REPORT TO CONVENTION
OF THE 2018-2020
ZONTA INTERNATIONAL BYLAWS AND RESOLUTIONS COMMITTEE

PROPOSED AMENDMENTS TO THE BYLAWS AND RULES OF PROCEDURE
OF ZONTA INTERNATIONAL

The following are the relevant provisions of the current documents with the original language in the left column and the words to be deleted or substituted crossed out and the proposed wording with changes and/or additions underlined in the right column. Page numbers in headings refer to the booklet “Governing Documents 2018.”

Proposals are numbered, and proposals pertaining to the same issues are grouped together.

After adoption, the Zonta International Bylaws and Resolutions Committee will make editorial changes as needed.

Proposed Amendments to the Bylaws of Zonta International


<table>
<thead>
<tr>
<th>Present wording</th>
<th>Proposed wording</th>
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<tbody>
<tr>
<td></td>
<td>Section 6. Mail/Telecommunication Voting. The Executive Committee may transact business by mail or through the use of a conference telephone or other communication equipment. Action by mail requires a unanimous vote of the entire Executive Committee.</td>
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</table>

Proposed by the Zonta International Board

Rationale: Executive Committee mail voting is not defined in the Zonta International Bylaws. The Executive Committee should have the same voting by mail requirement as the entire Zonta International Board (Article VII, Section 10). This proposed new section duplicates the exact wording of Article VII, Section 10, and provides the same voting by mail requirement for the Executive Committee. This proposed new section also clarifies that the Executive Committee may transact business in a manner other than a face-to-face meeting.

Recommended for adoption by the Zonta International Board
2. **Article XI. Zonta International Nominating Committee, SECTION 3. Term, p. 14.**

<table>
<thead>
<tr>
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<tr>
<td><strong>SECTION 3. Term</strong></td>
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<tr>
<td>The term for members of the Zonta International Nominating Committee shall be two years, beginning at the close of the convention at which they were elected and ending at the close of the convention at which their successors are elected.</td>
<td>(a) The term for members of the Zonta International Nominating Committee shall be two years, beginning at the close of the convention at which they were elected and ending at the close of the convention at which their successors are elected.</td>
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<td></td>
<td>(b) After being declared elected and prior to the close of convention, the newly elected Zonta International Nominating Committee shall meet to elect the chairman and vice chairman of the committee.</td>
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**Proposed** by the Zonta International Board

**Rationale:** Adding Section 3(b) states that the newly elected Zonta International Nominating Committee conducts their first committee business of electing their chairman and vice chairman prior to the close of convention. Currently, those elected must stay an additional day after the close of convention. This is a potential cost savings for the candidates since they would not need to plan to stay beyond the close of convention.

**Recommended for adoption** by the Zonta International Board

3. **Article XI. Zonta International Nominating Committee, SECTION 5. Duties, p. 15.**

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<tr>
<td><strong>SECTION 5 (b). Report at the Convention.</strong></td>
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<tr>
<td>Additional nominations may be made from the floor, provided the nominee is qualified and has consented to serve if elected.</td>
<td>Additional nominations may be made from the floor, provided the nominee is qualified meets the prerequisites and has consented to serve if elected.</td>
</tr>
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**Proposed** by the Zonta International Board

**Rationale:** This section refers to requirements that must be met in order to be eligible to be nominated from the floor. The word prerequisite correctly represents the Zonta experience requirement for eligibility. It is either met or not. The word qualified is not the appropriate word since qualified represents a subjective evaluation. At the 2018 Convention in Yokohama, the word qualified was replaced with prerequisites throughout the Zonta International Bylaws except for this section. Replacing the word qualified with the word prerequisites provides for consistency in the Bylaws.

**Recommended for adoption** by the Zonta International Board

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<tr>
<td><strong>(b) Classified Member.</strong></td>
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</tr>
<tr>
<td>(1) Membership shall be drawn from women and men with experience in a recognized business or profession.</td>
<td>(1) Membership shall be drawn from women and men individuals with experience in a recognized business or profession.</td>
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</table>

**Proposed** by District 9

**Rationale:** The proposal is concise and gender neutral.

**Recommended for adoption** by the Zonta International Board


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<td><strong>SECTION 12. Z Club and Golden Z Club Committee</strong></td>
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<td>It shall provide resources and information to encourage the formation of Z clubs and Golden Z clubs, and provide ongoing support. From submissions put forward by Zonta clubs, this committee shall select and recommend to the Zonta International Board candidates for the annual Emma L. Conlon Service Awards.</td>
<td>It shall provide resources and information to encourage the formation of Z clubs and Golden Z clubs, and provide ongoing support. From submissions put forward by Zonta clubs, this committee shall select and recommend to the Zonta International Board candidates for the annual Emma L. Conlon Service Awards.</td>
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**Proposed** by Zonta International Bylaws and Resolutions Committee at the request of the Z Club and Golden Z Club Committee

**Rationale:** The number of Z Clubs and Golden Z Clubs submitting applications for the Emma L. Conlon Service Awards is decreasing. This decreasing participation is occurring even after several modifications were made to simplify the award application. For the past two years, less than 7% of the Z Clubs and less than 10% of the Golden Z Clubs applied for the award. The amount of the awards is small, with first place US$1,000, second place US$500 and third place US$250. These awards are paid out of the Zonta International budget. There is no legal or other obligation to keep the Emma L. Conlon Awards at the international level. Removing the award from the bylaws would give the Z Club and Golden Z Club Committee the flexibility and opportunity to work with Zonta Clubs to explore alternative ways of promoting service projects of the Z Clubs and Golden Z Clubs.

**Recommended for adoption** by the Zonta International Board
The following five proposals from the Zonta International Bylaws and Resolutions Committee pertain to removal of officers and directors and suspension and expulsion of clubs or members.


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<tr>
<td>SECTION 11. <strong>Removal.</strong> Zonta International officers and directors may be removed for cause by the Zonta International Board. Cause shall include but not be limited to failure, without excuse, to attend meetings, failure to perform the duties of the position, or acting in such a way as to injure the good name of Zonta or hamper its work. A complaint in writing against an officer or director for such behavior may be made to the Zonta International Board, which shall refer the complaint to the Zonta International Bylaws and Resolutions Committee for investigation. The complaint shall include specific charges and available evidence. The committee shall give the board member concerned an opportunity to respond in writing and may hold a hearing with the member concerned, the complainant and witnesses if any. Thereafter, the committee shall make a recommendation to the Zonta International Board for a final decision on removal. The member concerned shall be entitled to be present for consideration of the action to be taken but shall not be entitled to participate in the deliberation or to vote. Removal shall be by a two-thirds ballot vote of the entire Zonta International Board, excluding the member concerned. Notice of the decision shall be immediately mailed with proof of service to the officer or director concerned and to the complainant.</td>
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Proposed by the Zonta International Bylaws and Resolutions Committee

**Rationale:** Removal from the International Board is a serious matter, and due process must be observed in fairness to all parties. The proposed amendments make specific a minimum period in which a member should be given to respond to charges brought, and the necessity to advise those concerned of the results of any decision of the Board.

**Recommended for adoption** by the Zonta International Board
**Present Wording**

**SECTION 10. District Board.**

(a) **How Constituted.** Elected officers of the district and the appointed secretary shall constitute the district board.

---

(e) **Removal.**

(1) Elected district officers may be removed by the district board for cause upon grounds permitted for removal at the international level (Article VII, Section 11). A complaint in writing against an officer for such behavior may be made to the district board, which shall refer the complaint to the district Bylaws and Resolutions Committee for investigation. The procedure shall be as specified in Article VII, Section 11.

Thereafter, the committee shall make a recommendation to the district board for a decision. The officer concerned shall be entitled to be present for the consideration of action to be taken but shall not be entitled to participate in the deliberation or to vote. Removal shall be by a two-thirds ballot vote of the entire elected district board excluding the member concerned. Notice of the elected district board’s decision shall be given with proof of service to the complainant and the officer concerned forthwith.

If dissatisfied with the district board’s decision, the complainant or the officer concerned may appeal to the Zonta International Board within 45 days of the date on which the decision is mailed to the parties. Removal shall be by a two-thirds ballot vote of the entire Zonta International Board. The decision of the International Board shall be final.

If the district board fails to act, the Zonta International Board has full authority to initiate and impose discipline on its own.

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**Proposed Wording**

**SECTION 10. District Board.**

(a) **How Constituted.** Elected officers of the district and the appointed secretary shall constitute the district board.

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(e) **Removal.**

(1) Elected district officers may be removed by the district board for cause upon grounds permitted for removal at the international level (Article VII, Section 11). A complaint in writing against an officer for such behavior may be made to the district board, which shall refer the complaint to the district Bylaws and Resolutions Committee for investigation. The procedure shall be as specified in Article VII, Section 11.

The complaint shall include specific charges and available evidence and shall be mailed to the officer concerned upon receipt by the committee. The committee shall give the officer at least 20 days to respond in writing and may hold a hearing with the officer, the complainant and witnesses, if any. The committee shall give the officer, complainant and any known witnesses at least 30 days written notice of the hearing.

Thereafter, the committee shall make a recommendation to the district board for a decision. The officer concerned shall be entitled to be present for the consideration of action to be taken but shall not be entitled to participate in the deliberation or to vote. Removal shall be by a two-thirds ballot vote of the entire elected district board excluding the member concerned. Notice of the elected district board’s decision shall be given with proof of service to the complainant and the officer concerned forthwith.

If dissatisfied with the district board’s
decision, the complainant or the officer concerned may appeal to the Zonta International Board within 45 days of the date on which the decision is mailed to the parties. Removal shall be by a two-thirds ballot vote of the entire Zonta International Board. Notice of the decision shall be immediately mailed with proof of service to the complainant and to the officer concerned.

The decision of the International Board shall be final.

If the district board fails to act on a written complaint, the Zonta International Board has full authority to initiate and impose discipline on its own.

**Proposed** by the Zonta International Bylaws and Resolutions Committee

**Rationale:** Removal from the district board is a serious matter, and due process must be observed in fairness to all parties. The nature of the complaint and the evidence for it must be made clear to the officer concerned, who must have the opportunity to respond fully to it. The proposed amendments:

(a) make clear the procedure that must be observed by the district Bylaws and Resolutions Committee in considering a complaint, rather than relying on a cross-reference to the procedure that applies at International Board level, which may give rise to confusion;

(b) clarify the necessity for the decision of the Zonta International Board on any appeal to be communicated promptly to those concerned; and

(c) confirm that any complaint should be in writing.

**Recommended for adoption** by the Zonta International Board

6.(c) **Article XIV. Clubs, SECTION 4. Officers and Directors, (e) Removal, p. 26.**

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<td><strong>SECTION 4. Officers and Directors.</strong> The officers of the club shall be at least a president, vice president, secretary and treasurer. There shall be at least two directors.</td>
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<td>(e) <strong>Removal.</strong> Club officers and directors may be removed by the club members for cause upon grounds permitted for removal at the international level (Article VII, Section 11). A complaint in writing against an officer or director for such behavior shall be referred by the club</td>
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board to a committee of club members elected by the members for investigation. The procedure shall be as specified in Article VII, Section 11.

Thereafter, the committee shall make a recommendation to the club members for a decision. Due notice in writing of the matter to be voted on at a meeting shall be given to all members. The board member concerned shall be entitled to be present for consideration of action to be taken but shall not be entitled to vote. Removal shall be by a two-thirds ballot vote of the club members present and voting.

If the club fails to act, the district board shall initiate disciplinary proceedings. If the district board fails to act, the Zonta International Board has full authority to initiate and impose discipline on its own.

The complaint shall include specific charges and available evidence and shall be mailed to the officer or director concerned upon receipt by the committee. The committee shall give the officer or director concerned at least 20 days to respond in writing and may hold a hearing with the officer or director, the complainant and witnesses, if any. The committee shall give the officer, complainant and any known witnesses at least 30 days written notice of the hearing.

Thereafter, the committee shall make a recommendation to the club members for a decision. Due notice in writing of the matter to be voted on at a meeting shall be given to all members. The board member officer or director concerned shall be entitled to be present for consideration of action to be taken but shall not be entitled to participate in the deliberation or vote. Removal shall be by a two-thirds ballot vote of the club members present and voting. Notice of the club decision shall be immediately mailed with proof of service to the complainant and to the officer or director concerned. If dissatisfied with the club’s decision, the complainant or the officer or director concerned may appeal to the District Board within 45 days from the date on which the notice of decision is mailed to the parties.

If the club fails to act on a written complaint, the complainant may notify the district board, which shall initiate disciplinary proceedings. The district board shall refer the written complaint to a committee elected by the district board, which shall include the district’s bylaws chairman and at least 2 other members who are not members of the officer or director’s club. The committee
shall mail the complaint to the officer or director concerned upon receipt by the committee. The committee shall give the officer or director concerned at least 20 days to respond in writing and may hold a hearing with the officer or director, the complainant and witnesses, if any. The committee shall give the officer, complainant and any known witnesses at least 30 days written notice of the hearing.

Thereafter, the committee shall make a recommendation to the district board for a decision. Due notice in writing of the matter to be voted on at a meeting shall be given to the district board. The officer or director concerned shall be entitled to be present for consideration of action to be taken but shall not be entitled to participate in the deliberation or vote. Removal shall be by a two-thirds ballot vote of the entire elected district board. Notice of the board decision shall be immediately mailed with proof of service to the complainant and to the officer or director concerned. If dissatisfied with the District Board’s decision, the complainant or the officer or director concerned may appeal to the Zonta International Board within 45 days from the date on which the notice of decision is mailed to the parties.

If the district board fails to act, the Zonta International Board has full authority to initiate and impose discipline on its own.

Proposed by the Zonta International Bylaws and Resolutions Committee

Rationale: Removal from the Club Board is a serious matter, and due process must be observed in fairness to all parties. The nature of the complaint and the evidence for it must be made clear to the officer concerned, who must have the opportunity to respond fully to it. The proposed amendments:

(a) make clear the procedure that must be observed by the club board in considering a complaint, rather than relying on a cross-reference to the procedure that applies at International Board level, which might give rise to confusion;

(b) make specific the right of appeal to the district board against any decision at club level;
(c) make clear the procedure that the district board must follow to ensure that any action it takes when considering a complaint in place of club action also observes due process and independent scrutiny of the case; and

(d) make specific the right of appeal to the Zonta International Board any decision of the district board.

**Recommended for adoption** by the Zonta International Board

6.(d) Article XIV. Clubs, SECTION 12. Suspension or Expulsion, (a) Club, p. 29.

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<td><strong>SECTION 12. Suspension or Expulsion.</strong>&lt;br&gt;(a) <strong>Club.</strong> Any club of Zonta International that has acted in a way to injure the good name of Zonta or to hamper its work may be suspended or expelled by the Zonta International Board. A complaint in writing against a club for such behavior may be made to the district board which shall refer the matter to the District Bylaws and Resolutions Committee for investigation. The procedure shall be as specified in Article VII Section 11. Thereafter, the committee shall make a recommendation to the district board. The district board shall make a recommendation to the Zonta International Board. A two-thirds ballot vote of the entire elected district board shall be required for a recommendation of suspension or expulsion. Notice of the district board recommendation shall be mailed with proof of service to the complainant and the club concerned. Suspension or expulsion shall be by a two-thirds ballot vote of the entire Zonta International Board. The decision of the Zonta International Board shall be final. If the district board fails to act, the Zonta International Board has full authority to initiate proceedings and impose discipline on its own. In the event of expulsion, all legal debts shall be paid and the remaining assets shall be disbursed as provided in Article IV, Section 2(c).</td>
<td><strong>SECTION 12. Suspension or Expulsion.</strong>&lt;br&gt;(a) <strong>Club.</strong> Any club of Zonta International that has acted in a way to injure the good name of Zonta or to hamper its work may be suspended or expelled by the Zonta International Board. A complaint in writing against a club for such behavior may be made to the district board which shall refer the matter to the District Bylaws and Resolutions Committee for investigation. The procedure shall be as specified in Article VII Section 11. The complaint shall include specific charges and available evidence and shall be mailed to the club president upon receipt by the committee. The committee shall give the club president at least 20 days to respond in writing and may hold a hearing with the club board and witnesses, if any. The committee shall give the complainant, club president and any known witnesses at least 30 days written notice of a hearing. Thereafter, the committee shall make a recommendation to the district board. The district board shall make a recommendation to the Zonta International Board. A two-thirds ballot vote of the entire elected district board shall be required for a recommendation of suspension or expulsion. Notice of the district board recommendation shall be mailed with proof of service to the complainant and the club concerned. Suspension or expulsion shall be by a two-thirds ballot vote of the entire Zonta International Board.</td>
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The decision of the Zonta International Board shall be final. If the district board fails to act, the Zonta International Board has full authority to initiate proceedings and impose discipline on its own. In the event of expulsion, all legal debts shall be paid and the remaining assets shall be disbursed as provided in Article IV, Section 2(c).

**Proposed** by the Zonta International Bylaws and Resolutions Committee

**Rationale:** Suspending or expelling a club from Zonta International is a serious matter, and due process must be observed in fairness to all parties. The nature of the complaint and the evidence for it must be made clear to the club concerned, which must have the opportunity to respond fully to it. The proposed amendment specifies the procedure to be followed at the district level in considering a complaint, rather than relying on a cross reference to the procedure at International level, which might give rise to confusion.

**Recommended for adoption** by the Zonta International Board

**6.(e) Article XIV. Clubs, SECTION 12. Suspension or Expulsion, (b) Member, p. 30.**

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<td><strong>SECTION 12. Suspension or Expulsion.</strong> (b) <strong>Member.</strong> Any member of a club who has acted in a way to injure the good name of Zonta or to hamper its work may be expelled by the club members. A complaint in writing against a member for such behavior may be made to the club board. The board shall refer the complaint to a committee appointed by the board for investigation. The procedure shall be as specified in Article VII Section 11. Thereafter, the committee shall make a recommendation to the club board. If the club board determines that further action regarding expulsion is necessary, it shall make a recommendation to the club members for a decision at a meeting of which written notice has been given to all members. The member concerned shall be entitled to be present for consideration of action to be taken but shall not be entitled to vote. A two-thirds ballot vote of club members present</td>
<td><strong>SECTION 12. Suspension or Expulsion.</strong> (a) <strong>Member.</strong> Any member of a club who has acted in a way to injure the good name of Zonta or to hamper its work may be expelled by the club members. A complaint in writing against a member for such behavior may be made to the club board. The board shall refer the complaint to a committee appointed by the board for investigation. Neither the member concerned nor the complainant shall be appointed to the committee. The procedure shall be as specified in Article VII Section 11. The complaint shall include specific charges and available evidence. The committee shall give the member concerned at least 20 days to respond in writing and may hold a hearing with the member concerned, the complainant and witnesses, if any. The committee shall give the member, the complainant, and any known witnesses at least 30 days written notice of the</td>
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and voting shall be necessary for expulsion of a member.

Notice of the board or club decision shall be mailed with proof of service to the complainant and to the member concerned forthwith. The decision of the club board or club members may be appealed by the complainant or the member concerned to the district board within 45 days from the date on which the notice of decision is mailed to the parties. Expulsion shall be by a two-thirds ballot vote of the entire elected district board. The decision of the district board shall be mailed with proof of service to the complainant and to the member concerned forthwith.

The decision of the district board may be appealed by the parties to the Zonta International Board within 45 days from the date on which the notice of decision is mailed to the parties. Expulsion shall be by a two-thirds ballot vote of the entire Zonta International Board. The decision of the Zonta International Board shall be final.

If the club fails to act, the district board shall initiate disciplinary proceedings. If the district board fails to act, the Zonta International Board has full authority to initiate proceedings and to impose discipline on its own.

hearing.

Thereafter, the committee shall make a recommendation to the club board. If the club board determines that further action regarding expulsion is necessary, it shall make a recommendation to the club members for a decision at a meeting of which written notice has been given to all members. The member concerned shall be entitled to be present for consideration of action to be taken but shall not be entitled to participate in the deliberation or vote. A two-thirds ballot vote of club members present and voting shall be necessary for expulsion of a member.

Notice of the board or club decision shall be mailed with proof of service to the complainant and to the member concerned forthwith. The decision of the club board or club members may be appealed by the complainant or the member concerned to the district board within 45 days from the date on which the notice of decision is mailed to the parties. Expulsion shall be by a two-thirds ballot vote of the entire elected district board. The decision of the district board shall be mailed with proof of service to the complainant and to the member concerned forthwith.

The decision of the district board may be appealed by the parties concerned to the Zonta International Board within 45 days from the date on which the notice of decision is mailed to the parties. Expulsion shall be by a two-thirds ballot vote of the entire Zonta International Board. The decision of the Zonta International Board shall be final.

If the club fails to act, the complainant may refer the matter to the district board, which shall initiate disciplinary proceedings. The district board shall refer the written complaint to a committee appointed by the district board, which shall include the district’s bylaws chairman and at least 2 other
members who are not members of the club of the member concerned or the complainant. The committee shall mail the complaint to the member concerned upon receipt by the committee. The committee shall give the member concerned at least 20 days to respond in writing and may hold a hearing with the member, the complainant and witnesses, if any. The committee shall give the member, complainant and any known witnesses at least 30 days written notice of the hearing.

Thereafter, the committee shall make a recommendation to the district board for a decision. Due notice in writing of the matter to be voted on at a meeting shall be given to the board and to the member concerned, who shall be entitled to be present for consideration of the action to be taken but shall not be entitled to participate in the deliberation or vote. Expulsion shall be by a two-thirds vote of the entire district board. Notice of the board decision shall be immediately mailed with proof of service to the member concerned and to the complainant. If dissatisfied with the district board’s decision, the member concerned or the complainant may appeal to the Zonta International Board within 45 days from the date on which the notice of decision is mailed to the parties.

If the district board fails to act, the Zonta International Board has full authority to initiate proceedings and to impose discipline on its own.

Proposed by the Zonta International Bylaws and Resolutions Committee
**Rationale:** Expulsion of a member from Zonta International is a serious matter, and due process must be observed in fairness to all parties. The nature of the complaint and the evidence for it must be made clear to the member concerned, who must have the opportunity to respond fully to it. The proposed amendments:

(a) make clear the procedure that must be observed by the club board and the appointed committee in considering a complaint, rather than relying on a cross-reference to the procedure that applies at International Board level, which might give rise to confusion;

(b) give a member is sufficient time to respond to a complaint and give all concerned sufficient notice of any hearing to consider the complaint;

(c) specify the right of a complainant to refer the matter to the district board, in the absence of action at club level;

(d) make clear the procedure that the district board and district Bylaws and Resolutions Committee must follow to ensure that any action it takes when considering a complaint in place of club action also observes due process and independent scrutiny of the case;

(e) make specific the right of appeal to the Zonta International Board any decision of the district board taken in place of club action.

**Recommended for adoption** by the Zonta International Board

**The following two proposals from District 23 relate to proxies.**


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<td>SECTION 4. Convention Voting Members. Voting members to convention shall be</td>
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<tr>
<td>members of the Zonta International Board, past international presidents,</td>
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<tr>
<td>governors and delegates from each club in good standing.</td>
<td>governors and delegates from each club in good standing.</td>
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<td>*       *       *</td>
<td>*       *       *</td>
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(b) **Proxies.** Any club unable to send a delegate to convention may be represented by proxy. A club choosing to be represented by proxy shall be entitled to its total votes by proxy. A club may carry the proxy votes from two other clubs except that the total votes carried by one club may not exceed five.

(b) **Proxies.** Any club unable to send a delegate to convention may be represented by proxy. A club choosing to be represented by proxy shall be entitled to its total votes by proxy. A club may carry the proxy votes from two other clubs except that the total votes carried by one club may not exceed five.

(c) **Emergency Proxies.** A club with a delegate, who is the sole member of the club attending convention, shall be entitled to an emergency proxy to be carried by another club.
Proposed by District 23

Rationale: Clubs without any members attending convention are entitled to be represented by proxy and thus have the opportunity to vote their choice for candidates, changes to bylaws and resolutions, adoption of projects and programs etc., through another club.

However, when a club delegate is the sole member of the club at Convention and unable to be present to cast the club’s votes because of sickness or urgent and unforeseen circumstances, the club does not have an alternate to carry the votes. In such cases, allowing a club to appoint an emergency proxy from another club would be inclusive and equitable and allow all clubs the opportunity to exercise their right to vote.

Recommended for adoption by the Zonta International Board

NOTE: If adopted, the Glossary of Zonta International will be updated to define emergency.

7.(b) Article XIII. Districts, SECTION 11. Meetings, p. 22.

<table>
<thead>
<tr>
<th>Present Wording</th>
<th>Proposed Wording</th>
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</thead>
<tbody>
<tr>
<td>(4) Conference Voting Members. The voting members of the district conference shall be the governor, lieutenant governor, area directors, treasurer and the delegates of each club in good standing.</td>
<td>(4) Conference Voting Members. The voting members of the district conference shall be the governor, lieutenant governor, area directors, treasurer and the delegates of each club in good standing.</td>
</tr>
<tr>
<td>*       *       *</td>
<td>*       *       *</td>
</tr>
<tr>
<td>(b) Proxies. A club may be represented by proxy at a district conference. A club represented by proxy shall be entitled to its total votes by proxy. No club may be represented by proxy at more than two consecutive conferences. A club may carry the proxy votes from no more than two other clubs except that the total votes carried by one club may not exceed five.</td>
<td>(b) Proxies. A club may be represented by proxy at a district conference. A club represented by proxy shall be entitled to its total votes by proxy. No club may be represented by proxy at more than two consecutive conferences. A club may carry the proxy votes from no more than two other clubs except that the total votes carried by one club may not exceed five.</td>
</tr>
<tr>
<td>(c) Emergency Proxies. A club with a delegate, who is the sole member of the club attending conference, shall be entitled to an emergency proxy to be carried by another club.</td>
<td>(c) Emergency Proxies. A club with a delegate, who is the sole member of the club attending conference, shall be entitled to an emergency proxy to be carried by another club.</td>
</tr>
</tbody>
</table>

Proposed by District 23

Rationale: There should be consistency between voting members at district conference and voting members at the International Convention.

Recommended for adoption by the Zonta International Board

Approval of this amendment may affect plurality of the appearance of club director(s) in other areas of the bylaws.

<table>
<thead>
<tr>
<th>Present wording</th>
<th>Proposed wording</th>
</tr>
</thead>
<tbody>
<tr>
<td>SECTION 4. Officers and Directors. The officers of the club shall be at least a president, vice president, secretary and treasurer. There shall be at least two directors.</td>
<td>SECTION 4. Officers and Directors. The officers of the club shall be at least a president, vice president, secretary and treasurer or dual treasurer/secretary. There may be one or more directors.</td>
</tr>
</tbody>
</table>

Proposed by the Zonta International Board

Rationale: The proposed wording shall give more flexibility to the clubs to organize the club board with or without director(s) according to the size of the club and the club prerequisites. For the same reason the term of office is flexible.

Recommended for adoption by the Zonta International Board


<table>
<thead>
<tr>
<th>Present wording</th>
<th>Proposed wording</th>
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<tbody>
<tr>
<td>SECTION 5. Duties of Officers. The officers of the club shall perform the duties prescribed by the club, by the bylaws and rules of procedure of Zonta International, and by the parliamentary authority adopted by the organization.</td>
<td>SECTION 5. Duties of Officers. The officers of the club shall perform the duties prescribed by the club, by the bylaws and rules of procedure of Zonta International, and by the parliamentary authority adopted by the organization.</td>
</tr>
<tr>
<td>(a) President. The president shall preside at all meetings of the club and of the board and shall be the chief executive officer of the club. Subject to approval by the board, the president shall appoint chairmen of standing committees and all other committees except the Nominating Committee. The president shall be ex-officio a member of all committees except the Nominating Committee.</td>
<td>(a) President. The president shall preside at all meetings of the club and of the board and shall be the chief executive officer of the club. Subject to approval by the board, the president shall appoint chairmen of committees except the Nominating Committee. The president shall be ex-officio a member of all committees except the Nominating Committee.</td>
</tr>
<tr>
<td>(d) Treasurer. The treasurer shall be responsible for the funds of the club and shall administer them in accordance with the approved club budget. The treasurer shall make monthly reports to the board and the club and be ex-officio a member of the Finance Committee. No later than 45</td>
<td>(d) Treasurer. The treasurer shall be responsible for the funds of the club and shall administer them in accordance with the approved club budget. The treasurer shall make monthly reports to the board and the club and be ex-officio a member of the Finance Committee. No later than 45 days after the term of</td>
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days after the term of office ends, the treasurer shall turn all records over to the successor.

Proposed by the Zonta International Board

Rationale: The proposed wording shall give flexibility to clubs to organize the internal structure and responsibility of the club board and the club.

Recommended for adoption by the Zonta International Board

10. Article XIV. Clubs, SECTION 7. Meetings, p. 28.

<table>
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<tr>
<th>Present wording</th>
<th>Proposed wording</th>
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<tr>
<td><strong>SECTION 7. Meetings.</strong> Meetings shall be held as provided in the club’s bylaws. E-clubs may hold their meetings through the use of electronic communication. The quorum shall be determined by vote of the club provided that no less than one-fourth of the members shall constitute a quorum at any regular or special meeting of the club. Guidelines for club meetings are in the Zonta Club Manual.</td>
<td><strong>SECTION 7. Meetings.</strong> Meetings shall be held as provided in the club’s bylaws. Clubs may hold their meetings through the use of electronic communication. The quorum shall be determined by vote of the club provided that no less than one-fourth of the members shall constitute a quorum at any regular or special meeting of the club. Guidelines for club meetings are in the Zonta Club Manual.</td>
</tr>
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</table>

Proposed by the Zonta International Board

Rationale: The proposed wording provides flexibility to clubs. E-clubs are regular Zonta clubs. Also, in traditional club if technology allows, members may attend a meeting via electronic communication. For example, it can be of interest for clubs where distance is a concern.

Recommended for adoption by the Zonta International Board

11. Article XIV. Clubs, SECTION 9, Committees, p. 29.

<table>
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<tr>
<th>Present wording</th>
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<tr>
<td>Committees shall include a Membership Committee, a Service Committee, an Advocacy Committee and such other committees as the club board may authorize. Guidelines for club committees are in the Zonta Club Manual.</td>
<td>Committees shall include a Membership Committee, a Service Committee, an Advocacy Committee and such other committees as be authorized by the club board may authorize. Guidelines for club committees are in the Zonta Club Manual.</td>
</tr>
</tbody>
</table>

Proposed by the Zonta International Board

Rationale: Committees are necessary to provide a structure under which the club will operate, club members need to have the flexibility to vary the number and function of those committees.

Recommended for adoption by the Zonta International Board
The following two proposals from District 9 relate to the addition of Junior Z Clubs.


<table>
<thead>
<tr>
<th>Present Wording</th>
<th>Proposed Wording</th>
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<tbody>
<tr>
<td>SECTION 12. <strong>Z Club and Golden Z Club Committee.</strong> It shall provide resources</td>
<td>SECTION 12. <strong>Z Club and Golden Z Club Committee.</strong> It shall provide resources</td>
</tr>
<tr>
<td>and information to encourage the formation of Z clubs and Golden Z clubs, and</td>
<td>and information to encourage the formation of Z clubs, Junior Z clubs and Golden</td>
</tr>
<tr>
<td>provide ongoing support. From submissions put forward by Zonta clubs, this</td>
<td>Z clubs, and provide ongoing support. From submissions put forward by Zonta clubs,</td>
</tr>
<tr>
<td>committee shall select and recommend to the Zonta International Board</td>
<td>this committee shall select and recommend to the Zonta International Board</td>
</tr>
<tr>
<td>candidates for the annual Emma L. Conlon Service Awards.</td>
<td>candidates for the annual Emma L. Conlon Service Awards.</td>
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</table>

**Proposed by District 9**

**Rationale:** Junior Z club members will be sub-teens generally between the ages of 11 – 14 years old, in intermediate or middle schools. Supporting community and international service projects is one way for Junior Z members to become well educated individuals with positive self-esteem. Junior Z members can be mentored by the local Z/Golden Z Club members as they collaborate on service and advocacy projects. Zonta Club members provide resources and information which encourage service to the school and community and an international awareness among Junior Z members. Association early in the Zonta mission creates a lifetime of empowerment, beginning at a critical age. Not only do Junior Z club members represent future members of Zonta, but their service and advocacy give credibility to the Zonta mission. This will result in increased awareness and membership. Future leaders building a better future through service and advocacy: Adding mentoring to the possible activities of Golden Z and Z Clubs will enhance opportunities for youth taking responsibility for training/encouraging other youth and setting examples for service and advocacy. One example is the Vista Grande High School Z Club in District 9, Area 5, is already working with a sanctioned (non-Zonta) school club in this category. They have approximately 20 members and have a list of girls from lower grades waiting to join. The current goals in the Z/Golden Z Club Manual fits exactly with the proposed goals for Junior Z club participants. By adding the Junior Z club to the current By Laws and the Z/Golden Z Club manual, it does not change the intent or language already accepted. The one addition which should be added to the Z/Golden Z Club manual would be: Service projects in middle school, though similar in nature to examples in the manual, need to be age appropriate.

**Not recommended for adoption** by the Zonta International Board, with the following rationale:

Neither the Zonta International Bylaws nor the Zonta International Z and Golden Z Manual prescribe any age group for potential membership of either a Z or Golden Z club. In the case of Z clubs, the manual describes members as being "young people" drawn from "secondary schools or communities" and makes no reference to an age group. However, legal guidelines for working with youth are often stringent and vary from country to country. Currently, it is not Zonta International’s primary focus to work with young people below secondary education age and to do so requires caution and evaluation.

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<tr>
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<tr>
<td><strong>SECTION 10. Z Clubs and Golden Z Clubs.</strong> (a) Z clubs and Golden Z clubs are service programs formed and sponsored by a Zonta club. Guidelines are in the Zonta International Z Club and Golden Z Club Manual. (b) The sponsoring Zonta club shall pay a charter fee and an annual renewal fee in US dollars. The renewal fee shall be used toward the administration of the Z Club program of Zonta International.</td>
<td><strong>SECTION 10. Z Clubs and Golden Z Clubs.</strong> (a) Z clubs, Junior Z clubs, and Golden Z clubs are service programs formed and sponsored by a Zonta club. Guidelines are in the Zonta International Z Club, Junior Z clubs, and Golden Z Club Manual. (b) The sponsoring Zonta club shall pay a charter fee and an annual renewal fee in US dollars. The renewal fee shall be used toward the administration of the Z Club program of Zonta International. (c) Junior Z Club will operate under the auspices of the school where it is formed and functions. Privacy and Insurance Liability would be covered under the school policies and guidelines.</td>
</tr>
</tbody>
</table>

**Proposed** by District 9

**Rationale:** Junior Z club members will be sub-teens generally between the ages of 11 – 14 years old, in intermediate or middle schools. Supporting community and international service projects is one way for Junior Z members to become well educated individuals with positive self-esteem. Junior Z members can be mentored by the local Z/Golden Z Club members as they collaborate on service and advocacy projects. Zonta Club members provide resources and information which encourage service to the school and community and an international awareness among Junior Z members. Association early in the Zonta mission creates a lifetime of empowerment, beginning at a critical age. Not only do Junior Z club members represent future members of Zonta, but their service and advocacy gives credibility to the Zonta mission. This will result in increased awareness and membership. Future leaders building a better future through service and advocacy: Adding mentoring to the possible activities of Golden Z and Z Clubs will enhance opportunities for youth taking responsibility for training/encouraging other youth, and setting examples for service and advocacy. One example is the Vista Grande High School Z Club in District 9, Area 5, is already working with a sanctioned (non-Zonta) school club in this category. They have approximately 20 members and have a list of girls from lower grades waiting to join. The current goals in the Z/Golden Z Club Manual fits exactly with the proposed goals for Junior Z club participants. By adding the Junior Z club to the current By Laws and the Z/Golden Z Club manual, it does not change the intent or language already accepted. The one addition which should be added to the Z/Golden Z Club manual would be: Service projects in middle school, though similar in nature to examples in the manual, need to be age appropriate.

**Not recommended for adoption** by the Zonta International Board, with the following rationale:

While neither Zonta International Bylaws nor Zonta International Z or Golden Z Club Manual makes reference to the age group of Z club members (see rationale to 8.(a)), any districts wishing to form a club with sub-teens between the age of 11 - 14 years of age may do so in accordance with any specific insurance or country law requirement (in which
the club is located). However, legal guidelines for working with youth are often stringent, and currently it is not Zonta International’s primary focus to work with young people below secondary education age and to do so requires caution and evaluation.

**The following four proposals from District 4 relate to voting.**

13.(a) **Article XIII. Districts, SECTION 6. Officers, (b) Election, page 18.**

<table>
<thead>
<tr>
<th>Present Wording</th>
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<tr>
<td><em>(b) Election.</em> Officers, with the exception of the secretary, shall be elected at the district conference immediately preceding the convention. Election shall be by ballot vote of voting members present and voting. Area directors and/or vice area directors shall be elected by the delegates from the clubs in that area, either at the district conference, or, at the option of the district, at the area meeting immediately preceding the convention. Elections at area meetings shall be in accordance with the procedures in Article XIII, Section 11 (a)(4)(a).</td>
<td><em>(b) Election.</em> Officers, with the exception of the secretary, shall be elected at the district conference immediately preceding the convention. Election shall be by ballot vote of voting members present and voting. The election shall be by conference voting members. Area directors and/or vice area directors shall be elected by the delegates from the clubs in that area, either at the district conference, or, at the option of the district, at the area meeting immediately preceding the convention. Elections at area meetings shall be in accordance with the procedures in Article XIII, Section 11 (a)(4)(a).</td>
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</table>

**Proposed by District 4**

**Rationale:** Under Article XIII – Districts, elections must be held by ballot. When there is only 1 nominee for a position, a ballot election still must be held. A ballot process for only 1 nominee:

- Takes time out of the business sessions that could be spent differently – e.g. guest speakers, updates of various programs;
- Does not make any difference in candidate outcome. E.g. there has never been a time when a single nominee was not successful in achieving office at District 4;
- The voting members generally don’t understand why it is necessary to vote for a single nominee;
- The process is redundant and unnecessary. e.g. just because the by-laws say so;
- Utilizes resources at conference that could be used more productively elsewhere e.g. tellers, setting up polling locations;

According to Robert’s Rules, it is unnecessary to even take a voice vote. Acclamation means unanimous consent. If the Zonta membership does not bring forward an additional qualified nominee, there is consent. The presiding officer needs to announce this but no further voting is required. Currently “by ballot” appears to 2 sections of the by-laws, Section 6(b) and Section 14. This can be confusing. This proposal moves how the election is conducted “by ballot” or “acclamation” to section 14. The proposal also simplifies the language in this section by using the term “conference voting members”. This terminology is used elsewhere in the by-laws, Article IV Section 11 and Section 14. Conference voting members provides greater clarity than the term “voting members.
present and voting”.
Under Robert's Rules of Order, “If only one person is nominated and the bylaws do not require that a ballot vote be taken, the chair, after ensuring that in fact, no members present wish to make further nominations, simply declares that the nominee is elected” (Robert's Rules, 11th ed., p. 443.)

In order to take advantage of acclamation the by-laws must be amended to remove ballot voting when there is only one candidate.

Not recommended for adoption by the Zonta International Board, with the following rationale:

The proposed amendment aims to change the method of election in the Bylaws. The ballot vote provides transparency and the minutes shall record that a majority of votes elected the candidate as required in the Bylaws. An affirmative majority vote gives the candidate a mandate to carry out the obligations of the elected position and shows support for the candidate. The quoted section of Robert's Rules of Order refers to a situation in which the Bylaws do not require election by ballot.


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<tr>
<td>SECTION 14. Election. Election shall be by ballot vote, and a majority vote of the conference voting members shall elect district officers. In the event that no candidate receives a majority of the votes cast for any office, only the two candidates receiving the largest number of votes shall remain on the second ballot. The district Nominating Committee shall be elected by plurality vote.</td>
<td>SECTION 14. Election. Election shall be by ballot vote and unless there is but one nominee for the office. If there is only one nominee, the nominee shall be acclaimed to office. The presiding officer shall announce this to the conference voting members. If a ballot vote is required a majority vote of the conference voting members shall elect district officers. In the event that no candidate receives a majority of the votes cast for any office, only the two candidates receiving the largest number of votes shall remain on the second ballot. The district Nominating Committee shall be elected by plurality vote.</td>
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Proposed by District 4

Rationale: Under Article XIII – Districts, elections must be held by ballot. When there is only 1 nominee for a position, a ballot election still must be held. A ballot process for only 1 nominee:
- Takes time out of the business sessions that could be spent differently – e.g. guest speakers, updates of various programs;
- Does not make any difference in candidate outcome. E.g. there has never been a time when a single nominee was not successful in achieving office at District 4;
- The voting members generally don’t understand why it is necessary to vote for a single nominee;
- The process is redundant and unnecessary. e.g. just because the by-laws say so;
• Utilizes resources at conference that could be used more productively elsewhere e.g. tellers, setting up polling locations;

According to Robert’s Rules, it is unnecessary to even take a voice vote. Acclamation means unanimous consent. If the Zonta membership does not bring forward an additional qualified nominee, there is consent. The presiding officer needs to announce this but no further voting is required. Currently “by ballot” appears to 2 sections of the by-laws, Section 6(b) and Section 14. This can be confusing. This proposal moves how the election is conducted “by ballot” or “acclamation” to section 14. The proposal also simplifies the language in this section by using the term “conference voting members”. This terminology is used elsewhere in the by-laws, Article IV Section 11 and Section 14. Conference voting members provides greater clarity than the term “voting members present and voting”.

Under Robert's Rules of Order, “If only one person is nominated and the bylaws do not require that a ballot vote be taken, the chair, after ensuring that in fact, no members present wish to make further nominations, simply declares that the nominee is elected” (Robert's Rules, 11th ed., p. 443.)

In order to take advantage of acclamation the by-laws must be amended to remove ballot voting when there is only one candidate.

Not recommended for adoption by the Zonta International Board, with the following rationale:

The proposed amendment aims to change the method of election in the Bylaws. The ballot vote provides transparency and the minutes shall record that a majority of votes elected the candidate as required in the Bylaws. An affirmative majority vote gives the candidate a mandate to carry out the obligations of the elected position and shows support for the candidate. The quoted section of Robert’s Rules of Order refers to a situation in which the Bylaws do not require election by ballot.


<table>
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<tr>
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<tbody>
<tr>
<td>(b) Election. At the election meeting, officers and directors shall be elected by ballot vote unless there is but one nominee for the office, in which case a voice vote may be taken. A majority vote shall elect. At the option of the club, balloting may be by mail.</td>
<td>(b) Election. At the election meeting, officers and directors shall be elected by ballot vote unless there is but one nominee for the office in which case a voice vote may be taken. A majority vote shall elect the nominee shall be acclaimed to office. The presiding officer shall announce this to the club voting members. At the option of the club, balloting may be by mail.</td>
</tr>
</tbody>
</table>

Proposed by District 4

Rationale: In order to align this proposals with the recommendations under Section 9(a) and 9(b) above, changes need to be made to the sections dealing with club elections. Again Robert’s Rules of Order do not require that a further voice vote be taken.

Not recommended for adoption by the Zonta International Board, with the following rationale:
The proposed amendment aims to change the method of election in the Bylaws. The ballot vote provides transparency and the minutes shall record that a majority of votes elected the candidate as required in the Bylaws. An affirmative majority vote gives the candidate a mandate to carry out the obligations of the elected position and shows support for the candidate. The quoted section of Robert’s Rules of Order refers to a situation in which the Bylaws do not require election by ballot. Further, the proposed amendment attempts to eliminate the requirement for a majority to elect a nominee even if there is a ballot vote. A majority vote is essential for the democratic process.

13.(d) Article XIV. Clubs, SECTION 8. Nominating Committee, (b) Election, p. 28.

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<tr>
<th>Present Wording</th>
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<tr>
<td>(b) Election. If nominees are unopposed, a vote vote may be taken and committee members may select their own chairman. If elected by ballot vote, the designated number of committee nominees receiving the highest number of votes shall constitute the club Nominating Committee. The member receiving the highest number of votes shall be chairman of the Nominating Committee.</td>
<td>(b) Election. If nominees are unopposed, a vote vote may be taken and committee members may select their own chairman. They shall be acclaimed to office and announced to the club by the presiding officer. The Nominating Committee may select their own Chair if the Committee has been acclaimed to office. If elected by ballot vote, the designated number of committee nominees receiving the highest number of votes shall constitute the club Nominating Committee. The member receiving the highest number of votes shall be chairman of the Nominating Committee.</td>
</tr>
</tbody>
</table>

**Proposed** by District 4

**Rationale:** In order to align this proposals with the recommendations under Section 9(a) and 9(b) above, changes need to be made to the sections dealing with club elections. Again Robert’s Rules of Order do not require that a further voice vote be taken.

**Not recommended for adoption** by the Zonta International Board, with the following rationale:

The ballot vote provides transparency and the minutes shall record that a majority of votes elected the candidate as required in the Bylaws. An affirmative majority vote gives the candidate a mandate to carry out the obligations of the elected position and shows support for the candidate.

14. Throughout the Zonta International Bylaws, replace the term “chairman” with “chairperson.”

**Proposed** by District 2

**Rationale:** Make the bylaws gender neutral.

**Not recommended for adoption** by the Zonta International Board, with the following rationale:
The term “chairman” used in the Bylaws is to prescribe the leadership position, which is consistent with *Robert's Rules of Order*. The term "chair" or, in this case, “chairperson” is more appropriately used for anyone who is actually presiding at a meeting, who may or may not be the “chairman” referred to in the Bylaws. The term “chairman” has already been defined as gender neutral in the Glossary of Zonta International.

15. **Article X. Convention, SECTION 2. Time, Place and Program, p. 12.**

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<thead>
<tr>
<th>Present Wording</th>
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<tr>
<td><strong>SECTION 2. Time, Place and Program.</strong> The Zonta International Board shall determine time, place and program of the convention.</td>
<td><strong>SECTION 2. Time, Place and Program.</strong> (a) The Zonta International Board determines time, place and program of the convention. (b) In addition to the full registration fee, a daily registration fee is offered allowing Zonta members who are not delegates, and guests to attend conventions for single days. The Board may also determine fees for single events.</td>
</tr>
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</table>

Proposed by District 27

**Rationale:**

1. Daily registration fees were offered so far at the Conventions in San Antonio and Torino, enabling Zonta members who could not participate in the whole Convention to participate at least in some events.

2. In order to effectively allow attendance of motivated members who cannot attend the whole convention, the “daily” fee should be an actual and reduced fee, adequate for and proportional to the attendance.

3. The decrease of income for the fees will be compensated for by the increased income due to more Zontians attending the convention.

4. The considerations having motivated the vote of this proposal at the previous conventions are still pertinent:
   - To allow Zonta members to attend conventions only for single days (due to lack of free days, desire just to taste the character of a convention, not able to leave children alone during 6 days, the convention city is too close or too well-known to spend holidays in).
   - To create revenues from those members who (without day tickets) would not attend at all.
   - To attract more volunteers assisting the convention for single days (who would not want to pay the full registration fee for only single days or who cannot leave their jobs for 6 days or who can only volunteer part time).
   - It is nowadays technically feasible to create name tags indicating for how many and for which days registration fee has been paid. Those name tags would also facilitate checking on identities of attendees and/or volunteers. In the past some members used a fellow member’s entry card to avoid paying.

**Not recommended for adoption by the Zonta International Board**, with the following rationale:
While it is understandable that District 27 desires to make Convention affordable for everyone who cannot attend the entire Convention, this is a policy proposal which should not be included in the Bylaws. Each Convention is unique, with its own set of circumstances. The Convention organizers need flexibility to determine in which instances daily rates can be allowed. Mandating a daily rate could have unforeseen implications for the budget.

**Proposed amendments to the Rules of Procedure of Zonta International**


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<tr>
<td>6. Circularization. (1) Membership lists (i.e. club rosters, Zonta International directories, district directories, or other lists including members' addresses and/or telecommunications numbers) are not to be made available to non-Zontians, or used by Zontians for the purposes of selling goods and services or for personal, financial or political gain. (2) Zontians will not use membership lists or act in any other way to contact other Zontians for the purposes of lobbying for or against proposals that will be voted on, or for or against nominations for office or candidates who are running for office, at international conventions, district conferences or other Zonta meetings. (3) Membership lists may be provided to other organizations with the approval of the International Board and with that of the district boards and in compliance with any local privacy legislation. (4) Except as is mentioned above, Zontians are encouraged to network with each other for business purposes.</td>
<td>6. Circularization. (1) Membership lists (i.e. club rosters, Zonta International directories, district directories, or other lists including members' addresses and/or telecommunications numbers) are not to be made available to non-Zontians, or used by Zontians for the purposes of selling goods and services or for personal, financial or political gain. (2) Zontians shall not use membership lists or contact details or act in any other way to contact other Zontians for the purposes of lobbying for or against proposals that will be voted on, or for or against nominations for office or candidates who are running for office at any level of Zonta, international conventions, district conferences or other Zonta meetings. (3) Membership lists may be provided to other organizations with the approval of the International Board and with that of the district boards and in compliance with any local privacy legislation. (4) Except as is mentioned above, Zontians are encouraged to network with each other for business purposes.</td>
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</table>

**Proposed** by the Zonta International Board

**Rationale:** Membership lists and/or contact details for Zontians should not be made available to non-Zontians or other organizations. The retention of this requirement keeps Zonta in compliance with the General Data Protection Regulations implemented by the EU ("GDPR"), which protects personal data. Deletion of the words “for or against proposals that will be voted on” allows Zontians to discuss proposals and make informed decisions in a democratic manner.

**Recommended for adoption** by the Zonta International Board
1. RESOLUTION on a pilot project “Individual Membership Category” to continue for the 2020-2022 Biennium.

Proposed by the Zonta International Board

Whereas, The Zonta International Bylaws Article IV, Members, SECTION 1. Categories, defines the Zonta International membership categories as “The membership of Zonta International shall consist of Zonta clubs in good standing, and the following individual members: international honorary members and past international presidents”; and

Whereas, The Zonta International Bylaws, Article XIV, Clubs, SECTION 2. Members (b) Classified Member (1) Membership shall be drawn from women and men with experience in a recognized business or profession. (2) A candidate must be willing to actively support and implement the Objects of Zonta; and

Whereas, The Zonta International Bylaws, Article V, Dues and Fees, SECTION 2. Zonta International Dues and Fees defines dues and fees shall be payable in accordance with the Rules of Procedure of Zonta International; and

Whereas, The Zonta International Bylaws, Article V, Dues and Fees, SECTION 3. New Member/Charter Member/Reinstated Member Fee defines these fees to be paid to Zonta International; and

Whereas, Persons who want to support Zonta’s mission and want to become a member of Zonta without being affiliated with a club; and

Whereas, To expand Zonta’s global reach to further its mission to empower women through service and advocacy.

NOW, THEREFORE, be it resolved,

that a pilot project “Individual Membership Category” introduced for the biennium 2018-2020 is continued to be conducted during the 2020-2022 biennium to attract people with experience in a recognized business or profession who want to support the objects of Zonta International without being a member of a club. For the 2022 convention, the Zonta International Board shall prepare a report with the results from the biennium of 2020-2022.

DEFINITIONS

Individual Membership: An individual member is a person in a recognized business or profession who wants to join Zonta without being committed to a club. An individual member holds direct membership with Zonta International and may later transfer to a club in his/her geographical location.

Period for Individual Membership: If it is decided at the 2022 Convention not to continue with this new membership category, those members in this category may continue under the terms of this resolution until they terminate their membership.

International dues for individual members: An individual member shall pay per capita dues (North American members pay an additional US $3.00 for insurance liability), new member fee and, if applicable, reinstated member fee. No additional dues and fees (club and district) apply unless the individual transfers to a club, at which time the individual pays the club and district dues.
RIGHTS AND RESPONSIBILITIES

The individual member is directly connected to Zonta International. They may attend an international convention and seminars. They may attend a district conference and/or club meeting with the approval of the district and/or club. They are not entitled to vote at any level of Zonta. They may serve on an International Committee as a member but are not eligible to serve on the Zonta International Board or Zonta International Foundation Board.

The individual member shall comply with the bylaws and other regulations of Zonta International.

Rationale: The results from the pilot project “Individual Membership Category” that was introduced for the biennium of 2018-2020 have been very positive. By 31 January 2020 95 individuals have joined Zonta through this category of which 60% are new members.

This option has attracted individuals who want to be a part of Zonta and support Zonta without being a member of a club. Many clubs and districts have discovered the potential to broaden Zonta’s reach and amplify Zonta’s voice and to increase Zonta’s membership worldwide by promoting “Individual Membership”. In addition to getting new members, former members have returned to our organization and a few members have become individual members instead of leaving the organization.

Increasing individualization in many parts of the world has led to a decreasing interest for memberships overall, which has financial consequences for the organization. Many organizations have therefore abandoned a “one size fits all” type of membership and offer different options. For Zonta as well, it is prudent to explore additional membership opportunities. This proposed continuation to the pilot project for a membership category named “Individual Membership” would allow that.

Recommended for adoption by Zonta International Board.

2. RESOLUTION on conducting an overall review of Zonta International.

Proposed by: Zonta International Board

Entering the new century Zonta International needs to make bold decisions to ensure that the organization is in the best position to remain a leading global organization for empowering women and girls.

The time is right to analyze whether a simplified framework for membership, governance and operations would help Zonta meet the challenges of change.

In recognition of work initiated in this biennium, the Zonta international Board proposes that an overall review of Zonta International’s organizational structure be conducted under the leadership of the Zonta International Board for the 2020-2022 biennium. The Board will engage with the membership as it conducts a review of Zonta International including its memberships base, governing structures and operational framework with the goal to identify areas in need of reform and to make recommendations for potential changes.

A report to the Zonta International Convention 2022 along with potential recommended changes will be presented.

Rationale: We live in a rapidly changing world. Geopolitical, financial and environmental changes and technological advancements have wide-ranging implications for all societies and individuals. We are facing new challenges such as aging populations in developed countries, urbanization, climate change and its various implications as well as
digitalization. The vision and mission of Zonta International are however still as relevant today as in the past. They will remain the guiding light for Zonta in the foreseeable future. Our work is not done, gender equality is still a long way off.

In recent years social media and other modern ways of networking have radically changed the way we communicate, advocate and work together. Loosely structured organizations and movements, among them #MeToo, have gained ground and supporters globally.

At the same time, Zonta International's membership numbers have, similarly to many other membership organizations, been in decline. In 2000, Zonta International had 33,853 members. On 31 December 2019, the number of members was 27,582.

The potential club members of Zonta have more options than ever before for spending their time and more possibilities for philanthropic engagement at both local and global levels. It has been especially challenging to engage younger women as they are less attracted by traditional membership organizations. Studies show that younger generations want more immediate results and alternatives to conventional meetings. The individual membership category piloted during the biennium 2018-2020 has shown that there is room for alternative options to support Zonta and its mission.

As Zonta International enters a new century, the time is right to analyze whether the organization could benefit from simplified frameworks for membership, governance and operations that would allow Zonta to:

- Focus on its mission and objects.
- Retain the democratic structure of the organization.
- Safeguard sustainable and effective operations.
- Retain members of all ages, geographic locations and lengths of membership while attracting new members.

Prior to commencing work on potential changes for the organization, there must be a thorough analysis of the competitive environment and a review of member expectations. Such a review requires the involvement and support of the membership so that all aspects of Zonta can be taken into account.

**Recommended for adoption** by the Zonta International Board

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3. **RESOLUTION authorizing the revision and restatement of the Bylaws of Zonta International.**

**Proposed** by the Zonta International Bylaws and Resolutions Committee

WHEREAS, Article XII, Section 3(c) of the Bylaws of Zonta International provides that the Bylaws and Resolutions Committee may develop and send to the convention resolutions designed to further the Objects of Zonta International.

WHEREAS, the Bylaws of Zonta International have been amended and supplemented on numerous occasions resulting in many parts being lengthy and to some extent cumbersome calling for an update fitting to an international non-governmental organization of today and for the future.

WHEREAS, the Zonta International Bylaws and Resolution Committee has reviewed and analyzed the bylaws of other international nonprofit organizations, including, Soroptimist, Lions Club, PEO, Medical Women International Association and Rotary International.
WHEREAS, other nonprofit organizations have simplified their bylaws while retaining their vision and mission.

WHEREAS, other nonprofit organizations have simplified their bylaws to spend less time on governance matters and more time implementing their mission.

WHEREAS, in order to attract and retain members, Zonta International must have a simplified, sustainable and understandable framework for operating, allowing members to focus on Zonta International’s mission and the Objects set forth in Article II of the Bylaws of Zonta International, while retaining the democratic structure of the organization.

WHEREAS, the Committee recognizes the importance of Zonta International members in determining the shape and direction of the organization.

NOW, THEREFORE, be it resolved, that the Zonta International Bylaws and Resolution Committee is hereby authorized to (i) further analyze and study other nonprofit organizations and their bylaws to determine how to best structure the Bylaws of Zonta International in a manner that retains the democratic structure of the organization, recognizes the importance of the members of the organization in determining the shape and direction of Zonta International and preserves the current mission and objectives of Zonta International, while creating a simplified, sustainable and understandable framework for operating, allowing members to focus on Zonta International’s mission and the Objects set forth in Article II of the Bylaws of Zonta International; and (ii) present the Committee findings and revised and restated Bylaws, if the committee deems revision necessary, to the Zonta International Board and the 2022 convention for consideration and voting.

Rationale: Bylaws are the main governing document of an organization and establish a framework or structure by which the body carries out its functions and operations harmoniously to benefit the members, individually and collectively. Bylaws provide for order, equality, justice and continuity and perpetuity of the organization. Accordingly, they should be able to withstand time and the change of leadership and should focus the entire organization on the organization’s goals and mission. Studies conducted by international organizations have determined that organizations should not spend extended periods of time discussing and debating bylaws amendment, rather members prefer to spend time focusing on the implementation of the organization’s mission and projects.

The number of bylaws amendments presented during convention each biennium is an indicator that the Bylaws of Zonta International are outdated, cumbersome and in need of substantial revisions and simplification. Other similar organizations have recognized that outdated and cumbersome bylaws prevent the organization from realizing its true potential and detract from the implementation of the organization’s vision and mission. In order to attract and retain members, the Bylaws of Zonta International must be current and allow for the diversity clubs experience worldwide, and they must be easily translated into various languages, while allowing members to determine the shape and direction of the organization.

A comprehensive review and substantial revision of its Bylaws will enable Zonta International to attract younger members and retain all members by creating a simple, sustainable framework for operating the organization, while focusing the entire organization on Zonta’s mission. More importantly, with less time spent on Bylaws amendments, members at all levels will be able to concentrate their efforts on the Zonta Objects set forth in Article II of the Bylaws and continue Zonta’s vital work.
As we look to the next century of Zonta work, amending and discussing Bylaws should not continue to be a tedious task that consumes weeks of work at all levels of Zonta. Future conventions should not force roughly 700 delegates and 1,300 non-voting participants to spend an entire day listening to debates. Thus, to continue its important work around the world during the next century, it is imperative that Zonta revise its Bylaws by simplifying governance and operations, thereby retaining members of all ages, geographic locations, classifications, and lengths of membership.

Recommended for adoption by the Zonta International Board

4. RESOLUTION to increase minimum size of districts.

Proposed by District 20

The minimum size of a district must be raised from 300 to 500 members.

We call on the International Board to take immediate action to prepare a new district division, considering the local cultures, with the objective of facilitating the governance and further controlling the cost. If district is currently the only one on the continent, it should remain independent even though not reaching the minimum limit.

Rationale: We call on the International Board to take immediate action to prepare a new district division, considering the local cultures, with the objective of facilitating the governance and further controlling the cost. If district is currently the only one on the continent, it should remain independent even though not reaching the minimum limit.

Our organization consists of 32 districts which vary a lot in size: On May 31, 2019 the biggest district had 2535 members and the smallest district only 285. Our current Zonta family consists of 7 districts with less than 500 members on May 31, 2019 and 7 districts with more than 500 but less than 600 members.

The motives for our proposal to increase the minimum size of the district are as follows:

1. Savings in administrative expenses
2. Facilitating the work in districts
3. Equality

Administrative expenses:

Through this proposal we wish to reduce administrative expenses. Districts generate administrative expenses like accounting, media presence, postal and printing costs, Governor training at headquarters and Liaison travel to districts. Our most important task is, however, to serve others. Administrative expenses must be reduced for the benefit of the actual service work. Modern technology gives possibilities to run Zonta activities over digital channels.

Facilitating the work in districts:

Every district must have a well-functioning governance. To ease the challenge of finding officers in small districts, we approved in 2016 Nizza Convention the proposal to allow re-election of Area Director after a defined term while not in post. Is this the road we wish to take? It is time to make structural changes in districts while the number of members is declining. In bigger districts, we will have a wider base of different kinds of skills and strengths.
Principle of equality:
Because the size of districts varies a lot, the position of district officers and districts is very unequal. The scope of Area Director in a big district equals to the role of a small district Governor.

Inequality of districts is also visible when granting international awards. Districts can apply the award for one candidate only at a time and thus several small districts will have more weight in selection than the additional good candidates of a big district.

Not recommended for adoption by the Zonta International Board, with the following rationale:

The Zonta International Board recognizes District 20’s interest in making changes in Zonta’s structure. The proposal that has been put forward focuses on the size of districts.

Today, ten districts and one region have less than 500 club members and four districts have more than 500 but less than 600 club members, which accounts for approximately 50% of all districts and regions. Should District 20’s proposal be adopted, the result would be fewer districts and more regions. This would not help achieve the goals that were rightfully addressed.

The Zonta International Board is recommending an overall review of the organizational structure that would also take District 20’s proposal into consideration.

5. RESOLUTION regarding the “Zonta Says No to violence against women” Campaign.

Proposed by District 27

The campaign “Zonta says NO to violence against women” shall be continued in the biennium 2020 – 2022.

Rationale:

“Zonta says No” was developed in 2012 to promote Zonta’s credibility and visibility, according to the goals of the biennium 2012-2014 and was successfully continued in the following biennia. The need to attract attention for Zonta’s mission is an ongoing demand and should not be ended. Therefore, it is proposed that the campaign should be continued, since it helps to bring Zonta into the public consciousness and raises awareness for Zonta’s mission. Besides, the campaign has a strong impact within the Zonta world. It shall be continued for the following reasons.

1. The campaign “Zonta Says No to violence against women” is a Zonta-owned instrument that will further enhance Zonta’s credibility and visibility.

2. Also, it is a tool that helps all clubs to work on Zonta’s mission. It combines local action with the International Service Projects run by Zonta I. “Zonta says No to violence against women” links the local work to ZI and helps to promote at a wider range.

3. The campaign involves all main Zonta fields of activities (Advocacy, Service, PR & Communication, UN and Council of Europe, Membership). Furthermore, it helps Zontians on all levels to get connected and work together. Consequently, the campaign supports the exchange and networking of all members within the Zonta world.

4. Many Zonta Clubs around the world already take part in “Zonta says No to violence against women”. This can be seen at “zontasaysno.com”. This fruitful
work should not be jeopardized by discontinuing the campaign. All clubs should have the opportunity to benefit from lessons already learned.

**RECOMMENDED for adoption** by the Zonta International Board

6. **RESOLUTION to adopt the Women in Technology Scholarship as a permanent education program.**

Proposed by District 17

Be it resolved that Zonta should formally install Women in Technology Scholarship as a permanent education program.

**Rationale:** The Women in Technology Scholarship was set up as a pilot program for one biennium for the reason that women are largely underrepresented in information technology and other STEM fields. To give women with equal opportunities as men in technological developments Zonta launch this pilot scholarship program in 2018. As this scholarship program launched in District 17 we received nominations way above nominations received from other Zonta education program. This is an evidence that:

1. Less offers of scholarships in technology (less competitions) from corporation philanthropy fund or non-profit foundations.
2. That some women or girls studying in the field of technology needs financial support.
3. There is strong demand from women who are aware of opportunities in tech sector.

Since the implementation of Women in Technology Scholarship we have more in-depth knowledge of the wide gender gap in technology sector. In nurturing women’s talents, we should focus on education and their career development in the fast-expanding field of science and technology. We should have a vision to develop the program with a strategic view to its adaptability, sustainability and visibility for the long term.

- Closing the gender gap is important as only 11% of women are in senior leaders rank in tech companies even in the US while 26% of women employees in computing workforce. Only 19% of graduates with degrees in computing are women. Today tech start-ups to Fortune 500 companies recognizes the work force comprises of small talent pool predominated by men from elite educational institutions.
- Demand for advance IT and programming skills will grow by 90% for the next 15 years according to McKinsey & Co report of Closing the Tech Gender Gap 2018.
- The tech sector is not doing enough to build pathways into tech career in workplace for women in all countries. The IT industry with its rapid expansion will benefit with a wider talent pool with women inclusive.
- By adopting this resolution, Zonta projects an image of an organization with vision in women empowerment by positioning and nurturing women leaders in the right industry sector.

**Not recommended for adoption** by the ZI Board, with the following rationale:

Article XVII, SECTION 1 of the Zonta International Bylaws provides that a resolution remains in effect for the biennium proposed. Accordingly, a resolution cannot make a
scholarship permanent. Further, more time is necessary to study the procedure for implementing this program to ensure that the most efficient and effective procedures are utilized in the long term. The scholarship is a proposed goal for the next biennium.

7. RESOLUTION regarding the Centennial Icon Color palette.

Proposed by District 23

That the Zonta International Centennial Icon Color palette be included in the approved Zonta color palette and tints during the 2020 – 2022 biennium.

Rationale: The Centennial colors were very popular. Allowing clubs to continue to use the color palette will add variety and vibrancy to Zonta clothing, pins and other items.

Recommended for adoption by the Zonta International Board

8. RESOLUTION regarding project in the South Pacific region.

Proposed by District 16

That the Zonta International Board consider a Zonta Project in the South Pacific region which will raise the status of women and improve the quality of life of women and children in areas where there is poverty as a result of climate change and violence against women.

Rationale:

- Areas of the South Pacific have as significant a need as other countries chosen for Zonta International Projects. Currently 68% of women and girls are affected by violence, including sexual violence; 63% of pregnancies are to 15 – 19 year olds; 10 – 19% of girls are married between 15 and 19 years of age. (Taken from: United Nations Pacific Strategy 2018 – 2022).
- Other areas that need to be addressed include: clean drinking water, education, maternal and child health, the destruction that climate change is causing to issues of resettlement because of damage to homes, horticulture land and livelihoods.
- It is in line with the United Nations Pacific Strategy 2018-2022 which covers the 14 countries of Cook Islands, Fiji, Federated States of Micronesia, Kiribati, Nauru, Niue, Palau, Republic of Marshall Islands, Samoa, Solomon Islands, Tokelau, Tonga, Tuvalu, and Vanuatu.
- This is about Zonta Clubs improving the quality of life for Pacific women and their families, in line with the ideals of Zonta International.

Not recommended for adoption by the Zonta International Board, with the following rationale:

While members’ input into the project selection process is welcomed, it is the responsibility of the President-elect to review and analyze potential projects for the next biennium well in advance, therefore, to suggest a project via Resolution is not practical.

The way to contribute to the project selection process is to submit a project proposal in advance to Zonta International directly.
9. **RESOLUTION** stating that any new member paying full international dues in April or May of the fiscal year shall be considered fully paid for the following year.

**Proposed** by District 7

Any new member paying full international dues in April or May of the fiscal year shall be considered fully paid for the following year. Be it resolved that any new member paying full Zonta International dues in April or May of the fiscal year shall be considered fully paid for the following year.

**Rationale:**

1. Potential new members do not want to pay membership dues in April and then again by June 1.
2. Getting the potential member into full membership is beneficial for new year planning which often happens in June.
3. It has been proven that delaying full membership results in potential new members losing interest and not joining.
4. A similar process was used during Past President Lynn McKenzie’s term which resulted in an increase in membership.

**Not recommended for adoption** by the Zonta International Board, with the following rationale:

While the Board shares the desire to allow for more flexibility in paying membership dues, it is important to note that in the 2012-2014 Biennium the reported increase in fact was not a net increase, but a result of the timing of when data was counted. The current process already meets most of the objectives put forward in the proposal. Different payment options are already being investigated but need to be further explored.

10. **RESOLUTION** to raise age limit for Young Professionals to 35.

**Proposed** by District 7

Zonta International raises the age of Young Professional from 30 - 35 years of age. Be it resolved that Zonta International extends the eligibility age for membership at the Young Professional rate from 30 to age 35.

**Rationale:**

1. Young professionals enter the workforce with lower earning capacity and high student loan obligations.
2. Many young professionals are still paying off student loan debt and don’t reach financial stability until the age of 35.
3. Zonta International recognizes the value of attracting and retaining young professionals to the organization.
4. The young professional membership dues rate has been successful at attracting new members.

**Not recommended for adoption** by the Zonta International Board, with the following rationale:
Feedback suggests that it is not ZI dues creating a deterrent to younger members joining Zonta, rather it is the expenses at club, area and district levels such as dues, dinners, lunches and fundraising activities. Clubs, areas and districts establish their own dues. Zonta international membership fees currently amount to $88 per year. In view of the other financial aspects of Zonta a discount of $44 per year, leading to $44 dues, i.e. a monthly amount of $3.67, will not be crucial for the decision of joining Zonta. Raising the age limit to 35 for young professionals will further diminish Zonta International revenue at a time of reduced memberships and is therefore not recommended.

11. RESOLUTION regarding new policy on Women’s Reproductive Health.

Proposed by District 21

Change the Zonta International women’s health policy as follows:

Previous wording:
Zonta International is an organization pledged to improve the health status of women. Zonta International calls on governments to ensure, on a basis of equality of men and women:

- The elimination of all child marriages and similar unions.
- Equal rights to decide freely and responsibly on the number and spacing of children and to have access to the information, education and means to exercise these rights.
- Access to health care services, including those services related to family planning.

Zonta International does not take a ‘pro’ or ‘con’ position on abortion. Recognizing that it is a complex issue, Zonta International calls on governments to ensure that:

- Management of complications from unsafe abortions is part of public reproductive health programs.
- Prevention of unwanted pregnancies is given the highest priority.

Proposed wording:
Zonta International is an organization pledged to improve the health status of women. Zonta International calls on governments to ensure, on a basis of equality of men and women:

- The elimination of all child marriages and similar unions.
- Equal rights to decide freely and responsibly on the number and spacing of children and to have access to the information, education and means to exercise these rights.
- Access to health care services, including those services related to family planning.
- The prevention of unwanted pregnancies.
- Access to safe, legal abortions.

Rationale: Worldwide, 25 million unsafe abortions (45% of all abortions) occurred every year between 2010 and 2014, according to a study by WHO and the Guttmacher Institute published in 2017 in the medical journal The Lancet. The majority of unsafe abortions, or
97%, occurred in developing countries in Africa, Asia and Latin America. Every year an estimated number of at least 22,800 women die from complications of unsafe abortions.

According to the above-mentioned study, restricting access to abortions does not reduce the number of abortions. However, restricting access to abortion causes a higher rate of unsafe abortions and a higher number of women injured or dead. In countries where abortion is completely banned or permitted only to save the woman’s life or preserve her physical health, only 1 in 4 abortions were safe; whereas, in countries where abortion is legal on broader grounds, nearly 9 in 10 abortions were done safely.

According to WHO, the provision of safe, legal abortion is essential to fulfilling the global commitment to the Sustainable Development Goal of universal access to sexual and reproductive health (target 3.7).

Thus, District 21 proposes that Zonta International issues a new Women’s Reproductive Health Policy so that Zonta International calls on governments to ensure access to safe, legal abortions.

**Not recommended for adoption** by the Zonta International Board, with the following rationale:

In April 2019, Zonta International issued the following statement relating to women’s reproductive rights that is consistent with the UN statement (reference Statement on Women’s Sexual and Reproductive Health):

**“Statement**

Zonta International endorses the values expressed in the UN Universal Declaration of Human Rights and focuses on status of women issues according to Articles 1-16 of CEDAW, the UN Convention on the Elimination of all forms of Discrimination against Women. Every person should have the freedom to make decisions about their bodies and to safely and privately access healthcare.

Zonta International supports that each of the 17 Sustainable Development Goals is integral to sustainable development but promotes particularly Goal No. 5: Achieve gender equality and empower all women and girls. Goal No. 5 seeks, among other things, to:

- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation, and
- Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

Zonta International supports the agreed conclusions of CSW63, March 2019, whereby, among other things, *the Commission urges governments at all levels and as appropriate, with the relevant entities of the United Nations system and international and regional organizations, within their respective mandates and bearing in mind national priorities……., to take the following actions:*

- **Strengthen women’s and girls’ access to social protection**
- **Ensure universal access to sexual and reproductive health and reproductive rights in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences, including universal access to sexual and**
reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes, and recognizing that the human rights of women include their right to have control over and decide freely and responsibly on all matters related to their sexuality, including sexual and reproductive health, free of coercion, discrimination and violence, as a contribution to the achievement of gender equality and the empowerment of women and the realization of their human rights.”

The Zonta International Board considers that because each Zonta country has its own unique legislation relating to reproductive health, Zonta cannot implement a policy that in accordance with its nature as a policy must be followed by all Zontians. Zonta issued the statement above, which is consistent with its mission and the UN Universal Declaration of Human Rights.

[For presentation if Amendment to Bylaws No. 15 does not pass.]

12. RESOLUTION on daily registration fee at Zonta Convention.

Proposed by District 27

To be considered in the event the District 27 proposal to amend Bylaws Article X, Convention, Section 2. Time, Place, Program, is not adopted.

In addition to the full registration fee, a daily registration is offered allowing Zonta members, who are not delegates, and guests to attend the conventions for single days. The Board may also determine fees for single events.

Rationale: Same as for District 27 proposal to amend Bylaws Article X.

Not recommended for adoption by the Zonta International Board, with the following rationale:

While it is understandable that District 27 desires to make Convention affordable for everyone who cannot attend the entire Convention, each Convention is unique, with its own set of circumstances. The Convention organizers need flexibility to determine in which instances daily rates can be allowed. Mandating a daily rate could have unforeseen implications for the budget.