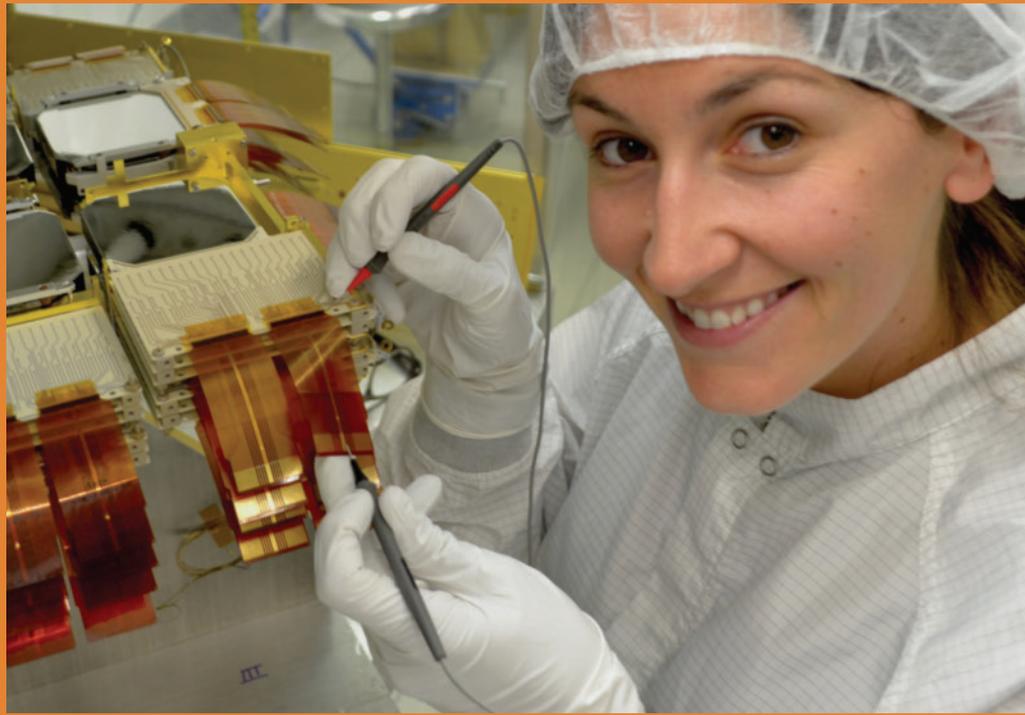


2014-2016 BIENNIUM • ISSUE FOUR • JUNE 2016

The Zontian

The Voice of Zonta International



A Better Future for Every Woman





ZONTA
INTERNATIONAL
EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

**ZONTA INTERNATIONAL
HEADQUARTERS**

Welcome from the Staff

Zonta International Headquarters, located in Oak Brook, Illinois, is a staff of 15 employees that manages the day-to-day operations of Zonta International and Zonta International Foundation and supports the Zonta International Board in implementing policies and programs to further the objectives of Zonta International.

Our friendly, capable staff is ready to assist you!

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If you are visiting the Chicago area, we invite you to visit Headquarters. Enjoy a tour of our offices and see artifacts from Zonta's 96-year history. To schedule a visit, please call +1 630 928 1400 or stop by our offices during regular business hours, Monday through Friday, 8:00 a.m. to 4:00 p.m. CST.

World Headquarters

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Above—Girl Guides and Girl Scouts participate in the third Voices Against Violence regional workshop in New York, USA

Allison Summers, Executive Director; Megan Radavich, Director of Programs and Advocacy; Sarah Stec, Graphic Designer

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**A MESSAGE FROM
INTERNATIONAL PRESIDENT
MARIA JOSE
LANDEIRA OESTERGAARD**

Using our different strengths, we have all been pushing the wheel in the same direction, focusing on actions for sustainable development and for a world of equality and free of violence for all women and girls.



Dear Zontians,

As we are coming close to the end of this biennium, my thoughts go back to where we began, at the 2014 Convention. There we witnessed for the first time in Zonta's history a 100 percent approval of the biennial goals. 100%!

After a few seconds of extreme joy and gratitude to the members for showing this extraordinary level of not only conviction, commitment and courage, but also an overwhelming trust in the direction given for our organization, I started feeling the huge responsibility and my shoulders became very, very heavy.

But I knew that I was not alone in the 2014-2016 journey. I knew that the Board, the international committees, the governors and all the Zontians worldwide were united to empower women through service and advocacy, focusing on a better future for every woman in the world.

The careful and hard work in my period as President-Elect in identifying and appointing every single committee member and chairman for the international committees demonstrated quickly its strong value. Very diligently, the highly skilled committees prepared their strategic plans and goals in line with the international goals approved at convention. The actions identified to achieve those goals were defined, have been conducted during the biennium and are a key parameter to the overall success.

Close collaboration between the Advocacy, Council of Europe and UN Committees guaranteed Zonta's advocacy messages are sharp and clear while the work from the PR&C Committee in connection with the brand refresh, new website, membership campaigns and new promotional material ensured Zonta's voice and brand are consistent throughout the Zonta world. New tools developed by the Membership, Z and Golden Z and Leadership Development Committees assisted membership recruitment and retention at all levels, and activities to prepare for Zonta's 100-year anniversary, driven by the Centennial Anniversary Committee, have created a solid foundation for further work to come. The Finance and Investment Committees' continuous monitoring of our finances and the work of the Risk Manager have secured Zonta's financial resources while mitigating risks, and the diligence and effectiveness of the Bylaws and Resolutions Committee have prepared us well for our bylaws discussions at Convention. We also recognize the thorough work of the Amelia Earhart, JMK and YWPA Committees and the continuous support from the Foundation Development Committee and foundation ambassadors in promoting the international projects and programs. The work of all committees has been strongly supported by Headquarters personnel and by the Board liaisons to the committees.

As a Board, we have worked cohesively on the fundament, focus and actions to improve and develop our organization. The continuous collaboration of the International Board with governors and regional representatives and their collaboration with areas and clubs have strengthened every link in our organization, thus guaranteeing alignment of our activities to our mission and vision. At club level, the efforts of club boards and members have resulted in stronger advocacy actions, fantastic service projects and continuous development of the clubs.

Our work has also helped ensure further development of Zonta in the future. The invitation received this year from UN Women and UNFPA to be panelists and speakers during the Commission on the Status of Women (CSW) in New York at

continued ...



North American Zontians with President-Elect Sonja and President Maria Jose at the Commission on the Status of Women in New York, March 2016

Every single one of you has been a star lighting the sky, and as stars, your light has been strongest in my darkest moments. Without this light, I would not have been able to follow the path this biennium.

the first Youth CSW, at the High-Level Forum on “Investing in adolescent girls to achieve the 2030 Agenda for Sustainable Development” and at the opening of the photo exhibition on girls who said NO to marriage in Niger are strong indications that our partners, the UN agencies, acknowledge Zonta International as a key player in women’s development and want to hear our voice. Let this voice be even stronger in the future!

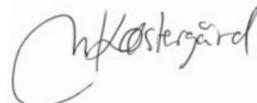
Membership retention and growth continues to be one of our major challenges. The work of the International Membership Committee this biennium has focused on understanding the needs in the different parts of the Zonta world and targeting our efforts, initiating multiple actions and continuously following up. We hope that this hard work will show positive results at the end of the biennium.

Using our different strengths, we have all been pushing the wheel in the same direction, focusing on actions for sustainable development and for a world of equality and free of violence for all women and girls. On behalf of the International Board, I thank everyone for helping Zonta to reach this high level of achievement.

It is coming to the end of the 2014-2016 journey. I knew I was not alone, and I have truly felt strong support and trust from all Zontians worldwide. Every single one of you has been a star lighting the sky, and as stars your light has been strongest in my darkest moments. Without this light, I would not have been able to follow the path this biennium.

On behalf of the International Boards and with our thoughts of all the women we support and strengthen, once more, thanks for the trust you have given us, but especially thanks for the strong conviction, commitment and courage this biennium.

Yours faithfully,



Maria Jose Landeira Oestergaard
International President

**Conviction
Commitment
Courage**



2014 - 2016

Sustainable Development Goals: What you need to know



Adopted at the United Nations in New York in September 2015, the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs) build on the eight Millennium Development Goals that expired in 2015. This ambitious agenda will guide world leaders and the global community as we all work together to realize the human rights of all people—men and women, eradicate poverty and protect our planet for future generations. These goals are targeted to be achieved by 2030.

Through the Zonta International United Nations Committee, the Women's Major Group, the 59th Session of the Commission on the Status of Women and our UN partners, Zonta International advocated strongly for a standalone goal on gender equality and for a gender dimension to be included in all other goals. The final result is one we can all be proud of. Nine of the 17 goals explicitly mention women, and there is one entire goal, SDG5, dedicated to gender equality and women's empowerment.

WHAT IS SDG5 AND WHAT DOES IT MEAN FOR WOMEN AND GIRLS?

Gender equality and women's empowerment are both an object of, and a means to, achieving the Sustainable Development Goals. Goal No. 5, "Achieve gender equality and empower all women and girls," and its nine targets, therefore, are critical to the success of the 2030 Agenda and sustainable development overall.

- 5.1** End all forms of discrimination against all women and girls everywhere
- 5.2** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

continued ...

- 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- 5.6 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
- 5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- 5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

ZONTA CLUBS: TAKE ACTION TO CONTRIBUTE TO SUSTAINABLE CHANGE

We must all work together to ensure that the Sustainable Development Goals, specifically Goal No. 5, are achieved by 2030. At the national and local level, Zonta clubs can urge their elected and appointed leaders to commit to gender equality and women's empowerment as critical requirements for sustainable development globally. Below are some suggested actions to help your district and club as you begin discussing how you can contribute to the 2030 Agenda.

- Partner with community leaders to conduct a community-based awareness-raising campaign to educate the broader community about the SDGs and the importance of Goal No. 5.
- Ensure women's full and effective participation and equal opportunities for leadership—hold town hall meetings for female candidates for public office (ensure a non-partisan approach).
- Petition elected and appointed government officials to support or draft legislation to achieve gender equality.
- Partner with local law enforcement to address gender-based violence issues, such as domestic violence and human trafficking, in the local community.
- Conduct trainings on the SDGs and Goal No. 5 for local law enforcement, lawyers, schools, etc.
- Urge your employer and other companies in your community to adopt the Women's Empowerment Principles in their business practices.

Do you have other ideas for actions that can be taken by Zonta districts and clubs? Email advocacy@zonta.org. ■

Achieve
gender
equality
and
empower
all women
and girls

5 GENDER
EQUALITY



Empowering Women and Girls, the Key to a Better Future for All

Despite significant advancements in gender equality and women’s rights in the last 20 years, gender equality has not yet been achieved by any country and violence against women and girls persists worldwide.



“I will not only become the first person in my family to receive a college degree, but I will also be set on track to achieve future educational goals, excel at a career of my choosing, and most importantly, be given the opportunity to continue embodying the spirit of Jane M. Klausman by empowering women in business, in the classroom, at work and in the world.”
—Lyssa Jackson, USA, 2015

To achieve true gender equality, women’s empowerment and sustainable development, we must address the root causes of gender inequality and violence against women and girls in our local communities and around the globe. The efforts initiated based on the Beijing Platform for Action and the Millennium Development Goals have contributed to positive developments, but we all know that our conviction, commitment and courage toward equality and a life free of violence for all women and girls are needed now more than ever.

This biennium, the projects and programs supported through the Zonta International Foundation were selected for their focus on addressing the root causes through education and for their strategies to combine service and advocacy to bring about real and lasting change.

Empowering women and girls through educational opportunities

While major progress has been made in achieving gender equality in primary and secondary school enrollment, significant gaps still remain at the univer-

sity level. These gaps are even more significant in fields traditionally dominated by men. To address these gaps and promote gender equality in education, Zonta International supports three programs for women and girls pursuing education and careers in the traditionally male-dominated fields of aerospace-related sciences and aerospace-related engineering, business and business management, and public affairs.

This biennium, Zonta International distributed US\$1,072,000 to recipients of Zonta’s educational scholarships and awards around the globe.

70 **Amelia Earhart Fellowships**, totaling US\$700,000

60 district/region and 24 international **Jane M. Klausman Women in Business Scholarships**, totaling US\$228,000

64 district/region and 20 international **Young Women in Public Affairs Awards**, totaling US\$144,000

continued ...

Empowering women economically to reclaim their lives after fistula

In 2015, the Liberia Fistula Project set a target of 125 women to be surgically treated by 31 December 2015. The year ended with 128 women receiving surgical treatment and 43 women successfully completing the rehabilitation and reintegration program, empowered economically to return to their communities and live full and productive lives.

The project's prevention and treatment strategies have effectively addressed new and recent cases of fistula; however, many women residing in hard-to-reach rural areas are still unaware that surgical treatment exists and are in many cases unknown to health workers. To address the current backlog of more than 5,000 cases of obstetric fistula, increased mobilization activities in hard to reach areas will be a crucial focus for the project in 2016.

Zonta International's support for the **Liberia Fistula Project** since 2008:

US\$2,950,000 donated

1,317 women and girls treated

323 survivors **rehabilitated** and **reintegrated** into their communities

Empowering women to prevent mother-to-child transmission of HIV and gender-based violence

Zonta International has supported efforts to prevent mother-to-child transmission of HIV, the Family Package Program and prevention and response to gender-based violence in Rwanda since 2008. With this support, UNICEF Rwanda has seen remarkable achievements in these areas of work.

In 2015, Rwanda saw the mother-to-child transmission rate fall to less than 2 percent. If this transmission rate



Mothers and children at Musanze Health Centre in Rwanda

stays below 2 percent for at least two years, Rwanda will be able to say that they have eliminated mother-to-child transmission of HIV—a remarkable achievement! Adolescents, however, especially girls, remain at increased risk of contracting HIV. UNICEF Rwanda, with the support of Zonta International this biennium, refocused some of its resources to implement targeted communication strategies to deliver HIV prevention messages to adolescent girls and boys. As a result, more than 100,000 adolescent girls and boys received information on HIV and sexual gender-based violence, and 8,600 were tested for HIV.

The national scale up of the One Stop Centers continues, with the Isange One Stop Center, funded by Zonta International, as the model. With the support of Zonta International, UNICEF supported major awareness-raising and communication campaigns nationally. They also provided technical expertise for the development of key resources for the One Stop Centers, including protocols, standard operating procedures and baseline reports.

Empowering adolescent girls and boys to prevent and respond to gender-based violence in school

Worldwide, 66 million girls are not in school with gender-based violence creating a significant barrier to girls' access to education. Preventing and responding to gender-based violence requires establishing safe and child-friendly schools, rights-sensitive approaches to discipline, and increased family and community engagement with schools. A "gender responsive school" ensures that all activities, processes and mechanisms are designed to encourage and support gender-equal norms; discourage harmful and inequitable gender stereotypes; and report violence and discriminatory practices.

In Vietnam, gender-based violence in and around schools is highly prevalent and is one of the main barriers to girls' empowerment and gender equality. This biennium, Zonta International committed US\$644,000 to the UN Trust Fund to End Violence Against Women to support Plan Vietnam, a UN Trust Fund grantee, in creating a school environment for adolescent

girls and boys across Hanoi that is free from gender-based violence.

30,000 adolescent girls and boys, age 11 to 18, in **20 schools** benefited from the pilot program

Hanoi Department of Education will **replicate the program** across **766 schools**, reaching more than **500,000** students

Empowering girls to say no to early and forced marriage

Adolescent girls are developing valuable health, social and economic assets, including literacy, life skills, knowledge on health and hygiene, familiarity with and access to basic health services, financial literacy, a savings account, official identification documents, and access to a safe space, a mentor and a network of friends, thanks to a partnership between Zonta International and UNFPA. Having acquired these crucial assets, the girls will know their rights and be in a stronger position to defend themselves; they will be safer and have a measure of protection against violence; they will have the basic tools to lead fuller lives as

adults; and they will be able to actively participate in the socioeconomic development of their communities.

1,557 girls reached in 2014 at the end of the pilot phase

8,912 girls have **completed the program** and gained knowledge and developed valuable assets

16,000 additional girls **enrolled in the program** in December 2015 and are **expected to complete the program** in August 2016

32,000 more girls **will be recruited for the program** in October 2016

45,635 people were reached via **984 community dialogues**

56 girls said **NO to child marriage** and **credited the program** for giving them the skills and confidence to negotiate with their families to postpone marriage until after age 18

More than **300,000** community members, including the girls' families, **benefited from the program**

Empowering youth to prevent and reduce gender discrimination and violence against women and girls

The World Association of Girl Guides and Girl Scouts (WAGGGS), in partnership with UN Women and Zonta International, is working to prevent and reduce gender discrimination and violence against women and girls through non-formal education and youth leadership engagement.

The Voices Against Violence curriculum teaches young people, ages 5-25, to understand gender-based violence and its root causes, identify various forms of violence prevalent globally and in their communities, and explore solutions.

With the support of Zonta International:

Four training workshops were conducted in India, Zambia, the USA and Togo

182 participants from **30** countries **attended the four workshops**

Each trainee is expected to run national workshops to instruct at least **30** additional leaders to deliver the **Voices Against Violence** curriculum in their home countries

National action plans were developed to identify and address locally relevant issues

Thank you to the Zonta clubs and individuals who generously supported these projects this biennium. You empowered thousands of women and girls around the world to change their lives. Watch for future updates on all these programs and projects on our website at www.zonta.org. ■

Past International Director Tayo Morgan observes the delaying early marriage program in Niger





ZONTA ADVOCACY:

Increasing actions at all levels to bring about sustainable change



Two years ago, the International Advocacy Committee set a goal to take mission-focused, fact-based advocacy actions with measurable impact at all levels of Zonta during the 2014-2016 Biennium. As we approach the end of the biennium, we look back on the actions and achievements in advocacy over the last two years.



Past District Governors Sheila Davis, Lee Fogarty, Kay Meyer and Lori Montigel at CSW60 in New York. Center—On 20 February, signatures to ratify the Istanbul Convention, collected by Zonta clubs in Germany, were handed over to the State Secretary of the Federal Minister of Family Affairs, Senior Citizens, Women and Youth. Right—District 18 Zontians Iyabo Bassir, Hortense Chekete and Dunstanette Macauley at the CSW60 in New York

ADVOCATING FOR GENDER EQUALITY IN SUSTAINABLE DEVELOPMENT

The 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs) were adopted at the United Nations in September 2015. Following the eight Millennium Development Goals, which expired at the end of 2015, the SDGs seek to address key global development challenges, such as poverty, inequality, violence against women and climate change. Zonta International actively participated in the inter-governmental negotiations and submitted joint statements with Soroptimist International and the Women's Major Group, advocating for gender equality and the empowerment of women and girls as a stand-alone goal and for adequate financing to ensure Goal No. 5 and all 17 SDGs are met. Women and girls are half the world's population. Goal No. 5 has specific targets not only to achieve gender equality but also to end violence against women and girls. Therefore, Zonta International believes that reaching Goal No. 5 is a prerequisite for reaching all the other goals.

Left—District 27 cycling team raises awareness of Zonta Says NO to Violence against Women while raising money for charity

RESPONDING TO CRITICAL GLOBAL ISSUES AFFECTING WOMEN

Every day, we are inundated with news of global issues presenting unique challenges for women and girls around the world. To clarify Zonta's position and to support advocacy actions at the local and national levels, Zonta International published position papers this biennium on the following topics:

- Migration
- Prostitution
- Trafficking in Persons.

In addition, we worked out a **Women's Reproductive Health Policy** and published a statement on **Women's rights and non-state terrorist groups**.

Download these papers from our website at <http://www.zonta.org/Global-Impact/Advocacy>.



Zonta Club of Hanalei, Hawaii receives Denim Day proclamations from Mayor and City Council

TAKING ACTION TO END VIOLENCE AGAINST WOMEN AND GIRLS

The Zonta Says NO to Violence Against Women campaign started in 2012 as a way to raise global awareness of, and increase actions to end, violence against women and girls. Every year since, Zonta clubs around the world have enthusiastically planned activities and actions during the 16 Days of Activism against Gender Violence as part of the campaign. This biennium, the focus was on moving from awareness to action with new tools and resources developed to support Zonta clubs in their advocacy actions.

The participation of Zonta clubs around the world was fantastic. In addition to raising awareness of gender-based violence issues in their local communities, Zonta clubs contacted elected officials, held demonstrations at government buildings and gathered signatures for petitions. For example, Zonta clubs in Germany joined together to collect signatures to ratify the Istanbul Convention. On 20 February, the signatures were handed over to the State Secretary of the Federal Minister of Family Affairs, Senior Citizens, Women and Youth. See more examples at www.zontasaysno.com.

continued ...

ENDING CHILD MARRIAGE AND ENABLING GIRLS TO REALIZE THEIR FULL POTENTIAL

This biennium, Zonta International committed US\$1 million to UNFPA to support efforts to delay early marriage and early pregnancy in Niger, where 36 percent of girls are married by age 15—but child brides can be found in every region of the world. Providing financial support to empower girls and young women with the skills and resources they need to say no to early and forced marriage is essential; however, advocacy is just as critical to bring about permanent changes.

To support global efforts to end this human rights abuse, Zonta International joined the Girls Not Brides partnership in September 2015. Girls Not Brides is a global partnership of 567 organizations in 77 countries that share a commitment to ending child marriage and helping girls to realize their full potential. Learn more about the Girls Not Brides partnership and access resources to assist you in your advocacy efforts at www.girlsnotbrides.org.



ADVANCING AND EMPOWERING WOMEN IN THE WORKPLACE

Advocacy often aims to influence the making and implementation of laws; however, in a global economy, the corporate sector is increasingly important for women's lives. With the introduction of the Women's Empowerment Principles (WEPs) this biennium, Zonta clubs can now extend their advocacy efforts to the business sector. The WEPs are seven principles designed for businesses to create and strengthen company policies and programs to achieve gender equality. Zonta clubs and districts can encourage the adoption of the WEPs in the practices of their own networks, the practices of their employers and in the practices of other employers in their communities and countries.

SUPPORTING LAWS AND POLICIES THAT ENSURE EQUAL PAY FOR EQUAL WORK

Globally, women earn on average 24 percent less than men and earn just half of the income men earn over a lifetime, according to UN Women.¹ In 2015, Zonta clubs in the United States were provided with resources to support advocacy around Equal Pay Day. This year, the equal pay advocacy resources were expanded to be used by Zonta clubs around the world, either in conjunction with Equal Pay Day observances, where appropriate, or for general advocacy purposes.

LOOKING AHEAD

Thank you to the Zonta clubs who responded enthusiastically to these new opportunities and advocated for a better world for women and girls. Your actions make a difference. As we look ahead to the next biennium, let us continue to focus on important issues, plan our advocacy actions with a focus on activities with a measurable impact and evaluate our results. ■

Simple economics:

The same work

The same wage



#EqualPay

Above—Girls enrolled in the adolescent girls initiative to end child marriage in Niger

¹ Progress of the World's Women: 2015-2016, Transforming Economies, Realizing Rights. UN Women



Strengthening Our MEMBERSHIP with a Focus on the Future

“Before Zonta, I had always been afraid of speaking up. With my experience in Zonta, I learned how to get involved in my community and my voice became stronger.” —American Juarez, USA

Above—Members of the Zonta Club of Dhaka III commemorate International Women’s Day and Zonta Rose Day by recognizing three distinguished activists on the issues of gender equality and in empowering women by the adoption of this year’s theme to pledge to achieve 50-50 by 2030

The International Membership Committee worked continuously and intensively to achieve the membership goals for the 2014-2016 Biennium. To optimally address specific challenges in different parts of the Zonta world, the structure of the Committee was designed to be able to support all districts locally.

One of the goals this biennium was to “optimize the structure of Zonta International districts for mission achievement and vision fulfillment.” Together with the governors and lieutenant governors, the Committee identified numerous challenges. From those challenges, possible solutions were defined—some of which resulted in new membership tools, dis-

trict-specific projects and recommendations to the Board and Headquarters for realization next biennium.

One of the Committee’s primary focuses was e-Clubs. Three new e-Clubs in Finland, the Philippines and the USA were chartered, three additional e-Clubs were authorized and more are being initiated. In addition to the charter of these clubs, materials about how to establish and work practically within an e-Club were prepared and distributed. The formation of e-Clubs has gained speed, and it seems clear that the e-Clubs provide an alternative for members who are committed to Zonta’s mission and vision but can only meet electronically for a variety of reasons.

Another important focus was the development of the two regions: South America and Mongolia. In South America, major efforts were dedicated to pursuing the re-opening of the clubs in Mexico City and Buenos Aires and retaining and increasing membership in existing clubs. At the 2015 District 31 Conference, the clubs in District 31

continued ...



and Mongolia decided that Mongolia will be a new area in District 31 after the 2016 Zonta International Convention. This great achievement and the members involved in the process will be recognized at the Convention in Nice.

Membership growth is vital to Zonta's future. This biennium, we welcomed 17 new traditional Zonta clubs and three new e-Clubs with another 25 traditional clubs and three e-Clubs presently in formation. The Zonta International Board pre-approved Mexico, Peru and Tunisia as new countries; however, chartering clubs in these locations will take more time. We also introduced the opportunity for SOM (sponsoring, organizing, mentoring) clubs worldwide to receive financial support from Zonta International when chartering clubs in new countries. These actions lay the necessary groundwork for future growth in Zonta.

The International Membership Committee worked with determination and focus to achieve the membership goals set forth at the beginning of the biennium; however, their efforts were not alone. All districts and clubs have

worked tirelessly this biennium to recruit new members, retain current members and start new clubs. Please join us in recognizing these efforts and honoring the awardees of the Membership Recognition Program in Nice.

Developing dedicated and effective Zonta leaders

The strength of our organization relies on the conviction, commitment and courage of our members, and in the strong leadership demonstrated by the boards at club, area, district and international levels.

Knowing how important the growth and development of Zonta leaders are at all levels of the organization, the Leadership Development Committee has worked effectively and diligently to determine the needs at all levels and to develop the relevant tools to meet those needs. The goal was to equip these leaders with the knowledge and competencies to ensure Zonta International and its Foundation remain effective and relevant now and in the future.

Based on current and past needs analyses, the Committee established a Strategic Plan and set initial goals and objectives in alignment with the Strategic Plan of Zonta International.

With the professional expertise of its members, the Leadership Development Committee surveyed governors, delivered requested training, built relationships, and laid the groundwork for further development next biennium. Here are just a few highlights of the work completed this biennium to strengthen Zonta International leaders at the international, district and club levels.

- Developed a leadership development program for district conferences.
- Created training materials and presentations to "Build a Better Club".
- Shared valuable how-to tools and techniques to improve club efficiency and effectiveness.
- Drafted an online curriculum for ongoing growth and development for Zonta members at the individual, club, and district levels.
- Delivered International Board training.



- Provided face-to-face training at the Asian, European and North American inter-district meetings.
- Delivered training to Headquarters staff.



Zonta Leadership Academy to expand in the new biennium

Established this biennium, the Zonta Leadership Academy is designed to provide Zonta members with the organizational knowledge, personal and professional development, and opportunities to expand their leadership in Zonta through an online curriculum that will continue to grow and develop as the organization moves forward.

Watch membership.zonta.org for continued updates on exciting developments around the Leadership Development Academy.

Z and Golden Z clubs engage students to be global advocates for gender equality

Young people are critical to achieving gender equality and ending violence against women and girls around the world. For nearly 70 years, Zonta clubs have sponsored Z and Golden Z clubs to provide opportunities for young adults to develop communication and leadership skills, explore career opportunities, and increase their international awareness and understanding through service and advocacy.

The work of the Z and Golden Z club program in empowering young women in cooperation with men is a very important fundament for building a society based on equality and free of violence. The impact of the program is stated clearly by the club members.

Today, the continued growth of this program is something to recognize and celebrate. With an 11 percent increase in Z clubs and a 30 percent increase in Golden Z clubs this biennium, our student membership is at 221 Z clubs

and 102 Golden Z clubs in 20 countries, including our first Z club in South Korea. Through meaningful service and advocacy projects, these students are actively working to make their schools, communities and the world around them better. They are making a difference.

Sponsoring a Z or Golden Z club is very rewarding for the sponsoring Zonta club. If your club does not yet sponsor a Z or Golden Z club, we encourage you to partner with your local high school, college or university to get one started. It will be a benefit to the club, the young people and to the community. Learn more at <http://www.zonta.org/Local-Action/Start-a-Z-or-Golden-Z-Club>. ■

Left—Members of the Zonta Club of Alytus, Lithuania

Above—Laguna Golden Z Club members in the Philippines walk to say no to violence against women

Bridging Friendships, Building Skills and Knowledge for a Dynamic Zonta: The Legacy of the 1st Asian Inter-District Meeting



An exuberant 340 Zontians and 15 guests from Districts 17, 25, 26, 31 and 32, Region Mongolia and elsewhere, joined together in fellowship at the 1st Asian Inter-District Meeting (AIDM), held 13-15 March 2016 at the Manila Hotel in the Philippines. Participants were able to engage in workshops, focus on inspiring projects, share stories of club success and deepen understanding of women's issues by gaining insight into the Women's Empowerment Principles, the Sustainable Development Goals and the impact of climate change on women, all in order to increase conversations around potential advocacy actions.

Facilitated by the AIDM Organizational Committee of dedicated Zontians from District 17, the program was designed to enhance knowledge and develop a keen understanding of leadership roles within Zonta at the club, district and international levels. Topics were selected based on common problems, major challenges and issues

faced by the districts in the region and speakers were identified who held the expertise to guide the Asian districts along the path to effective leadership and administration.

The theme of 'Bridging Friendships' was a priority for this first-time event as the five Asian districts have all descended from D17 but had never come together before to interact and speak as a singular voice. Through this event, attendees renewed friendships and developed new ones all while celebrating the diversity of cultures, viewpoints and practices held by the participating clubs.

Past International President and AIDM Steering Committee Chairman, Olivia Ferry, stated, "This event will not only allow the districts to better maintain a friendly relationship with fellow Zontians, but to also communicate easier when addressing common issues and pursuing common goals in the future."

In addition to the plenary program and workshops, attendees enjoyed the warmth and hospitality of the host district. The program offered outstanding entertainment including singers, dancers and a talent show that showcased the cultures, costumes and spirit of the diverse districts and clubs.

Due to the diligence of the planning committee, a favorable registration rate was offered to participants, an attractive destination was selected, sponsorships were secured and there were favorable terms negotiated with the venue and suppliers. This planning facilitated the 1st AIDM to realize a surplus, permitting investments to be made into seed money for the next AIDM, a reasonable donation for the Zonta International Foundation and an allocation for a joint fund in the five districts for purposes that may be decided upon in the future.

The AIDM was the first to be held in Asia; however, it was not the first Zonta inter-district meeting. The concept started in Europe in 1995 after the then District 14 was split into five new districts and continues today. In February 2015, the 6th European Inter-District Zonta Seminar was held in Brugge, Belgium with the theme, "Empowering Women in Decision-Making". A North American Inter-District Meeting was held in Minneapolis, Minnesota, USA in June 2015. The theme was Zonta—Leaders of Excellence: Empowering Women with Conviction, Commitment and Courage. These inter-district meetings and seminars are unofficial Zonta meetings; however, they are wonderful opportunities for Zontians from different districts to connect with one another, learn about issues affecting women in their region of the world, and seek ways to cooperate across districts. ■

Meet Zonta's Newest International Honorary Members

Zonta International awards International Honorary Membership to individuals who have helped to change societal attitudes about women, or who have improved conditions for women beyond the countries in which they live. This biennium, the Zonta International Board recognized three outstanding individuals from nominations received from Zonta districts and clubs. These women join the 37 other International Honorary Members who have been granted International Honorary Membership since 1970.



DR. YAKIN ERTÜRK (TURKEY)

Dr. Yakin Ertürk was a faculty member at the Department of Sociology, Middle East Technical University in Ankara, Turkey, from September 1986 to October 2010. Between 1997 and 2001, she joined the United Nations, serving first as Director of International Research and Training Institute for the Advancement of Women (INSTRAW)—Santo Domingo, Dominican Republic (October 1997–February 1999), then as Director of The Division for the Advancement of Women (DAW) at UN Headquarters in New York (March 1999–Oct. 2001), and finally as the UN Special Rapporteur on Violence Against Women from 2003 to 2006. In this role, she undertook fact-finding missions to various countries around the world and prepared reports on violence against women and its causes and consequences to be submitted to the Human Rights Council.

In addition to her roles at the UN, she worked for various national and international agencies on rural development projects (1986–2003); held international positions, including member of Independent International Commission of Inquiry of the June 2010 events in the Republic of Kyrgyzstan (October 2010–April 2011), member of Independent Commission of Inquiry for Syrian Arab Republic (September 2011–March 2012), and member of European Council, Committee for the Prevention of Torture (CPT) (2009–2013). She is the founding and current member of the executive board of Asylum and Migration Research Center (IGAM–2013) in Ankara.



DR. ANNE GALLAGHER (AUSTRALIA)

Dr. Anne Gallagher is a lawyer, practitioner, teacher and scholar with an established international reputation in human rights and the administration of criminal justice. She joined the United Nations and served as Special Adviser to Mary Robinson, the UN High Commissioner for Human Rights and former President of Ireland, from 1998 to 2000. During that time, Dr. Gallagher led the development of the United Nations Principles and Guidelines on Human Rights and Human

continued ...

Trafficking, and was the founding Chair of the UN Inter-Agency Group on Human Trafficking and Migrant Smuggling.

Since resigning from the UN in 2003, Dr. Gallagher has led the Asia Regional Trafficking in Persons Project. The US\$30 million project is an intergovernmental initiative funded by the Australian government that aims to strengthen legislative and criminal justice responses to human trafficking and related exploitation in all 10 Association of Southeast Asian Nations Member States.

In 2011, she was awarded the inaugural Australian Freedom Award for her international work against contemporary forms of slavery. In 2012, she was appointed Officer of the Order of Australia (AO), that country's second-highest civic honor, for her "distinguished service to the law and human rights, as a practitioner, teacher and scholar, particularly in areas of human trafficking responses and criminal justice." Also in 2012, she was named a "2012 Trafficking in Persons Report Hero" by US Secretary of State Hilary Clinton for her ambitious work in the global fight against modern slavery.



INGIBJÖRG SÓLRÚN GÍSLADÓTTIR (ICELAND)

Ms. Ingibjörg Solrún Gísladóttir was appointed as UN Women Regional Director for Europe and Central Asia, and Representative to Turkey in January 2014.

Born in 1954 in Iceland, prior to her appointment as the Regional Director, Ms. Gísladóttir worked as UN Women Country Director in Afghanistan (2011–2014), was the Minister for Foreign Affairs of Iceland (2007–2009) and a Member of Parliament where she served for two separate terms between 1991–1994 and 2005–2009.

She was one of the founding members of the Women's Alliance in Iceland in 1982, a successful and historical political movement that promoted the cause of women and changed their status radically. She was also the editor of VERA, a feminist magazine, published by the Women's Alliance between 1988–1990. She was first elected to the Parliament in 1991–1994 from the Women's Alliance and again in 2005–2009 representing the Social Democratic Alliance. She was elected as Chairperson and Leader of the Social Democratic Alliance, the second largest political party in Iceland, in a party-wide vote in 2005 and re-elected in 2007. She was a member of the City Council of Reykjavik for 18 years (1982–1988 and 1994–2003), including Mayor for nine years.

Ms. Gísladóttir holds a degree in history and literature from the University of Iceland (1979) and had post-graduate studies and research in history at the University of Copenhagen (1979–1981). She is married to Hjörleifur Sveinbjörnsson, a university lecturer in Chinese and Chinese literature and translator of literature into Icelandic. They have two sons; born in 1983 and 1985.

Learn more about all of Zonta's International Honorary Members at <http://www.zonta.org/About-Us/International-Honorary-Members>. ■



IN MEMORIAM

Remembering Our Friends, Honoring Their Legacies



Ruth Walker **Zonta International President** **1988–1990**

Past International President Ruth Walker passed away on 20 December 2015. Ruth learned early in life the value of giving and generously gave her time, talents and love to family, friends, church and community. Those who knew Ruth well, described her as warm, sincere, caring and an encouraging listener.

Who Ruth was, shined in Zonta. In 1966, she joined the Zonta Club of Columbus, Ohio, USA. It was only a short time before Ruth became deeply active in Zonta and became her club's president. Later, she was appointed District 5 Secretary, and then elected as lieutenant governor and governor. Her passion for Zonta continued as she served on multiple international committees before being elected to the international offices of treasurer, president-elect and president.

During her time as international president, Ruth chose the biennial theme, "Education, Understanding and Peace through Giving Time, Self and Money". This theme was carried through the biennium's international service projects, all of which helped women realize self-generated income and secure their rights: income-generating projects for women in Brazil, Honduras, the Philippines and Sierra Leone; Technical Training and Introduction of Appropriate Agricultural Technology to Increase Women's Productivity in Mexico; Textile Production in Guatemala; Women, Water Supply and Sanitation in Nigeria; and Young Mothers Hostel in Uruguay. Ruth was also a strong advocate for the Amelia Earhart Fellowship Program and continually encouraged expansion of that program.

Even after her biennium as international president, Ruth remained active in her club as club treasurer, as a consultant to the 2014 Convention in Orlando, Florida, USA, which she attended, and as a member of the 2012-2014 Foundation Investment Committee.

Through her commitment and passion for Zonta, Ruth truly made a difference for many women in the world.



Kikuko "Kitty" Hara **International Director** **2010–2012**

Ms. Kikuko Hara, "Kitty" to her friends in Zonta, passed away on 5 December 2015. She was a member of the Zonta Club of Yokohama, Japan.

Since joining Zonta International in 1966, Kitty served as club president, lieutenant governor, governor, district foundation ambassador, and as a member of the International Nominating, Advocacy, Service and Jane M. Klausman Committees. During the 2010-2012 Biennium, she served as a member of the Zonta International and Zonta International Foundation Boards.

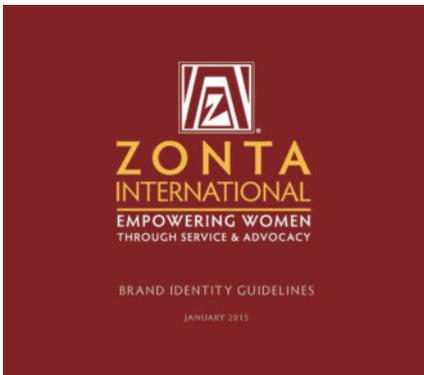
Kitty was a graduate of Tezukayama Gakuin College in Osaka, Japan, and the owner and Managing Director of United Enterprises Co., Ltd., a sea freight forwarding agency. In addition to her professional experience, Ms. Hara was also a Past Director of UNIFEM Japan. But above all, Ms. Hara was a real friend to many Zontians all over the world. As she said herself, "For every Zonta Convention I visit, I get at least three new friends."

It is especially very sad that she will not be able to participate in the Convention 2018 in her home town of Yokohama—something she had looked forward to for many years. ■

Every biennium, we say goodbye to dedicated Zontians who have worked tirelessly to empower women in their local communities and around the world. In 2015, we said goodbye to two long-serving Zonta International leaders. We recognize them for their many years of dedicated service and thank them for their commitment to Zonta International, their districts and their clubs. They will always be in our thoughts.

Who We Are and What We Do:

The Voice of Zonta



“This is who we are and what we do. Your role this biennium is to prepare all communication material and support all committees, districts and clubs in their initiatives in order to show clearly and with a united voice to all stakeholders who we are and what we do.” Those were the words from International President Maria Jose to the PR&C Committee when we started our work approximately six months before the 2014 Zonta International Convention. This article shows the tip of the iceberg of our efforts this biennium.

KICKSTARTED WITH THE REFRESHED MISSION AND VISION FOR ZONTA

We are all united by the Zonta mission “Empowering Women through Service and Advocacy”. The Public Relations and Communications Committee’s goal was to bring the new mission and vision to LIFE. In order to achieve that goal, the Committee defined very clear goals and objectives for brand awareness and tools development.

PR&C Goals and Objectives

- Zonta International has a strong, consistent brand across all activities, geographies and committees, representing our vision, mission and work – using an Enhanced Toolkit for districts and clubs.
- Awareness of Zonta and its work increases WW
- Zontians, Clubs and Districts and Committees have the Tools, Guidance and Content they need to represent Zonta across all media, visual, text and video in “branded” fashion.

PR&C Committee 2014-2016
Work Plan

1. Create a strong, consistent brand.

2. Increase awareness of Zonta and the impact of our work worldwide, and

3. Provide Zonta members the tools, guidance and content they need to represent Zonta in a consistently branded fashion

A WORLDWIDE BRAND REFRESH

For nearly 100 years, Zonta has empowered women through our global and local actions. The refresh of the Zonta Brand gave all Zontians the opportunity to relaunch the energy of our membership behind it. The PR&C Committee worked with Headquarters staff, brand professionals and the Zonta International and Zonta International Foundation Boards to provide a new look and feel for our powerful, impactful, vibrant and compelling organization. The feedback received from governors, club presidents and other stakeholders indicate that our brand now reflects our vibrancy and impact as an organization. On behalf of the Committee, we thank all members for embracing the new logos and templates so quickly and so positively. We could not ask for a better response! The Zonta International Brand Identity Guidelines can be found at www.zonta.org/brandrefresh.

NEW ZONTA TOOLS

Along with the new brand, logo, and design guidelines, new tools were developed and more work is in process, including the new Zonta International website, Zonta Print Portal, and Zonta brochure, as well as a membership toolkit. Access to these online and offline tools will enable Zontians around the world to better tell the Zonta story.



AN INTEGRATED MARKETING STRATEGY

The Integrated Marketing Strategy, approved by the Zonta International and Zonta International Foundation Boards, integrates the many elements of the Zonta messaging in common, unifying themes, focused on our audiences of Zonta members, Zonta partners, and the supporting public (Zonta in the World).

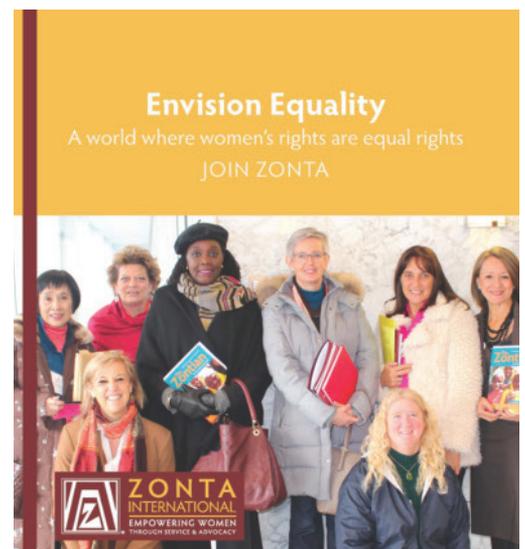
EMPOWERING WOMEN: A CLEAR AND SIMPLE MESSAGE

The Zonta messaging framework cuts through the complexity and brings the remarkable message of how Zonta empowers women in a clear and simple way that is consistently used worldwide. The Zonta messaging framework, which will be the basis of our future campaigns and communication, focuses on the words “**Envision Equality**” to reflect Zonta’s vision, and “**Empowering Women**” as the action phrase to represent our mission. The core elements of the message that support those concepts are:



1. Zonta creates **IMPACT**
Locally and Globally
2. Zonta makes
LASTING CHANGE
3. Zonta **INVESTS** in the Future
4. Zonta **DEVELOPS LEADERS**

The actions of Zonta are organized around those edges as they represent the work done at the local and global levels. You will see the elements of this framework appear on the new Zonta.org website and in the new Zonta membership brochure.



These brand and messaging frameworks will provide a guide for the coming years, and the online tools will provide a platform for expansion of Zonta’s digital presence, giving clubs easier access to customized information, and creating a location for a next generation of Zontians to communicate the Zonta message.

The Committee also completed social media and PR training modules, assisted in membership communications pilot programs and planning, aided in convention planning, and assisted in UN and Foundation messages.

Thank you to the entire PR&C Committee and Headquarters staff for their tireless work to make this tremendous outcome possible. We are thrilled to have been able to drive the successful implementation of so many Biennial Goals, and it has been a pleasure working with our fellow committee members on so many collaborative projects. ■



BRIDGING BIENNIA

Bridging biennia is without doubt one of the most important steps to secure the welfare of Zonta International.

The Zontian has interviewed International President Maria Jose and President-Elect Sonja about Bridging Biennia.

Q: President-Elect Sonja, is the installation ceremony during the Nice Convention the time to bridge biennia?

A: During the closing banquet in Nice this July, members will witness the traditional passing of the International President's pin from President Maria Jose to me. This symbolic gesture marks the end of one biennium and the beginning of the next; however, bridging biennia is much more than that. President Maria Jose and I have worked hand in hand throughout the last two years to ensure that the Board and membership next biennium learn from the challenges encountered this biennium, continue the good work already begun and build upon Zonta's achievements for even greater success in the next two years.

Q: President Maria Jose: What has been your strategy for bridging biennia in Zonta?

A: The strategy followed has been based on open and thorough information, inclusiveness, communication and delegation of responsibilities within the whole Board, based on mutual respect and a strong commitment to our mission and vision. Regarding the president-elect, my role as president has been to do my utmost to prepare Sonja for her future role during the 2016-2018 Biennium. Sonja has not only fulfilled her own responsibilities as president-elect; with an eye to the future, I invited Sonja to be a part of important discussions and decisions this biennium and have involved her in my work with committees, Headquarters and external stakeholders such as the UN agencies. I believe this has given Sonja a good insight into the role and responsibilities of the president and helped her to be prepared for her new role after Convention.

Q: President Maria Jose and President-Elect Sonja: In your opinion, why is important to bridge biennia?

A, SHS: Bridging biennia and ensuring continuity is critical to Zonta's future. To grow our membership and stay relevant for years to come, the Board, districts and clubs must be focused on building on our strengths as an organization. To do so, we cannot start over every two years. We must take what we learn, adapt our strategies and continue to grow as an organization. Partnerships, positive communication and collaboration at all levels of the organization will serve Zonta well now and in the future. I sincerely thank Maria Jose for having included me in her work during the whole biennium and always being ready for my questions. As I see it, this is a necessity to create an organization that is sustainable and of course this has also been a tremendous help for me.

A, MJLO: I concur with Sonja that bridging biennia is crucial. This has been in our minds and actions throughout the whole biennium. It has been a pleasure to work with Sonja and I thank her for all open discussions, her active response to my requests for involvement and the strong commitment shown throughout the whole biennium. ■

"We must take what we learn, adapt our strategies and continue to grow as an organization. Partnerships, positive communication and collaboration at all levels of the organization will serve Zonta well now and in the future."

—President-Elect Sonja Hönig Schough



WELCOME TO THE ZONTA INTERNATIONAL FAMILY!

The Zonta International community extends a warm welcome to our new Zonta clubs and Z and Golden Z clubs, chartered since August 2015.

ZONTA CLUBS

9 new clubs

- Chum Phae, District 17, Area 6
- Brisbane City Heart, District 22, Area 3
- Lower Eyre, District 23, Area 2
- Goulburn, District 24, Area 2
- Kyiv, District 27, Area 4
- Roma Capitolium, District 28, Area 3
- Rheine, District 29, Area 2
- Offenburg, District 30, Area 2
- Salon de Provence Catherine de Medicis, District 30, Area 1

Z CLUBS

11 new Z clubs

- Auburn Z Club, District 2, Area 3
- Lincoln M. Alexander Z Club, District 4, Area 2
- Sandalwood Hts. Z Club, District 4, Area 2
- Fletcher's Meadow Z Club, District 4, Area 2
- Metro Early College High School Z Club, District 5, Area 4
- Fearless Females Z Club, District 6, Area 5
- Bluffton High School Z Club, District 11, Area 2
- CAA National High School Z Club, District 17, Area 5
- Z Club Alexandria, District 30, Area 3
- Taichung Hong Wen, District 31, Area 2
- CIS Z Club, District 32, Area 1

GOLDEN Z CLUBS

7 new Golden Z clubs

- Guelph-Humber University/Humber North College Golden Z Club, District 4, Area 2
- Golden Z – SIUe, District 6, Area 3
- Jefferson City Golden Z Club, District 7, Area 2
- UAFS Golden Z Club, District 10, Area 1
- Flatirons Golden Z Club, District 12, Area 3
- De Ocampo Memorial College of Dentistry, District 17, Area 1



ZONTA INTERNATIONAL

EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

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