, please consider joining Zonta at CSW66 in 2022.**

"Attending the CSW at the United Nations Headquarters in NY where Zonta is widely known and respected fosters pride. The UN building itself is impressive but when filled with people from around the globe dedicated to improve the status of women, it is beyond imagination!

Main, parallel and side events happen concurrently and are challenging to get to. This year, it was easy to select from the full calendar of searchable events to create a personal itinerary from which we just clicked to attend. Event

formats varied from lecture and discussion to movies and plays. Many were recorded for future viewing. The virtual forum feature allowed us to enter a "room" between sessions to connect with others and a Zonta International Headquarters staff member."

— Theresa Harris, District 2 Governor, USA

"CSW65 was a novel experience with discussing our issues virtually. But women love to meet and greet and all that personal contact we relish was lost. Conversely, it was a democratizing event, allowing people who could not afford to travel to New York City an equal opportunity to participate.

My experience was mixed—sad because the time zone difference meant I missed many events but happily, as live streaming meant I could catch up. Lessons learned include the very real existence of a great digital divide, making real-time participation difficult for delegates from the South.

Sadly too, progress on women's safety, economic and other emancipation has been universally and negatively affected by COVID-19. I am, however, encouraged that this situation is being highlighted for action at the highest levels."

— Iyabo Bassir, District 18 UN Committee Chairman, Nigeria



# WORKING TOGETHER TO ATTRACT NEW VOICES AND ADVOCATES



This past year we witnessed how COVID-19 halted progress for women around the world and threatened to stop the work and advancements of Zontians everywhere. However, we also saw innovative ideas to meet and deliver service to women and girls in need implemented within members' local communities—a testament to the resiliency of our members.



## WELCOMING COMMUNITY

In a year when so many individuals felt alone and isolated, Zontians stepped up to demonstrate their humanity, care for one another and bring new members into our great community.

The Zonta Club of Vevey Montreux, Switzerland, for example, developed a digital action plan focusing on brand awareness and recruitment. This plan included a video presentation about the club with paid online ad placement targeting women aged 25-60 in their geographical region. For 80 euros, the video reached nearly 5,000 people. Additional organic and unpaid views resulted in a total of almost 11,000 views of the video. The digital strategy was followed up by an outdoor recruitment event, attended by 50 people, 50% of whom were only connected through social networks. The club quickly gained three new members with more individuals interested.

### Here are some principles the club learned:

- Publish simple and clear messages.
- Demonstrate regularity of publication of content with two to three posts per week.
- Monitor posts so members can interact and respond to messages.
- Recognize that people do not care about the detailed organization of Zonta International and Zonta-specific vocabulary when they are first learning about Zonta.
- Understand that people want to share their experience, to be part of something, to be active for a cause, but without feeling that this will make their daily life cumbersome.





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## **REGAINING MOMENTUM**

Prior to the pandemic, the Zonta Club of Bonita Springs-Estero, Florida, USA, was in a period of rebuilding. At one point, the club was comprised of only 11 members and they were all feeling burned out. Then they decided to do something unique and formed pods (squares), each one consisting of four to six members supporting each other. This arrangement seemed to work great, as each pod worked on different areas of the club that needed attention, such as Woman of the Year, financial development, social activities, membership, bylaws and even the addition of a Z club, which provided a boost to club life.

The club slowed down when COVID-19 first hit the U.S., but then members came up with the idea of a Stronger than COVID campaign. The campaign encouraged members to do a small, safe service project wherever they were. The club then promoted the projects on its social media page as well as a new website: [www.zontabonitasprings.com](http://www.zontabonitasprings.com). The campaign showed the community that Zontians were active and making a difference.

Having regained momentum, in July, the club boldly held a recruitment event where each member brought one to three guests. Through follow-up and invitations to more events and activities, the club was able to attract eight new members. Today, the Zonta Club of Bonita Springs-Estero continues to fulfill its mission in the local community.

## **ENGAGING EVENTS**

Like many of our Zonta clubs, several Zonta districts also turned to technology to engage members and attract new voices. To celebrate International Women's Day, District 20 in Finland and Estonia organized a livestream event. Some of the goals for the event were to engage new members, educate existing members and provide a warm and approachable spirit.

The two-hour long Women's Day session featured guest speakers, including Monika Fagerholm, internationally renowned Finnish author, Arja Uusitalo, a Finnish poet and journalist, and Thomas Blomqvist, the Minister for Nordic Cooperation and Equality. The virtual livestream reached more than 500 people, the largest virtual district event to date. With positive feedback, the event was deemed a huge success and served to introduce new individuals to Zonta.

## **HAPPY MEMBERS**

Of course, sometimes being a Zontian means simply having fun because happy members stay members. The Zonta Club of Kaohsiung Yu-Hsiuan, Taiwan, did just that when it gathered its members to celebrate the Chinese Yuanxiao Lantern Festival. The celebratory event gathered together the families and friends of the members. For the festival, families typically congregate to eat Tang-yuan, small balls of rice whose circular shape represents coming together. At the gathering, the club played videos from service trips and decorated a cake with yellow roses to celebrate February birthdays and spread gender equality awareness. The event was filled with laughter and camaraderie, giving members an opportunity to share with their families how being a Zontian has impacted their lives.

## Greetings

from your International  
Membership Committee  
Chairman Karen Pati, Zonta  
Club of Sanibel-Captiva,  
Florida, USA

I am honored to serve the Zonta International Board and members in this capacity and would like to share some of my story and encourage others to consider how they can add more voices to accomplish our mission.

As I was finishing my term as governor, I decided that the knowledge and skills I acquired over that biennium would be best served by bringing in new members, and the best way to do that would be to start a new club. We easily convened a SOM (Sponsor, Organize and Mentor) team and did it. Similarly, the district wanted to add an e-club, so I also put my efforts into that.

Given this shared belief in growing Zonta through new clubs, leadership has agreed to begin providing better tools for the SOMing process, so stay tuned for both new and updated material. Meanwhile, consider if this is a task you can take on. Think about where new clubs are needed in your geographical location and begin assembling a team.

Sharing the mission  
and passion of  
Zonta is so  
rewarding. I  
hope you  
can share in  
that joy!



## INNOVATIVE ACTIONS

While the COVID-19 pandemic has negatively affected us all, it also presented an opportunity for our clubs and members to be innovative and come together to not only help their communities but also add more service-minded individuals to our network.

Has your club been successful in attracting new members and finding original ways to serve locally? Tell us all about it at [www.zonta.org/shareyourstory](http://www.zonta.org/shareyourstory).

### Tools, resources and ideas

- To learn from other Zonta clubs, visit [www.zonta.org/LocalServiceandAdvocacy](http://www.zonta.org/LocalServiceandAdvocacy).
- Visit the [Add Your Voice Membership Campaign Toolkit](#).
- Provide new members the Welcome to Zonta booklet, available to purchase at [www.zontastore.com](http://www.zontastore.com).
- Encourage your new members to attend the Zonta International New Member Welcome. Find upcoming dates at [www.zonta.org/events](http://www.zonta.org/events).

## ARE YOU INTERESTED IN STARTING A ZONTA CLUB?

Zonta has grown to what it is today only because caring individuals decided to start new Zonta clubs. A new club is a great opportunity to gather the positive energy of individuals who hold a passion around women's issues and who want to stand up against the barriers that block girls from reaching their full potential.

### Think about this:

- Is there a need in a nearby town that a Zonta club could champion?
- Do you have a family member or friend in another community or country that may be interested in starting a club?
- Is your own club big enough that you could start a "branch" club on the other side of town? Could this club have a special focus, such as a multi-cultural club?
- Would you like to start a young professional club that is intended to serve individuals who are early in their careers?
- Do you have a club business card so that when you meet new people you can tell them about Zonta and the good things the club life offers?

If you have ever thought about starting a Zonta club, then we want to help you. Please send us a note at [memberrecords@zonta.org](mailto:memberrecords@zonta.org) and we will connect you with the Membership Committee. ■

# WELCOME TO ZONTA

Find it today at:  
[www.zontastore.com](http://www.zontastore.com)



Introduce new and potential members to all that Zonta has to offer in one convenient, newly updated booklet.



# AE MONTH: CELEBRATING THE LIFE AND LEGACY OF AMELIA EARHART

January is Amelia Earhart (AE) Month for Zonta International. It is a time for Zonta International and our clubs to celebrate the life and legacy of famed aviatrix and Zontian, Amelia Earhart. It is also an opportunity to raise funds for the Zonta International Amelia Earhart Fellowship Fund, which has supported more than 1,600 women from 75 countries in reaching their educational and professional goals in the aerospace and space sciences fields since 1938, making the Amelia Earhart Fellowship program Zonta's longest running service project.

This year's AE Month was no exception. Despite COVID restrictions, Zonta clubs found unique and inspiring ways to honor Amelia Earhart while recognizing and celebrating the accomplishments of her contemporaries – our Zonta International Amelia Earhart Fellows.

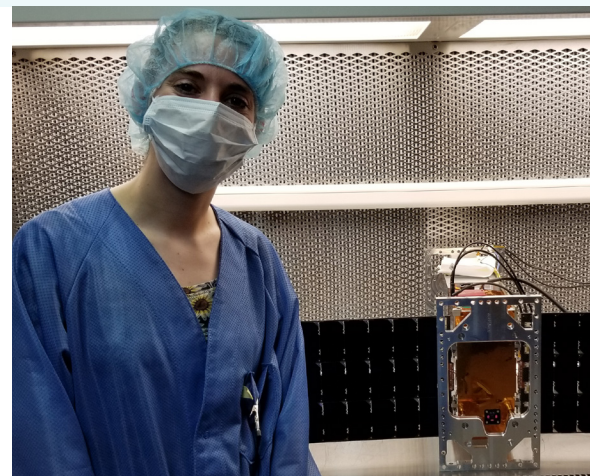
## **Zonta Clubs of Chelsea and North Shore and Malden celebrate Amelia Earhart Fellows**

On 21 January, the Zonta Club of Chelsea and North Shore and the Zonta Club of Malden in Massachusetts hosted a virtual celebration to recognize Rachel Morgan and Cody Paige, 2020 AE Fellows studying aeronautics and astronautics at the Massachusetts Institute of Technology. Rachel and Cody received their Zonta AE wings pins, certificates and flowers.

Left: Amelia Earhart has long been a hero and inspiration of mine and, as a child, my dad would take me flying in little Cessnas and encouraged me to follow in Amelia's footsteps. I got my private pilot's license in 2016; this is me flying a Cessna-152, using my dad's David Clark headset.—Cody Paige



Right: In this photo I am standing next to the Deformable Mirror Demonstration Mission (DeMi) satellite right before it got delivered to launch. I worked on modeling and aligning the optical payload and leading integration and environmental testing for this project.—Rachel Morgan



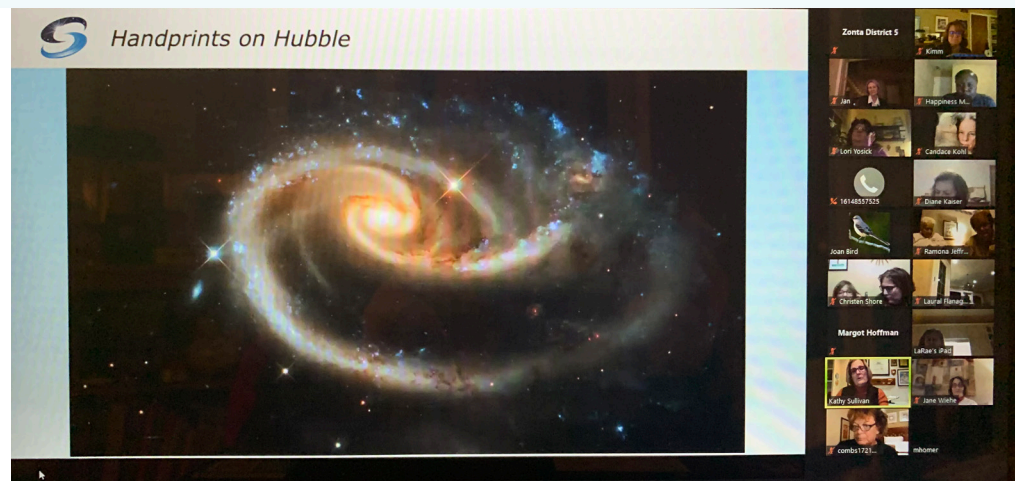


### Zonta e-Club of Italy hosts virtual ceremony for Amelia Earhart Fellows

The Zonta e-Club of Italy organized an online award ceremony for Amelia Earhart Fellows Giulia Becatti (University of Pisa), Erica Luzzi (Jacobs University Bremen) and Margherita Piccinin (Polytechnic University of Milan) in place of a planned in-person event. Sixty-five people, including many former Amelia Earhart Fellows, among them Zonta International President Sharon Langenbeck, Ph.D., attended the event. It was an inclusive, inspiring event where the fellows gave an overview of their research and received encouraging feedback. The club also produced and sold desk calendars, raising 1,272 euros (approximately US\$1,500) for the Zonta International Amelia Earhart Fellowship Fund.

### Astronaut Kathryn Sullivan helps Columbus Zontians honor Amelia Earhart

The Zonta Club of Columbus, Ohio, hosted a virtual event for AE Month featuring astronaut Kathryn Sullivan, Ph.D., the first American woman to walk in space. Kathryn was one of the first six women to join the NASA astronaut corps in 1978. A veteran of three shuttle missions and a member of the U.S. Astronaut Hall of Fame, last year she reached Challenger Deep, the deepest known point on Earth, in the Pacific. She is the first woman to ever reach Challenger Deep, and the journey made her the first person ever to visit both space and the bottom of the ocean.



### Zonta Club of London recognizes two AE Fellows via online celebration

On 22 January, 13 former AE Fellows joined the Zonta Club of London to recognize the two newest AE Fellows in the United Kingdom—Sarah Anne Stirrat from the University of Strathclyde and Suri Devi Subiah from the University of Oxford. Sarah and Suri shared their research, after which attendees raised a glass to toast the new fellows.

Left: I am optimizing a jet-surface interaction model to get closer agreement between the turbulence correlation function and the corresponding experimental data. I am then using the optimized parameters to check the acoustic spectrum predictions with experimental data.  
—Sarah Anne Stirrat



Right: In this photo I am standing next to the Oxford T6 Stalker Tunnel after having installed the nozzle section for commissioning tests. This is a hypersonic tunnel capable of generating the extremely high-speed gas flows experienced by scramjets and space vehicles on re-entry.—Suri Devi Subiah



### Zonta International celebrates with AE Fellow and internationally recognized business leader

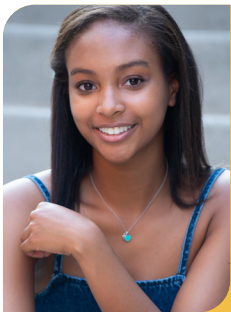
Zonta International celebrated AE Month with a special virtual presentation from Anastasia Volkova, Ph.D., a 2017 AE Fellow who is now pioneering innovative research and technology to support the agriculture sector. More than 170 people from 24 countries attended to learn more about Anastasia and her groundbreaking work. [Listen to a recording of the presentation.](#)

It is never too late to [share your club or district's AE celebration](#) or to [support future generations of women researchers and innovators in aerospace engineering and space sciences](#) with a donation to the Amelia Earhart Fellowship Fund. ■

“Women should do for themselves what men have already done—occasionally what men have not done—thereby establishing themselves as persons, and perhaps encouraging other women toward greater independence of thought and action. Some such consideration was a contributing reason for my wanting to do what I so much wanted to do.”—Amelia Earhart

# EMPHASIZING THE IMPORTANCE OF WOMEN IN LEADERSHIP ROLES

Zonta International has been a longtime supporter of women in positions of leadership in the public and private sectors. Each March we commemorate International Women's Day, which is when we celebrate progress toward gender equality and acts of bravery and determination by women around the world who have made extraordinary contributions to their communities. Read what the 2020 Young Women in Public Affairs (YWPA) Awardees said about why it is important for women to hold elected or appointed government roles or other leadership positions.



"Women are so powerful, and our minds are absolutely beautiful. ... When we bring our skills to the table, we provide a whole new skill set that opens up boundless doors for problem-solving in the future. Women in public affairs

goes beyond representation. The reason why we need representation is the perspective that we bring to the table, and I think that Zonta is doing an amazing job of encouraging women to feel empowered to be involved in public affairs."

—Kennedy Walls, United States



"If we have women in leadership positions then there will be someone to raise real voices of women and the issues women are facing all across the globe. Having women in leadership positions

is not only about giving her the opportunity to lead but also to be a role model for a lot of generations ahead of us. ... I think it's important that we have role models to look up to."—Anika Chopra, United Kingdom



"More women in these roles helps to nourish equality because we've got women talking on women's issues and issues from the perspective of women, which is really

powerful. Also, having more women in these roles creates strong political leaders and strong leaders." —E Wen Wong, New Zealand



"Gender shouldn't be a factor in whether a person deserves a position of power. As a woman I can testify that my femininity has in no way hindered my progress and my leadership ability. This has been

demonstrated by women all the way through history until now." —Juanita Alibi, Ghana

The YWPA Award recognizes young women, ages 16-19, for demonstrating leadership skills and commitment to public service and civic causes and encourages them to continue their participation in public and political life. To learn more, visit [zonta.org/YWPAAward](https://zonta.org/YWPAAward). ■



Meet Tiaji Sio, a remarkable woman with a powerful story who received the YWPA Award in 2015 on [page 30](#).



# SUPPORT future women business leaders

Leadership roles in business are still predominantly held by men. **Your Zonta club can change the face of business.**

With up to 32 US\$2,000 district/region scholarships and an additional six international US\$8,000 scholarships, the Zonta International **Jane M. Klausman Women in Business Scholarship is empowering women** to pursue degrees in business management and overcome gender barriers from the classroom to the boardroom.

Encourage potential women in your local community to apply. Find more information and the application at [zonta.org/jmkscholarship](https://zonta.org/jmkscholarship).

# ENCOURAGE the next generation of women leaders in the digital world

Despite the digital revolution, women are still largely underrepresented in decision-making roles in the information technology (IT) sector.

With up to 20 US\$8,000 scholarships, Zonta International's **Women in Technology Scholarship is empowering women** to pursue education, career opportunities and leadership roles in information technology.

Applications are due by 15 October 2021. Help Zonta expand opportunities for women in IT! Find more information and the application at [zonta.org/womenintech](https://zonta.org/womenintech).





Peru



Madagascar



Timor-Leste



Papua  
New  
Guinea



# ZONTA PROJECTS SEEK WORLDWIDE IMPACT

For almost a century, since Zonta International’s first service project in 1923 in Smyrna, Turkey, Zonta has worked with the United Nations and other partners to address a wide variety of needs of women and girls in countries around the world. For the 2020-2022 Biennium, Zonta International’s projects span the globe from Asia and the southwestern Pacific to South America and Africa, as Zonta seeks to make a truly worldwide impact. Take a journey to each of these projects to learn about some of the most urgent issues facing women and girls today, including access to education and health care, and preventing early marriage and violence against women and girls.



The first stop on our journey is Peru.

# PERU



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**Location:** Western South America, bordering the South Pacific Ocean, between Chile and Ecuador. South America's third-largest country.

**Terrain:** Varies widely between western coastal plains, central Andean highlands and eastern tropical lowlands in Amazon Basin.

**Climate:** Arid and mild in coastal area, temperate to frigid in the Andes, and warm and humid in jungle lowlands.

**Population:** 32.9 million people

**Languages:** Spanish is the principal language. Quechua, Aymara and other indigenous languages also have official status.

**Literacy:** 95% in urban areas, 77% in rural areas.

**GDP (Gross Domestic Product):** US\$372.7 billion

**Population below poverty line:** 31.3%

In 2020, Zonta International initiated support for a new project to improve the health and social protection services for adolescent girls in Huancavelica and Ucayali, Peru, in partnership with long-time partner UNICEF USA. The goals of this new initiative are to improve the response of the health sector in providing quality, comprehensive adolescent care, with an emphasis on mental health care and violence prevention for girls, and to improve the capacity of the health and education sectors to promote health and prevent and address all types of violence in schools, especially gender-based violence, in a timely manner.

Like most of the world, COVID-19 has forced lockdowns and other safety measures in Peru. However, project activities are under way and UNICEF and Zonta remain committed to the project goals. Some of the strategies being employed to reach these goals include:

- Develop/update adolescent health care guidelines and protocols with the active participation of adolescents.
- Implement an in-service training program for health care providers that serve adolescents.
- Implement a communication strategy to improve adolescents' access to information and services related to their health and integral development.
- Strengthen communication and referral mechanisms between health and protection services in the project areas.
- Build the capacity of health personnel to provide appropriate response to cases of sexual violence.
- Implement strategies that promote a healthy lifestyle and environment in secondary schools.
- Design, evaluate and implement methodologies for violence prevention in schools, with an emphasis on violence experienced by girls.
- Develop a diagnostic and monitoring tool for school coexistence and violence prevention in project schools.
- Train school principals and teachers in project schools on prevention and response protocols to in-school violence and disseminate in-school violence reporting mechanisms within the education community.
- Strengthen mechanisms at the national and sub-national levels to implement administrative sanctions for in-school violence committed by adults.



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Watch this video from UNICEF to see how UNICEF is working with adolescents throughout Peru, including in Huancavelica and Ucayali, the two regions where Zonta International's support is focused.

From Peru, we travel to Papua New Guinea and Timor-Leste.

# PAPUA NEW GUINEA

**Location:** Oceania, group of islands including the eastern half of the island of New Guinea between the Coral Sea and the South Pacific Ocean, east of Indonesia.

**Terrain:** Mostly mountains with coastal lowlands and rolling foothills. Most people live in fertile highlands valleys.

**Climate:** Tropical. NW monsoon, Dec-Mar. SE monsoon, May-Oct.

**Population:** 8.78 million people

**Languages:** Three official: English, Tok Pisin and Motu. There are approximately 860 other languages.

**Literacy:** 55-60%

**GDP:** US\$18.6 billion

**Population below poverty line:** 37%



# TIMOR- LESTE

**Location:** Southeast Asia, on the southernmost edge of the Indonesian archipelago, northwest of Australia.

**Terrain:** Mountainous

**Climate:** Tropical; hot, semi-arid; rainy and dry seasons.

**Population:** 1.3 million people

**Languages:** Portuguese, Tetum (official); English, Bahasa Indonesia (working languages).

**Literacy:** 41%

**GDP:** US\$6.7 billion

**Population below poverty line:** 41%

Zonta International and UNFPA have embarked on a new partnership to deliver survivor-centered response services to gender-based violence (GBV) in Papua New Guinea and Timor-Leste. Though the project was envisioned prior to the global COVID-19 pandemic, the topic has become even more relevant as countries across the globe have seen alarming increases in GBV and harmful practices since the onset of COVID-19. The social distancing and lockdown measures deemed necessary to control the spread of the virus have increased the risk of violence for women and girls and limited their access to support services in the event of violence.

In Papua New Guinea and Timor-Leste, COVID-19 emerged later than in the rest of the Asia Pacific region. This delay allowed UNFPA to prepare contingency plans to implement the new program under COVID restrictions; however, implementation has still presented challenges. Most health sector personnel have been heavily occupied with the COVID-19 response; therefore, UNFPA has had to enhance their advocacy efforts to ensure that gender-based violence support services are considered part of the essential COVID-19 response package and have trained health care providers on the need to integrate lifesaving GBV response services.



Watch this video message from Marielle Sanders, UNFPA representative in Papua New Guinea, emphasizing the need for GBV services in Papua New Guinea and thanking Zontians for their support.

The third stop on our journey is Madagascar.

# MADAGASCAR

**Location:** Southern Africa, island in the Indian Ocean, east of Mozambique. It is the largest African island situated in the Indian Ocean and the fourth largest island in the world.

**Terrain:** Mountainous, central plateau, coastal plain.

**Climate:** Tropical along coast, temperate inland, arid in south, periodic cyclones.

**Population:** 27.69 million people

**Languages:** Malagasy (of Malayo-Polynesian origin), French, (both official), English.

**Literacy:** 70%

**GDP:** US\$34 billion

**Population below poverty line:** 50%

Zonta International has been working in Madagascar since 2016 to ensure that more girls have access to post-primary education and stay in school.

Prior to the COVID-19 pandemic, students in Madagascar already faced numerous barriers to a quality education. However, COVID-19 has threatened what progress has been made. An estimated 7 million children in Madagascar faced school closures and other disruptions to their education as a result of COVID-19. Based on evidence from previous health emergencies, school closures can have especially devastating consequences for girls who risk increased exposure to violence and may never return to schools when they reopen. As a result, UNICEF has been working to ensure that gender equality remains at the center of the COVID-19 response.

When COVID-19 impacted schooling in Madagascar, UNICEF utilized a portion of Zonta's contribution for the national emergency education response, mitigating the risk of learning losses due to interrupted schooling and allowing UNICEF to be a major contributor to Madagascar's national COVID-19 response plan, the national learning continuity plan and Back-to-School campaign.

With Zonta's support, the materials to facilitate the at-home learning of more than 63,000 lower secondary school students across the country have been distributed by schools to students in grades 7, 8 and 9 across the country. This support ensured that children, especially girls, would continue to learn throughout the remainder of COVID-19 school closures and in the aftermath of the outbreak.

"School has reopened for students taking national exams and teachers are providing homework for the 8th grade. With these booklets, I am very happy because I see that my children are actively studying at home. Studying at home also gives me the opportunity to follow a little bit of what they are really doing. What has made me happy is to see them helping each other with their homework. It's a good thing, this booklet. It gives me hope that my daughters will finish the school well this year," said the parents of Léonie (9th grade) and Melonie (8th grade) pictured top left.



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# ENDING CHILD MARRIAGE



**The final leg of our journey** takes us to multiple countries throughout Africa and Asia—countries with some of the highest prevalence of child marriage in the world: Bangladesh, Burkina Faso, Ethiopia, Ghana, India, Mozambique, Nepal, Niger, Sierra Leone, Uganda, Yemen and Zambia.

Zonta International has supported efforts to end child marriage since 2014, first in Niger in partnership with UNFPA and then beginning in 2018 as the first private-sector donor to the UNFPA-UNICEF Global Programme to End Child Marriage. The Global Programme has made some great strides thanks to partners like Zonta International.

In **Ethiopia**, close to 490,000 adolescent girls have been members of adolescent clubs, where peer mentors provide them with training and information around sexual and reproductive health, legal services and child marriage reporting mechanisms. As a result, 24,785 child marriages have been canceled or annulled.

In **Bangladesh**, a national multimedia campaign for ending child marriage has reached over 190 million people across television, radio and social media, and received national and international awards for contributing towards positive social change.

In **Sierra Leone**, close to 9,000 adolescent girls who had dropped out of school have been supported to return by being provided money for school fees, uniforms, books and other supplies.

In **Yemen**, more than 10,000 adolescent girls, including already married girls, have accessed health and protection services, such as medical, legal and psychosocial support and access to shelters.

In **Nepal**, close to 30,000 adolescent girls have participated in the social and financial skills training package “Rupantaran,” with more than 65% of the girls showing increased knowledge of their rights and skills to exercise those rights after the training.

Zonta International’s support and the joint efforts of the Global Programme partners are needed now more than ever. While the proportion of young women globally who were married as children had decreased by 15% over the last 10 years, from nearly one in four to one in five—the equivalent of some 25 million marriages averted—that progress is now threatened by COVID-19. According to UNICEF, 10 million additional child marriages may take place by 2030.

“One year into the pandemic, immediate action is needed to mitigate the toll on girls and their families,” said UNICEF Executive Director Henrietta Fore. “By reopening schools, implementing effective laws and policies, ensuring access to health and social services—including sexual and reproductive health services—and providing comprehensive social protection measures for families, we can significantly reduce a girl’s risk of having her childhood stolen through child marriage.” ■

## Your role at home

We hope you enjoyed our brief trip around the globe. From the mountains in Papua New Guinea to the tropical lowlands in Peru, Zonta International is changing the lives of women and girls. Though you may not be able to visit all these locations in person, your impact can still be felt in these countries through a donation to the Zonta Foundation for Women’s International Service Fund. With 100% of your donations going directly to our programs, you can be sure your contribution will go directly toward improving the lives of women and girls worldwide.

# FINDING COMMON GROUND: THE POWER OF ADVOCACY TO BRING PEOPLE TOGETHER



In a new five-part webinar series, brought to you by the International Advocacy Committee, you are invited to learn more about topics such as:

- Women's role in climate change.
- Gender-based violence and cyberbullying.
- Women in the workplace.
- Human trafficking and sexual violence.

Ending Child Marriage: An assessment of successes and failures is on demand now at [www.zonta.org/videos](http://www.zonta.org/videos).

Helen Keller once said, "Alone we can do so little; together we can do so much." This spirit of collaboration and the desire to extend their individual influence is what brings many people to join Zonta. These women and men, while diverse in their backgrounds and beliefs, come together to use their collective voices to advocate for changes that will realize Zonta's vision for a world in which women's rights are recognized as human rights and every woman is able to achieve her full potential, a world where women have access to all resources and are represented in decision-making positions on an equal basis with men, a world where no woman lives in fear of violence.

The ability to mobilize individuals and effect change through advocacy is one of Zonta International's greatest strengths. Zonta advocacy happens at the international, national and local levels through the actions and efforts of Zonta districts, clubs and individual members, and through strategic collaboration with like-minded organizations. It targets ongoing systemic issues like gender-based violence, education and the gender pay gap, as well as emerging issues like climate change, cyberviolence and COVID-19. Above all, Zonta advocacy is nonpartisan and nonsectarian.

Zonta International's advocacy efforts are needed now more than ever. Despite hard-won progress over the last few decades, today, Zonta International's vision of gender equality seems to be getting farther out of reach. The world is facing unprecedented challenges, including a global pandemic, widespread gender inequality and climate change. While these challenges are felt by communities around the world, they uniquely impact women and girls. The possibility of effecting change under such circumstances can seem daunting; however, Zonta International and its members across the globe have risen to the challenge, finding new and creative ways to collaborate and advocate for women and girls.

## What is nonpartisan?

People often confuse being nonpartisan with being nonpolitical. Advocacy requires engaging with political systems and the individuals elected or appointed to serve in those systems. To be nonpartisan means that, when engaging in advocacy, you are not aligning that advocacy with one political party.

For example, the Zonta Club of Brooklyn, New York, USA organized a nonpartisan voter registration event, where they encouraged voters of any political affiliation to register to vote. Likewise, the Zonta clubs in Germany are undertaking a new advocacy initiative to encourage women to vote, especially young women and first-time voters, while also encouraging more women, regardless of political party, to run for office. These clubs are engaging in the political systems of their countries without becoming partisan.



**Left:** The Zonta Club of Noarlunga Southern Vales, Australia, partnered with the Onkaparinga Council to support the Zonta Says NO to Violence Against Women campaign.



**Right:** The Zonta Club of Wangaratta, Australia, advocated ending violence against women during the 16 Days of Activism against Gender-Based Violence.

### Advocating for a world where no woman or girl lives in fear of violence

The goal of achieving gender equality and empowering all women and girls will not be realized without the elimination of violence against women and girls. Therefore, preventing gender-based violence and providing services to survivors of violence has been a key focus of Zonta International's service and advocacy work for the last 25 years. Those efforts gained even more momentum with the launch of the Zonta Says NO to Violence Against Women campaign in 2012. While the campaign is aligned with the 16 Days of Activism against Gender-Based Violence, Zonta districts and clubs support Zonta Says NO activities throughout the year. Read about the variety of actions taken by our Zonta clubs and Z and Golden Z student clubs at [www.zontasaysno.com/zontiansinaction/](http://www.zontasaysno.com/zontiansinaction/).

Sadly, violence against women and girls has increased exponentially during the COVID-19 pandemic as social and economic stresses combined with measures to restrict movement and outside contact. These unique and challenging circumstances call for a coordinated and holistic response to preventing and responding to violence against women and girls and domestic violence. When news broke earlier this year that several countries indicated their intent to withdraw from the Council of Europe's Convention on Preventing and Combating Violence Against Women and Domestic Violence precisely at the time when it is needed most, Zonta International responded. In April 2021, Zonta International issued a [statement reaffirming support for The Council of Europe Istanbul Convention](#) on preventing and combating violence against women and domestic violence, in addition to a [previous statement in September 2020](#).



“Alone we can do so little; together we can do so much.”  
—Helen Keller

### Advocating for greener, cleaner and more equal societies

Climate change disproportionately affects women and girls, from natural disasters to food security, access to clean water, health and migration. Therefore, the response to climate change must also come from a gender equality perspective. While Zonta International is not an environmental or disaster response organization, Zonta is an organization pledged to empower women and girls at the global and local levels and promote justice and universal respect for human rights and fundamental freedoms. Therefore, this biennium, Zonta International is adding its voice to join others in advocating for solutions to the crisis of climate change. At its April 2021 meeting, the Zonta International Board approved a [new statement on climate change](#). Through this statement, Zonta International addresses the importance of taking a fair, human rights and gender equality-based approach to climate change through calls to action for both governments and Zonta International’s membership.

Climate change was also an important part of Zonta International’s statement to the 65th Session of the Commission on the Status of Women (CSW65). In the statement, Zonta International called for women’s health and responses to gender-based violence to be prioritized in disaster preparedness and response plans. Zonta also emphasized the importance of acknowledging and including women’s voices about the harmful impacts of climate change, as well as listening to and learning from their attempts to mitigate and adapt to those impacts. Women must be recognized and valued as decision-makers, educators, caregivers, community leaders and experts across all sectors, and their unique perspectives and expertise should be utilized to develop successful, long-term strategies to address climate change.

**Left:** Activists in Turkey hold banners that say, “We Will Enforce the Istanbul Convention.”

**Right:** The Zonta Club of Hilo, USA, worked with Hawaii County Mayor Mitch Roth, the County Council and the Prosecuting Attorney’s Office to promote awareness of Denim Day as part of Sexual Assault Awareness Month in April.



The Zonta Club of Kowloon, Hong Kong, collaborated with Harmony House, the first nongovernmental organization in Hong Kong committed to end domestic violence, to help women in need during different stages of COVID-19.

Climate change is a local issue too. By early 2020, bushfires in Australia had destroyed more than 100,000 square kilometers of land, killing 34 people and millions of animals and demolishing thousands of homes. Following this natural disaster, Zonta clubs in District 23, which comprises the states of Western Australia, South Australia, Northern Territory, Tasmania and Victoria, launched Zonta Says NOW to Gender Equality and Climate Action. Through Zonta Says NOW, District 23 Zontians are taking action individually and collaboratively to reduce emissions, regenerate the environment and create a more equitable world. Learn more about their efforts at [www.zontasaysnow.org.au/](http://www.zontasaysnow.org.au/).

### **Advocating for equitable and sustainable COVID-19 response and recovery plans**

COVID-19 and its impacts on health, education and the economy have had devastating consequences for women and girls and threaten the fragile progress already made in the fight for gender equality. In particular, the economic impacts of COVID-19, while significant for everyone, are felt more harshly by women, who generally earn less, save less, hold less secure jobs and are more likely to work in the informal sector. With more than 1.52 billion students out of school at the height of the pandemic and increased health care burdens put on families, women have been forced to take on greater care demands at home, while also facing potential cuts and layoffs at work. Women also have less access to social protections and lead most single-parent households. The situation is even more dire in developing economies, where 70% of women are employed in the informal sector with few protections against dismissal or paid sick leave.





Due to the COVID-19 pandemic, many women migrant workers had to return to Nepal after losing their jobs. With its program Women on Wheels, the Zonta Club of Kathmandu trained migrant women on health and hygiene, financial literacy and basic women rights in the Nepalese constitution. These women are now making a living through selling vegetables, popcorn, fruit and roasted corn with the carts.

Women's health is also negatively impacted when resources and priorities, including sexual and reproductive health services, are reallocated during times of crisis. Women and girls have unique health needs, but they are already less likely to have access to health services and adequate insurance, especially in rural and marginalized communities. As a result, there has been an alarming increase in the number of teenage pregnancies, as resources have been shifted from routine reproductive health services to respond to COVID-19.

Widespread income loss and economic insecurity among families are also likely to increase rates of child marriage. As schools closed, girls not in school became at greater risk of child marriage. If they are away from school too long, they may never return.

The COVID-19 pandemic will have a lasting impact for many years to come, and a sustainable recovery will require changes in laws and policies to ensure an equitable recovery for women and men. In its [statement to the CSW65](#), Zonta International called on Member States and the United Nations to address the long-term impacts of COVID-19 and ensure an equitable and sustainable recovery that benefits women and men, girls and boys. Recovery needs to address girls' access to education, gender-based violence, child marriage, women's economic empowerment, equal access to social services, and women's leadership in government and the private sector.

Though spread out between 63 countries with areas of focus ranging from climate change and women's health to gender-based violence, child marriage and human trafficking, all Zonta International's members have the common goal of achieving gender equality. With this goal in mind, our members are united as they advocate for change and fight for the future of women and girls. ■

# While the world struggles to reach gender parity, women leaders rise to meet critical challenges



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## Firsts for Women

Each month, Zonta recognizes women who have broken the glass ceiling and set an example for future generations to come. Follow us on Instagram to see more [Firsts for Women](#).

**Left to right:** Ethiopian President Sahle-Work Zewde; Prime Minister of Denmark Mette Frederiksen; Chancellor of Germany Angela Merkel.

**Now more than ever**, women are stepping up to leadership positions and occupying more professional spaces. Yet, women remain underrepresented in decision-making roles in many areas of public life, making up just 25% of members of national parliaments worldwide and 36% of elected officials in local deliberative bodies. Only 22 countries have a female head of state or government, only 14 countries have achieved 50% or more women in cabinets and just 21% of government ministers are women.

### Are women more effective leaders in a crisis?

In the last year, as the world has battled the COVID-19 pandemic, women have faced particularly difficult circumstances. While some women have been forced to take on the role of caretaker as they balance working from home, others took on the increased risk of infection as they hold the majority of global health care roles and serve at the pandemic's front lines. Plus, women have lost their jobs at twice the rate of men and are more likely to be the victims of intimate partner violence than they were before the pandemic.

However, as *U.S. News* points out, "women are also the shining examples of vital and effective leadership in the pandemic response." UN Women reports that female heads of government in Denmark, Ethiopia, Finland, Germany, Iceland, New Zealand and Slovakia have been internationally recognized for their responses to the pandemic.

According to *U.S. News*, these women leaders proactively responded to the threat of the virus by implementing social distance restrictions early, pursuing expert advice on health strategies and uniting their countries "around a comprehensive response with transparent and compassionate communication."

A recent article, “Gender in the time of COVID-19: Evaluating national leadership and COVID-19 fatalities,” published in the scientific journal *PLOS One*, suggests that while a leader’s gender does matter, it is not necessarily in the ways typically highlighted.

The researchers found that these women leaders can successfully manage crises like the pandemic not because they are women but “because they are leading countries more likely to elect women to the highest executive office in the first place, and because those countries have policy landscapes and priorities that pre-dispose them to manage risk better.”

Crises like the pandemic offer an opportunity for female world leaders “to reconcile the double bind; they can be both decisive and strategic, as well as compassionate and nurturing.”



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“Public attention has focused on female chief executives, rather than the types of society-wide values and priorities that contextualize their leadership,” the study’s authors write. “Rather, we note that women-led countries are positioned to excel in many ways after the pandemic because of gendered policymaking incentives embodied in the national culture.”

The researchers also found that women leaders often face a gender bind, meaning they are criticized for being too masculine but also for being too feminine. However, crises like the pandemic offer an opportunity for female world leaders “to reconcile the double bind; they can be both decisive and strategic, as well as compassionate and nurturing,” writes *Nevada Today*.

Women are not just excelling at managing the COVID-19 crisis. According to a study published in the *European Journal of Political Economy*, female representation in politics leads countries to adopt more stringent climate change policies.

The researchers considered a variety of factors and concluded that none of them could fully explain the link between female leadership and climate policies.

### What makes women effective leaders?

Based on data collected while researching the effectiveness of women leaders, the *Harvard Business Review* (HBR) says people “want leaders who can pivot and learn new skills; who emphasize employee development even when times are tough; who display honesty and integrity; and who are sensitive and understanding of the stress, anxiety, and frustration that people are feeling.” The HBR’s analysis shows that women often display these traits more than men.

A recent article from the Fisher College of Business at The Ohio State University explored the results of two studies that examined gender differences in leadership effectiveness based on data from thousands of leaders.

**Left to right:** Prime Minister of Iceland Katrín Jakobsdóttir; Prime Minister of Finland Sanna Marin (left).

Elevating more women to leadership positions and achieving gender parity is not only good for women and girls, but for creating productive and fair societies.

While the studies showed there were no gender differences in leadership effectiveness, they discovered that when rating their own effectiveness, male managers tend to score themselves higher than female managers do. Meanwhile, other sources—such as supervisors and subordinates—score female managers higher than their male counterparts.

The article's author, Meng Li, defines leadership as "one's ability to influence others to achieve common goals." She says to accomplish this, a leader must have skills that can "effectively communicate goals, motivate others, help others improve, give support when needed and ensure the well-being of their subordinates."

According to survey results from both supervisors and subordinates, people believe that female leaders are better at both communicating and showing consideration.

"Compared to male leaders, female leaders are more likely to attend to followers' personal needs, be open to new ideas and others' opinions, and reward the satisfactory performance of followers in a consistent manner," Li writes. "On the other hand, male leaders are statistically more likely to only stress meeting the standards, wait until problems become severe before attending to them, and/or withdraw or be absent during critical junctures."

Research has found that compared to men, women use more transformational leadership (inspiring, caring and encouraging), engage in more contingent reward behaviors, are less narcissistic and tend to adopt a democratic or participative style.

**Below: Prime Minister of New Zealand, Jacinda Ardern.**

©Governor-General of New Zealand



### How do we encourage women to become leaders?

If women excel as leaders, then why are they still so largely underrepresented in leadership positions? One study suggests that women leaders often underestimate their leadership abilities, which means they are possibly less confident when it comes to asking for a raise or promotion.

Though it is discussing ways to strengthen women's leadership and participation in the COVID-19 response and recovery, UN Women's strategies to propel women into decision-making processes and support more gender-balanced institutions can be applied in many different areas.

#### These strategies include:

1. Ensure that decision-making bodies are gender-balanced.
2. Harness existing gender equality institutions and mechanisms in the pandemic response.
3. Ensure that gender equality concerns are embedded in the design and implementation of national COVID-19 policy responses and budgets.
4. Recognize and remove barriers to women's political participation.
5. Improve access to public information for women and their organizations.
6. Include and support women and women's organizations in COVID-19 response decision-making.



Phumzile Mlambo-Ngcuka (top photo) said to build a stronger post-pandemic world, countries must put more women into leadership positions. She made history in 2005 as South Africa's first female deputy president and currently serves as UN Women's executive director and the under-secretary-general of the United Nations.

Mlambo-Ngcuka believes Kamala Harris' (bottom photo) appointment as the first female U.S. vice president will set an example for other countries and encourage more women to consider running for office.

"It does help if a big country breaks the mold. It pushes other countries forward," she told the Thomson Reuters Foundation.

Women seeking office face multiple hurdles, Mlambo-Ngcuka said, including a lack of support from political parties, violence against women in politics and rising cyber-abuse.

"This is a way of intimidating women out of leadership even before they start," Mlambo-Ngcuka said. "Governments and criminal justice systems have got to pay attention to (this), and make sure the perpetrators are actually brought to book."

At the current rate of progress, UN Women estimates that gender parity will not be achieved for another 130 years.

Elevating more women to leadership positions and achieving gender parity is not only good for women and girls, but for creating productive and fair societies. The world will benefit from gender equity and we must continue working together to make this goal a reality. ■



# REMARKABLE WOMEN, POWERFUL STORIES

Be Zonta's guest each month to hear the remarkable, personal story of one great woman and learn from her reflections on leadership, success and the path she has forged.

Gain insights on what it takes to meet the challenges of a profession while breaking down barriers, managing family life, and advocating for a cause.

Explore the keys to growing resilience, self-belief, courage and leadership skills to achieve that breakthrough you may need in your own career and life.

## Meet the remarkable women who have shared their powerful stories:



### Sharon Langenbeck, Ph.D.

*President of Zonta International and the Zonta Foundation for Women; 1977 and 1978 Zonta International Amelia Earhart Fellow*

"Look for opportunities, where you can grow, where you can gain experiences, and by all means, never give up."

[CLICK HERE](#) ●●●●



### Tressa Lacy

*Co-founder of Undaunted Women; adjunct accounting professor at Brigham Young University, Idaho; Zonta International JMK Women in Business Scholar*

"I really believe the reason I am here today is because of these encouragers who expanded my vision until I just no longer defined myself by my circumstances."

[CLICK HERE](#) ●●●●



### Tiaji Sio

*Diplomat for the Federal Foreign Office, Germany; 2015 Zonta International Young Women in Public Affairs Awardee*

"For me, being a role model is about being visible and a good example for the next generation."

[CLICK HERE](#) ●●●●



### Bandana Rana

*UN CEDAW Committee; UNFPA High-Level Commission on ICPD+25; Co-founder of Saathi (NGO working on violence against women) and Sancharika Samuha (Women's Media Forum)*

"I first realized at the age of 25 that I have a mind of my own. I have a voice; I have an opinion and my opinion can be different from other people—even elderly males—and I can still be respected. That was my first learning at the age of 25. That is when I say I found my identity, I found my potential. I found my voice."

[CLICK HERE](#) ●●●●



### Kendra Sharp, Ph.D.

*Professor of Mechanical Engineering at Oregon State University; Head of the Office of International Science and Engineering, U.S. National Science Foundation; 1998 Zonta International Amelia Earhart Fellow*

"Mentoring faculty and offering opportunities has been honestly one of the things I am most proud of in recent years. I get so much joy from seeing other people succeed."

[CLICK HERE](#) ●●●●



A LEADERSHIP SERIES BY  
ZONTA INTERNATIONAL  
**REMARKABLE WOMEN  
POWERFUL STORIES**

# LOOKING AHEAD TO HAMBURG!

We are looking forward to seeing you  
at our 65th International Convention in  
Hamburg, Germany, in 2022.



## REGISTRATION OPEN IN OCTOBER

[www.zonta.org/convention](http://www.zonta.org/convention)



# DRIVEN BY HOPE

## The dedication of Every Member Every November champions, District 31

The last year has proven that even under the most dire circumstances, the members and clubs of Zonta International do not back down from a challenge. With the cancellation of the 2020 Convention due to the COVID-19 pandemic, fundraising for the Zonta Foundation for Women that would have typically taken place at the biennial event had to become more creative and moved online.

In November, every district participated in the “Every Member Every November” challenge resulting in US\$451,747 raised. Zonta International and the Zonta Foundation for Women are honored to have such dedicated members and leaders and congratulate the hard work of all who gave what they could. Leading the efforts was District 31, which consists of Zonta clubs in Mongolia and Taiwan. District 31 shared how their values and efforts support Zonta’s mission and fundraising initiatives during this biennium.

While members of District 31 were happy with winning two challenges for the “Every Member Every November” campaign, they have also been engaged in several fundraising activities locally and internationally. In August 2020 when an explosion at a port in Beirut left approximately 300,000 people homeless, the district launched a fundraiser that raised US\$40,000 within one week to assist the Zonta Club of Beirut, Lebanon, in its rebuilding program. The generosity of donors was driven by the hope that the victims of the disaster will have a safe home when the rebuilding is completed.

To celebrate Zonta Rose Day, District 31 initiated an online fundraising auction from 8 February–8 March 2021. Members donated more than 120 valuable items and raised about US\$30,000 for the Zonta Foundation for Women and local charitable organizations in Taiwan.

For the 2020-2022 Biennium, the district’s service project has focused on migrant women. In Taiwan, there are more than 600,000 immigrants, primarily from mainland China, Vietnam and other Southeast Asian countries. Most women immigrants are locally referred to as “foreign brides.” Women, in many of these cases, experience conflicts and difficulties in adjusting to the local environment due to cultural gaps. Therefore, the district board





urged each club to plan its own project related to these new immigrants, including their children, Taiwanese sons and daughters. Various activities have been held by clubs over the past months including a volunteer clinic, cooking competition and folk dancing performance with cooperation from local new immigration associations and local governments.

The district is also trying to assist the immigrant women by spreading awareness relating to the experiences of these women. The district invited a former congresswoman, once herself a “foreign bride,” who went from not knowing a single word in Chinese to being elected to strive for the rights of new immigrants. She spoke at a presidents’ meeting and several club meetings to share her uplifting story and help change stereotypes of new immigrants and find ways to improve their lives.

In addition to the new immigrants project, clubs in the district have their own various activities and events, such as scholarship presentations, sponsoring children’s homes and shelters for the victims of domestic violence and taking part in advocacy actions for the Zonta Says NO to Violence Against Women campaign. As a Zonta family, Governor Vivienne Shen says the district “aims to work together hand-in-hand to create a harmonious world in which women and girls are equal with men and have a better life.” ■

*Vivienne Shen, District 31 governor, was a major contributor to this article.*



# SAYING NO

TO VIOLENCE IN THE WAKE OF THE SHADOW PANDEMIC



Zonta clubs of Düsseldorf I & II, Offenburg



Zonta Club of Ilocos Norte



Zonta Club of Accra-Jubilee



Zonta Club of Maryborough



**In the wake of the COVID-19 pandemic**, another destructive wave has emerged. Dubbed the “Shadow Pandemic” by UN Women, violence against women and girls has increased at an alarming rate.

Prior to the pandemic, one in three women worldwide would have experienced physical or sexual violence mostly by an intimate partner. Even within the year before COVID-19 emerged, it was estimated that 243 million women and girls, aged 15-49, experienced sexual and/or physical violence by an intimate partner.

Since the outbreak of COVID-19, [UN Women has published](#) emerging data and reports from those on the front lines, showing that all types of violence against women and girls, particularly domestic violence, have intensified. As a result,

- Calls to helplines have increased five-fold in some countries as rates of reported intimate partner violence increase because of the pandemic. Restricted movement, social isolation and economic insecurity are increasing women’s vulnerability to violence in the home around the world.
- Response plans were changed and by September 2020, 52 countries had integrated prevention and response to violence against women and girls into COVID-19 response plans, and 121 countries had adopted measures to strengthen services for women survivors of violence during the global crisis, but more efforts are urgently needed.

**To address violence against women, Zontians have taken on projects, advocacy and focused campaigns within their own communities through the Zonta Says NO to Violence Against Women campaign. Below are just a few of the many actions that occurred around the world.**

## **Africa**

The newly chartered Zonta Club of Accra Jubilee, Ghana, organized its first event—a fundraising health walk—on 5 December during the 16 Days of Advocacy to support the Zonta Says NO to Violence Against Women campaign. During the walk, club members spoke to people on the street, advocating against violence against women.

The club also interviewed Isobel Afful-Mensah, a resource person at Pearl Safe Haven, a refuge for abused women and children. They released the interview video in 16 parts with 16 themes on social media, including a statement of the problem and ways in which individuals can engage to help curb it.

## **Asia**

During the 16 Days of Activism against Gender-Based Violence, the Zonta Club of Dhaka IV, Bangladesh, held multiple events to advocate for ending violence against women and the Zonta Says NO to Violence Against Women campaign. Some of the events included hosting awareness and advocacy programs, distributing orange T-shirts, face masks and shopping bags printed with anti-violence messages and symbols to local shops and rickshaw pullers, and organizing a sewing project on Human Rights Day.

The club also composed a video song about violence against women

performed by a renowned singer in Bangladesh. The song spreads the message to support and join the movement of ending all kinds of violence against women—including domestic violence, rape, sexual harassment, child marriage and human trafficking—while promoting equal rights, equal pay, equal distribution, and a positive attitude toward and respect of women. The song encourages local and national initiatives to influence the making and implementation of laws, as well as changing gender-based attitudes and behaviors to end violence against women. The song was published on different social media platforms and broadcasted via local radio stations from 25 November through 10 December.

## **Australia/New Zealand**

The Zonta Club of Maryborough, Australia, partnered with four senior schools (Grades 7-12) for the 16 Days of Activism against Gender-Based Violence. Students displayed the color orange and Zonta Says NO to Violence Against Women signs in unique ways to raise awareness of violence against women and girls.

The Maryborough City Hall was also lit up orange and a Zonta Says NO banner along with cardboard orange ladies were displayed on major streets as reminders that violence against women is an issue in the local community, but there is hope that with education and support this violence may be recognized and eliminated.

## **Europe**

Having heard of the Zonta Says NO to Violence Against Women campaign, Bernd Caspar Dietrich, a renowned German artist, spontaneously made a generous gift to an Offenburg Zontian.

“Metamorphose Orange<sup>25</sup>” is an impressive painting that illustrates violence against women both as a threat hovering over the entire globe and the power of all the efforts to jointly combat it. The Zontian who received the painting sold it through an art gallery in Düsseldorf. The artist further collaborated with another Düsseldorf gallery and produced 99 fine hand-colored prints of the painting.

Every euro made through the sales went to three local women’s shelters.

## **North America**

The Zonta Club of Santa Clarita Valley, California, USA, joined forces with their Z club at Golden Valley High School to host a Zoom workshop, “Recognizing Unhealthy Relationships.” Experts discussed characteristics of a healthy relationship, recognizing an unhealthy relationship, preventing dating violence and how the community can help. The workshop was open to students, parents, educators and members of the community.

The club also launched a new project, “Human Trafficking Survivor Backpacks.” Supporters purchased personal care items from an Amazon Charity Wish List, which were then put into backpacks. The bags were given to rescued survivors of human trafficking by law enforcement.

## **South America**

As part of its Zonta Says NO to Violence Against Women campaign, the Zonta Club of Montevideo, Uruguay, organized a talk on human trafficking and migration. The event was conducted by Tanja Pacifico, the representative for Uruguay of the International Organization for Migration, and was attended by Zontians and other South American clubs. ■

# Building Peace Through Serving and Sharing



“Wouldn't the world be a wonderful place to live in if it were Zonta's world! If the influence of Zontians were felt in communities everywhere, of women carrying out the purpose that those founders, 62 years ago, so wisely laid out for us!”

This sentiment was what Amey Grubbs Adams wrote when she was running for the position of first vice president almost 40 years ago. Amey went on to become international president from 1986-1988, carrying with her that passion and spirit of Zonta to the world. Sadly, the Zonta community lost Amey on 3 November 2020.

Looking back to 1986, Amey's theme for her biennium, “Building Peace Through Serving and Sharing,” was lived through her actions and goals during her term as president. She carried out many key projects and inspired movements for Zonta, including the purchase and fundraising for the first Zonta International World Headquarters in Chicago, managing the decision to expand membership to men, and encouraging member growth in districts old and new alike.

Amey was born to a Spanish father and an American mother, and spent the first few years of her life in Spain. Amey's mother died when she was 4 years old and Amey returned to America to be raised by her aunt in Rhode Island. Later in life, Amey received her bachelor's degree with a Spanish major and English minor from Smith College in Massachusetts. Afterward, she taught Spanish and spent summers working and teaching in Colorado, where she met her husband, Mark Grubbs.

After marrying, Amey and Mark went into business together, operating a dude ranch for 25 years, during which Amey served as executive director of the Dude Ranchers' Association and editor of *The Dude Rancher* magazine. They had a family, raising two sons, Timothy and Matt, and a daughter, Margaret, who, for some time, was also a Zontian.



Before becoming international president, Amey served as the first woman president of the Colorado Dude & Guest Ranch Association and was appointed to the County Planning Commission, where she served for eight years and was chairman for three. She was also affiliated with the Epilepsy Task Force and board membership of *Club Salud*, which strengthened Spanish language skills of local residents.

Amey was active in the Zonta Club of Fort Collins, having joined in 1969. In the 1986 Program Issue of *The Zontian* magazine, Amey recalled her first club meeting: "I found friends, interesting and even exciting women, a purpose and a lot of fun. Just plain fun has to be an important part of Zonta."

Amey herself expanded her idea of friendship by traveling the world representing Zonta. She visited District XVII (at the time, Hong Kong, Philippines and Taiwan), where she met the president of the Philippines, Corazon Aquino. She also embarked on the Latin American Study Tour, for extension to what is currently Region South America with the main purpose to encourage and engage the Latin American clubs into the Zonta world. Later, Amey invited Dr. Mabel Bianco to the 1988 Convention in Finland. Dr. Bianco had founded FEIM, a nongovernmental organization working to improve women's rights, and returned home to Argentina inspired to organize a Zonta club. The Zonta Club of Buenos Aires was chartered in 1989 followed by the Zonta Club of Rio Gallegos in 1993.

We are grateful for Amey's friendship, fun and leadership. She touched many lives and will be remembered for her influence on Zonta work.



# Get Social



Zonta International



@ZontaIntl



Zonta International



zontaintl



Zonta International

## WELCOME TO THE ZONTA INTERNATIONAL FAMILY!

### ZONTA CLUBS

e-Club of New York I  
District 2, Area 1  
Buenos Aires  
Region South America, Area 1  
Tokyo Grace  
District 26, Area 2  
Taoyuan Peony  
District 31, Area 1

### GOLDEN Z CLUBS

Aschaffenburg  
District 14, Area 3  
Wuerzburg Amelia  
District 14, Area 3  
University of the Visayas  
District 17, Area 3  
Mu Sigma Phi, UP College  
District 17, Area 5  
Ouaga Etoiles  
District 18, Area 2  
Wilsoners  
District 25, Area 2

Bremen City  
District 27, Area 3  
Crescent  
District 31, Area 2

### Z CLUBS

Oakton  
District 3, Area 4  
Aurora High School  
District 5, Area 3  
Golden Valley  
District 9, Area 3  
Carroll Senior High School  
District 10, Area 1  
Tyler Legacy High School  
District 10, Area 2  
Florida SW Collegiate High  
District 11, Area 6  
Midland High  
District 15, Area 2  
Univ of San Jose Recoletos  
District 17, Area 3

Angel John Integrated Academy  
District 17, Area 5  
Nereo Joaquin National High  
District 17, Area 5  
South City Homes Academy  
District 17, Area 5  
Satrinonthaburi School  
District 17, Area 6  
Surasakmontree School  
District 17, Area 6  
Nawamintharachinutit Horwang  
District 17, Area 6  
Trium Udom Suksa Pattanakarn  
District 17, Area 6  
Visuttharangsri School  
District 17, Area 6  
Kingia  
District 23, Area 3  
Lady Engineer High School  
District 25, Area 1  
Sanskriti International School  
District 25, Area 2