



## Chapter 5

### 1975–1989<sup>1</sup>

#### **(a) World history in brief 1975–1989**

*The Cold War, the Islamic Republic of Iran, the Fall of the Berlin Wall, the US economy, UN Decade for Women.*

The cold war continued. In 1979, the Soviet Union invaded Afghanistan in support of the government of the pro-Soviet Democratic Republic of Afghanistan; USA intervened to support the Mujahideen who were fighting the Soviets. In 1988, USA, Pakistan, Afghanistan and the Soviet Union signed an agreement under which the Soviet Union completed the withdrawal of its troops in 1989.

In Iran, the Shah became increasingly dependent on the secret police (SAVAK) in controlling the opposition movements critical of his reforms. In September 1978, the Shah's authoritarian rule led to riots, strikes and mass demonstrations. Martial law was imposed. In January 1979, as the political situation deteriorated, the Shah and his family were forced into exile and Ayatollah Khomeini, an Islamic fundamentalist, hostile to western values, returned to Iran after 14 years of exile in Iraq and France. Following a referendum, the Islamic Republic of Iran was proclaimed on 01 April 1979. In November, Islamic militants took 52 Americans hostage inside the US embassy in Tehran. Zonta clubs were no longer welcome in Iran.

The Iran–Iraq War began in September 1980, when Iraq invaded Iran, and ended in August 1988, when Iran accepted a UN-brokered ceasefire.

Mao Zedong, Chairman of the People's Republic of China, died in 1976, making room for economic reforms in China. In June 1989, when the Chinese government in Beijing crushed a peaceful demonstration for democracy, the Zonta International Board, on behalf of 1,012 clubs in 52 countries, issued a statement denouncing the Chinese government's reactions to the pro-democratic student protests (de Langis, p. 78).

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<sup>1</sup> Research compiled by Eva Nielsen

In the Soviet Union, Mikhail Gorbachev started the reform programs Glasnost and Perestroika in 1985, and workers in Poland started the Solidarnosc (Solidarity) union.

The protracted conflict between Egypt and Israel had been exacerbated in 1967 when Israel took control of the Sinai Peninsula. On 10 October 1975, they signed the Sinai Accord, re-establishing borders between the two countries and giving Israel access to the Suez canal.

The Camp David Accords were adopted in 1978, leading to the peace treaty between Israel and Egypt in 1979. In 1981, Muslim fundamentalists killed the Egyptian President Sadat, who had signed the treaty. In 1990, Zonta International made his wife, Jehan Sadat, an advocate for women's rights and education, a Zonta International Honorary Member.

Spain's 83-year-old dictator, Francisco Franco, died on 20 November 1975, and two days later Juan Carlos was proclaimed King of Spain. In 1978, Spain adopted a new constitution.

The war between North and South Vietnam ended in 1975 with a North Vietnamese victory, resulting in unification of the two countries under Communist North Vietnamese rule. Many non-communist Vietnamese left the country by boat as refugees at this time.

The Kingdom of Cambodia, independent since 1853, struggled to remain neutral. However, as the Indochinese war escalated, Cambodia became increasingly involved. A civil war started in 1967, the result of which was the Khmer Republic in 1970.

In 1978, Vietnam invaded Cambodia, producing conflict and a war with China which Vietnam won. The People's Republic of Kampuchea was established. Peace efforts began in Paris in 1989, culminating two years later in a comprehensive peace settlement.

For nearly 30 years the Berlin Wall stood as a concrete manifestation of the Iron Curtain, preventing citizens in communist East Germany from fleeing to West Berlin. On the night of 09 November 1989, however, East German authorities suddenly opened the border crossing, and thousands of jubilant Germans celebrated.

From November 1973 until March 1975, the United States economy suffered a 16-month recession, caused by the OPEC oil embargo and the wage-price control instituted by President Nixon. Nixon also took the United States off the gold standard in response to a run on the gold held at Fort Knox. The result was "stagflation" and five quarters of a negative GDP. Unemployment reached a peak of nine per cent in May 1975, two months after the recession technically ended.

The arms race continued with the 1979 NATO decision to place new missiles in Western Europe, and US President Reagan's Star Wars Project from 1983.

Reagan had been elected US President in 1980. The central theme of his national agenda was his belief that the federal government had become too big and intrusive. In the early 1980s, Reagan and his administration pushed through a series of tax cuts, while proposing huge cuts to social programs. Throughout his presidency, Reagan also undertook a campaign to reduce or eliminate government regulations affecting the consumer, the workplace and the environment.

Again, the US endured a deep recession in 1982. Business bankruptcies rose 50 per cent over the previous year. Farmers were especially hard hit, as agricultural exports declined, crop prices fell, and interest rates rose.

By 1983, the economy had rebounded, and the US entered one of the longest periods of sustained economic growth since World War II. Still, serious problems remained. Farmers' problems continued, their suffering compounded by serious droughts in 1986 and 1988. The US trade deficit hit a record in 1987 and a stock market crash in the autumn of that year led many to question the stability of the economy (US Department of State, country studies).

The first UN World Conference on Women, held in Mexico City in 1975, designated 1976–1985 the UN Decade for Women, the goal of which was to promote equal rights and opportunities for women around the world. The second UN women's conference took place in Copenhagen at the Bella Center in 1980 with Danish Minister of Cultural Affairs, Lise Oestergaard, as conference president. The third conference was held in Nairobi in 1985. The participants at these meetings discussed issues such as pay equity, violence against women, landholding, and basic human rights.

The UN Decade for Women concentrated mainly on women and development. The World Conference on Women in Mexico City produced two major documents:

- *Declaration of Mexico on the Equality of Women and Their Contribution to Development and Peace* and
- *World Plan of Action for the Implementation of the Objectives of the International Women's Year.*

The 1980 conference in Copenhagen reported on progress since the Mexico City meeting and produced the Program of Action. The 1985 conference in Nairobi celebrated the accomplishments of the Decade for Women and adopted a document entitled *The Nairobi Forward-Looking Strategies for the Advancement of Women.*

The UN Decade for Women and its conferences helped establish the legitimacy of women's issues regarding their roles as workers in, as well as outside, the home. The decade also brought the many inequalities women faced in education, health care, and work to the attention of national leaders and the public.

The Nordic Countries were in the forefront of the movement towards gender equality in the decade 1976-1985. Organizations dedicated to promoting gender equality were established simultaneously in the Nordic countries, but the adoption of gender equality legislation was far from simultaneous and the active volume of legislation varied.

## **(b) Zonta's growth 1975–1989**

### **(i) Number of Members**

1975 to 1989 are years with very high activity regarding organization of new clubs. They were wanted and welcome; however, the growth was a challenge to the organization. To handle this, the Long-Range Committee was established in 1978.

The report from this committee to the Washington D.C. convention in 1980, showed data from a study conducted by Bostrom Management Corporation. The study predicted:

a Zonta with 2,000 clubs and more than 53,000 active members in 2000, and 60,000 members in 2004 Just 50 per cent of the members will belong to Zonta Clubs in the United States and Canada and the growth rate of clubs in North America will be only 35 per cent of the growth of all Zonta International (*The Zontian*, September/October, 1980).

As at 17 December 1980, there were 30,177 members (*The Zontian*, January/February 1981, p. 5):

<b>Country<sup>2</sup></b>	<b>Percentage</b>
USA	61.37
Asia	4.60
Sweden	4.51
Australia	3.92
Finland	3.41
Southeast Asia	1.10
Norway	0.83
Denmark	0.48

It is difficult to find material showing club membership numbers. However, in 1984, the 1984–86 program issue of *The Zontian* (p. 25) published the following overview:

<b>Members per club</b>	<b>No. of clubs</b>
20 or <20	103
21 to 25	148
26 to 30	143
31 to 35	130
36 to 40	91
41 to 45	75
46 to 50	50
51 and over	151

### **(ii) Membership and Classifications Committee**

In 1974, the Membership Committee (first organized in 1952), amalgamated with the Classifications Committee (first organized in 1926). The members of the amalgamated committee represented several countries. In the 1978-1980 biennium, the committee members came from USA, France, Mexico and Australia; in 1980-1982 they came from USA, Mexico and Australia; and in 1982-1984 from USA, Netherlands, and New Zealand.

The 1984 Zonta International Bylaws prescribed a new composition of the Zonta International Membership and Classifications Committee: the International committee chairman and the Lieutenant Governor from each district. The mandate was to encourage continuing membership growth, and to review the Classifications Manual and submit recommendations to the Zonta International Board (Zonta International Bylaws 1984, Article XI, Section 10).

### **(iii) Membership and Extension Seminar and Workshops**

An increasing number of clubs had closed and a Membership and Extension seminar to address this was held 15 July 1981 in Chicago, prior to the International Board meeting. Materials to be used in each District and Region in training potential organizers were shown and debated, and the Staff Director of Extension and Membership stressed that organizers must be leaders, must cooperate with Zontians willing to assist, and should use the momentum gained to carry through without major delays. She also pointed out that financial responsibilities of membership are important and must be conveyed early to prospective members. Membership and Classifications chairman, Lois Demos, emphasized the fact that 60per cent of Zonta clubs had 15 to 35 members. This meant that there was not a District or Region throughout the world

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<sup>2</sup> Author's Note: The term 'Asia' is used throughout this publication to refer to Japan, Korea, Mongolia, Philippines and Taiwan; and the term Southeast Asia is used to refer to Bangladesh, India, Indonesia, Sri Lanka and Thailand.

without a club or clubs in danger of losing their charter. "Since the average club currently terminates six members and adds only three, a net growth of at least 15per cent must be realized."

It was pointed out that membership is the responsibility of every member (*The Zontian*, September/October 1981)

The January-February edition of *The Zontian* in 1982 reported on membership and published this information:

the results of a random survey of Zonta clubs successful in increasing membership show that most recruitment for Zonta is done through personal contacts by individual members. Good programs at meetings are a selling point....The Chamber of Commerce in both Irvine and Saddleback Valley lists Zonta as an international service club for executive women, and newcomers to the area find Zonta prominently displayed in community publications, with membership information and phone numbers.

At the San Diego convention in 1982, the following three workshops were presented on membership and extension with these titles:

- "A new look" is given to membership as we learn to sell classifications (by Lois Demos)
- Continuing the tradition...with streamlined methods (by Ruth Walker)
- Recruitment and Retention Manual –for non-English speaking Zontians, in Spanish, French and German (by Kata Jouhki).

The Membership Committee goals were high in the 1980s:

1. Gains – Zonta clubs shall achieve at least a net gain of four new members each year, with two new major classifications each year and shall use the Founders Month of November as Membership Month; thus, not only promoting Zonta International, but acquiring new strength for Zonta clubs (1982–84).
2. A minimum of 40 members in each Zonta club is the President’s goal; 41 members two delegates! (1984-86)
3. That each Zonta club endeavor to secure new classifications to reflect the diversity of business and professions in the community (1986-88)
4. That clubs with a membership under 40 achieve a net gain of five new members and/or five new classifications or combinations thereof per year (1986-88).

#### **(iv) Organization and Extension Committee**

The Organization and Extension Committee continued to be a highly prestigious committee. Chairmen were:

<b>Biennium</b>	<b>Chairman</b>	<b>Co-chairman</b>
1978–80	France de la Chaise Mutin (International President 1976–78, Zonta Club of Paris, France)	Jessica Tegland (Zonta Club of Sun City, Arizona, USA)
1980–82	Ruth F. Walker (Zonta International President 1988–90, Zonta Club of Columbus, Ohio, USA)	Kata Jouhki (Zonta Club of Helsinki II, Finland)
1982–84	Barbara Dean (Zonta Club of Mobile, Alabama, USA)	Kata Jouhki (Zonta Club of Helsinki II, Finland)
1984–86	Linda Villanueva (Zonta Club of Makati, Philippines)	Joan Englehart (Zonta Club of Binghamton, New York)
1986–88	Marion Baxter (Zonta Club of Hartford	Annie Chinbuah (Zonta Club of Tema,

	Area, Connecticut, USA)	Ghana)
1988–90	Heide Taylor (Zonta Club of Adelaide, Australia)	Gloria de Castro-Cordoba (Zonta Club of Bogota I, Colombia)

All governors were members of this committee, which was to promote the organization of new clubs. Committee expenses were to be paid from the Marian de Forest Fund (Zonta International Bylaws 1984, Article XI, Section 11).

### (v) The Sponsorship Program

The program created in 1980 by the Organization and Extension Committee has two main categories: time and financing.

1. Sponsorship through “time”
  - a. Zonta clubs shall work actively to organize new Zonta clubs and further assist in the expansion of existing and new clubs.
2. Sponsorship through “financing”, by contributions to the Marian de Forest Fund
  - a. Membership of Sponsors’ Club. Zontians who contribute US\$500.00 or more for the organization of a new Zonta Club become members of this club; in 1980-82, 30 Zontians became members of the Sponsors’ club.
  - b. New Club Patron. Any Zonta club or individual who contributed US\$100.00 or more to Marian de Forest Fund for new club organization became a patron. Certificates were provided designating each donor’s contribution and membership. No one was barred as a patron – thus every Zonta member and/or Zonta Club could participate in organization and extension.

A photo in *The Zontian*, January/February 1981, shows the Sponsors’ Club plaque hanging on the wall in the reception area of the headquarters at 35 East Wacker Drive in Chicago. The bronze plates on the plaque carried the names of the first Sponsors’ Club members: Gladys Hefty and Donna Lee Poulton in honor of Ruth Walker, and Helen Gummow, in honor of Marjorie Wilson, supplemented by Ruth Walker, in honor of Zonta International headquarters staff, and Shirley K. Schneider in honor of all Past International Presidents.

Barbara Dean, Zonta Club of Mobile, Alabama, USA, Organization and Extension Committee chairman, and Kata Jouhki, Zonta Club of Helsinki II, Finland, Co-chairman, explained in the 1982-84 Program Issue of *The Zontian*:

Any Zontian or Zonta club can be an organizer. We think you would like to be an Official Organizer, so we plan to acknowledge organizers with a Certificate of Recognition. ...Organization of a Zonta Club is a valuable service project for an established club or for an individual Zontian. The role of the organizer is very important to the club: she and her helpers bring the right kind of spirit, enthusiasm and knowledge to the new Zontians, so that they can have from the beginning an idea of what Zonta stands for and what their duties and responsibilities as Zontians are. Who pays the expenses? Very often the organizer herself is the sponsor, or her club takes the sponsorship as its service project. In special cases, where the organization is carried out in distant places or in new areas, it is possible to apply to the Marian de Forest Fund for support for the organization.... We are sure that the organizing clubs can bear the costs if there is enthusiasm and the desire to expand the Zonta World.

For 1984-86, the goal was 100 new clubs. Zonta Clubs, particularly with a membership of over 50, were encouraged to form new clubs as a service project.

Since approximately 60 per cent of Zonta clubs had a membership of fewer than 40 and the majority between 20 and 35 members, the goal was for each club under 40 to achieve a net gain of five members a year (*The Zontian*, program issue 1984–86, pp. 24–27).

In 1986-88, each Zonta club was expected to make a commitment to actively promote and organize new Zonta Clubs through sponsoring and/or organizing and/or mentoring (SOM) and to further assist by:

- becoming a member of the Sponsors' Club or participating in the Club Patrons program
- each area within a District in the Zonta world increasing by at least one club
- each district achieving no less than ten percent growth rate per biennium through the formation of new clubs
- each Zonta club endeavoring to secure new classifications to reflect the diversity of business and professions in the community
- clubs with a membership under 40 achieving a net gain of five members and/or five new classifications or combinations thereof per year.

The Sponsors' Club and Club Patrons program were repeated in 1988-90.

Did Zonta International achieve these goals?

With no evaluation sheets found, the only way to evaluate the achievements of these programs is to look at the number of clubs. The number of clubs was growing, although not as quickly as the goals prescribed.

Zonta International directories show that 481 new Zonta Clubs were chartered in the period 1976 to 1989, the majority outside of North America. This enormous growth was a big challenge for the organization, as was the fact that 128 clubs had disbanded in the same period.

#### **(vi) Number of Clubs**

By the end of 1975, Zonta International had 670 active clubs. By the end of 1979 the number had increased by 112. However, let us look at the two decades, 1970-79 and 1980-1989:

In 1970, at the beginning of the decade, Zonta International had 567 active clubs.

- During the decade 1970-79, Zonta chartered 275 new clubs:
  - 87 clubs in North America
  - 12 clubs in South America
  - 33 clubs in the Nordic countries
  - 52 clubs in European countries
  - 12 clubs in Africa
  - 9 clubs in South East Asia
  - 24 clubs in Asia
  - 46 clubs in Australia/New Zealand.
  
- During the decade 1970-79, Zonta lost 60 clubs:
  - 47 clubs in North America
  - 1 club in South American
  - 6 clubs in Europe
  - 4 clubs in South East Asia
  - 2 clubs in Asia.
  
- During the decade 1970-79, Zonta had a net gain of 215 clubs.

In 1979, at the end of the year, Zonta International had 782 active clubs.

- During the decade 1980-1989, Zonta chartered 353 new clubs:
  - 104 clubs in North America
  - 18 clubs in South America
  - 50 clubs in the Nordic countries
  - 98 clubs in the European countries
  - 10 clubs in Africa
  - 3 clubs in South- East Asia
  - 29 clubs in Asia
  - 41 clubs in Australia/New Zealand.
  
- During the decade 1980-1989, Zonta lost 106 clubs:
  - 72 clubs in North America
  - 10 clubs in South America
  - 1 club in the Nordic countries
  - 10 clubs in the European countries
  - 3 clubs in Africa
  - 6 clubs in South-East Asia
  - 2 clubs in Asia
  - 2 clubs in Australia /New Zealand.
  
- During the decade 1980-1989, Zonta had a net gain of 247 clubs.

At the end of 1989, Zonta International had 1029 active clubs.

Within an organization like Zonta, it is to be expected that some clubs will cease to exist, and there are different causes for disbanding: economic recessions, local demographic development, lack of interest in the objects of the organization or disappointment with the way the organization functions. If the trend is a net gain of members and clubs, focus is on the gains and not always on the losses, even if the losses are increasing.

#### **(vii) Districts: 1975–1989**

1975: Zonta International had 16 districts and three regions. On 19 September 1979, the clubs in Asia, Region I, had the first meeting constituting District XVII, effective from the last day of convention 1980. (See *Zonta in Asia*.)

1982: Regions II and III were transformed into two new districts: District XVIII, comprising clubs in Africa, and District XIX comprising clubs in Central and South America. (See *Zonta in Africa* and *Zonta in Central and South America*.)

Some districts, for instance District XIII, had so many clubs that it was very difficult to manage, and there were very strong wishes in both Finland and Sweden to become their own districts. The 1984 Bylaws amendment, effective from the last day of convention 1986, changed the composition of the International Board and made room for creation of more districts.

1986: District XIII was split into: District XIII comprising clubs in Denmark, Iceland and Norway; District XX, comprising clubs in Finland; and District XXI comprising clubs in Sweden. Districts XX and XXI were almost the same size. District XIII was a tiny district, characterized by vast distances and a weak economy.

### **(c) Zonta's objects and resolutions**

(sourced from various issues of *The Zontian*)

The Objects of Zonta International were not amended in the 1970s and 1980s. Each convention adopted resolutions which provided guidelines for action within the framework of Zonta's objects.

1982: Zonta International Bylaws Article III Policy, Section 5 Groupings, states: "All clubs within a country or state are permitted to group together within their country or state solely for the purpose of promoting the objects of Zonta International". This section was adopted between 1968 and 1982 and transferred to the manuals in 1990.

Among several resolutions adopted by the delegates at the 1980 Washington D.C. convention was the following UN Resolution:

Recognizing that the UN Declaration on Human Rights and the Elimination of Discrimination against Women promulgate principles directed toward improving the legal, political, economic and professional status of women, be it resolved

- that Zonta Clubs urge women to accept their full participating responsibilities in government at all levels, including serving in appointive and elective offices and the endorsement and support of qualified women in policy making positions
- that Zonta International, a nongovernmental organization holding consultative status with ECOSOC, UNESCO, UNICEF, and ILO, support the purposes of the UN.

The following resolution was adopted at the same convention:

Recognizing that world fellowship and understanding represents the true spirit of Zonta membership, be it resolved that each Zontian accept the challenge for positive and meaningful communication with members in other Zonta clubs and in other countries; support the Eva Mowbray Fund; and enthusiastically participate in the 1980-82 Friendship Programs and Operation Open House.

1980: Zonta International identified "Women and Aging" as a most urgent and crucial women's issue and began working towards:

- modification of public policy that has been shaped by biased cultural practices toward older women
- equitable treatment of aging women in the workforce to provide for economic security
- identification and activation of resources for older women.

1988: The International Board approved the continuing use of the theme "Successful Executives Serving the World" by which Zonta would be identified. The Board also decided that the theme should be reviewed every five years.

### **(d) The organization**

During the 1980s the organization lived through sweeping changes, including the establishment of the Zonta International Foundation.

#### **(i) International Leadership**

By 1975, there were no changes in the composition of the International Board. The members were: Zonta International President, President-elect, First Vice-President, Second Vice-President, Treasurer, Executive Director, and the district governors. In 1975, there were 16 governors. In 1980 this had increased to 17 and, in 1982, to 19.

This meant that the Zonta International board in 1982 had 25 members. This was not an optimal board size and was expensive because most members had to travel long distances to attend meetings.

### **(ii) Long-Range Planning Committee**

Vigorous growth in Zonta's membership, as well as in Zonta's influence, required organizational changes relating to elected officers, committee functions, headquarters operations, publications and communications. To prepare for these changes the Long-Range Planning Committee was appointed in 1978 with Eleanor Jammal as chairman (*The Zontian*, September/October 1980, p. 39).

The sweeping changes in the organization adopted in the mid-1980s were planned by the Long-Range Planning Committees:

1980–82

Eleanor Jammal, Zonta Club of Ashtabula, Ohio, chairman

Carol Beaver

Kata Jouhki, Zonta Club of Helsinki, Finland

Elizabeth Todd, Zonta Club of Sydney, NSW, Australia

Josephine Cook, Zonta Club of Los Angeles, California, USA

1982–84

Eleanor Jammal, Zonta Club of Ashtabula, Ohio, chairman

France de la Chaise-Mutin, Zonta Club of Paris I, France

Josephine Cooke, Zonta Club of Los Angeles, California, USA

Luella Hoffman, Zonta Club of St Charles, Geneva-Batavia, USA

Elizabeth Todd, Zonta Club of Sydney, NSW, Australia

1984–86

Cornelia Hodges, Zonta Club of Springfield, Illinois, USA, chairman

France de la Chaise-Mutin, Zonta Club of Paris I, France

Jeanne Edgar, Zonta Club of Christchurch-Canterbury, New Zealand

Luella M. Hoffman, Zonta Club of St Charles, Geneva-Batavia, Illinois, USA

Ulla-Britt Lagerroth, Zonta Club of Lund, Sweden

1986–88

Monique Amerman, chairman

Irene Verschueren, Zonta Club of Antwerp, Belgium

Joanne Van Sant

Barbara Mansfield, Zonta Club of Wayne County, Michigan, USA

Inger Brolin, Zonta Club of Gothenburg I, Sweden

1988–90 (names not found)

1990–92

Barbara Mansfield, Zonta Club of Wayne County, Michigan, USA, chairman

Inger Brolin, Zonta Club of Gothenburg I, Sweden

Judy Ellis, Zonta Club of Brisbane South, Australia

Riita Annelo Korpela, Zonta Club of Helsinki I, Finland

Joanne Lee, Zonta Club of Seoul, Korea

Irene Verschueren, Zonta Club of Antwerp, Belgium

The committee was closed by the end of the 1990–92 biennium.

### **(iii) Leadership Changes and Decision to Establish Zonta International Foundation**

In 1984, the Sydney convention body adopted Bylaws amendments, effective from the last day of the 1986 convention, that changed the International Board.

As of 1986, the governors were no longer members of the International Board. In this way the expenses of the Board would no longer inhibit an increase of governors (= districts). This was a major step forward for the organization and a step in the direction of fulfilling the wishes of Area Finland and Area Sweden in District XIII to become separate districts. The adoption of the plan meant that the Zonta International Board, as of 1986, consisted of the International President, President-Elect, Vice-President, and Treasurer as the Executive Committee, and seven Directors. The election of the Board was to be at large after nomination at large. The decision showed that the delegates wanted to elect the best candidates, irrespective of nationality. At the same time, Board meetings increased from three to seven per biennium.

Furthermore, the Sydney convention body adopted a resolution authorizing the establishment of the Zonta International Foundation. On 15 January 1985, the Zonta International Foundation was incorporated in the State of Illinois, USA, under the *General Not for Profit Corporation Act*. The purpose of the Foundation was to carry out the charitable services of Zonta International as the only member of the Foundation (known as the Corporate Member). The affairs of the Foundation were to be managed by a board of nine directors: the President and President-Elect of Zonta International and seven directors, elected by the Corporate Member and the Executive Committee of the Foundation Board (Zonta International Foundation Bylaws, Article V Board of Directors, Section 2). (For further details, see Appendix 11 – *Zonta International Foundation and Zonta Funds*, and Appendix 12 – *Zonta International Foundation Boards and Committees 1985–2018*.)

### **(iv) Motion on Zonta International Bylaws Revision**

In 1988, the Helsinki convention passed a motion instructing the International Bylaws and Resolutions Committee “to present a complete revision of the Zonta International Bylaws to the 1990 convention”. The International Bylaws and Resolution Committee, chaired by Jane M. Klausman, oversaw this work, working closely with clubs and districts during the 1988–1990 biennium. With the March 1990 mailing to the clubs was a booklet (letter size) of 72 pages, presenting and explaining the International Bylaws draft. (See Chapter 6: 1990–2001.)

### **(v) Club Requirements**

The 1984 International Bylaws prescribed how to establish a new club. An application for authority to form a Zonta club was to be addressed by the District Governor to the President of Zonta International, the chairman of the Organization and Extension Committee, and the Executive Director. If satisfactory to the President and the chairman of the Committee, the Executive Director notified the organizer of the approval of the application.

A new club was required to meet the following requirements:

- A minimum charter membership of 20 members, classified according to the official Classification Manual
- Payment of per capita new member fee
- Payment of per capita dues
- Payment of per capita Marian de Forest fee
- Payment of club liability insurance fee (in USA)

- Payment of subscription to *The Zontian*
- Payment of the convention fee
- Payment of district dues and fees
- Election of officers.

Each club was bound by the Bylaws of Zonta International and the Standard Bylaws for Clubs. Additional clubs could be organized in localities where there were existing Zonta clubs, and multi-community clubs could now be organized.

If membership dropped below 15, the club would be notified to restore its membership.

Membership could be terminated if the club:

- failed to pay its dues,
- failed to meet regularly,
- failed to send a delegate or be represented by proxy for two consecutive conventions, or
- otherwise failed to function (Zonta International Bylaws 1984, Article IV).

According to a new directive from the International Membership and Classification chairman, dated January 1985, it became the Lieutenant Governor's responsibility to approve all Proposed Member Forms for clubs under two years of age and clubs in the process of organization (District IX History). With the boom of new clubs, decentralization of the approval process was necessary.

The 1986 convention debated an amendment called "Zenith Clubs":

Zenith Clubs shall form a group within Zonta International and shall consist of (1) Members and former members who are no longer eligible for membership in a Zonta club having lost their classification (2) Past Classified members of a Zonta club who may elect to transfer to a Zenith Club....A club shall have the option to establish a Zenith Club under the guidelines authorized by the Zonta International Board.

The rationale says "There has been great interest, over a long period of time, in this concept".

The amendment was not adopted (convention material and convention report, District XIII archives).

## **(vi) Membership, categories and qualifications**

### *Categories*

The membership categories listed in the 1966 edition of the Standard Club Bylaws were also listed in the subsequent editions. The categories were: Active, Senior Active, Merited, Associate, Past Zonta International President, and Honorary Member.

The Standard Bylaws for clubs in 1980 listed the following categories of membership:

- Active Members are Classified Members. Only one per classification per club
- Merited members
- Associated members
- Past International Presidents
- Honorary members.

The senior active membership category, introduced in the 1966 Bylaws, had disappeared.

In 1982, the Standard Club Bylaws changed the designation Active Member to Classified Member and allowed two members of the same classification per club (Article V Section 3). It was still permitted to have a classified member from each of the newspapers, radio stations, television companies, etc., and if the territorial limits of the club embraced more than one community, the club could admit a maximum of four members in a classification provided that no more than 10 per cent of the total membership of the club was in the same classification.

The other categories of membership were Past Classified membership, Past International President and Honorary membership.

Past Classified membership could be granted to any Zontian provided that she:

1. had become ineligible for classified membership
2. was a Zontian in good standing at the time of the loss of classification
3. held classified membership for at least five continuous years
4. resides near enough to the territorial jurisdiction of the club to assure participation and attendance
5. proposed an eligible candidate for membership in any open classification.

The number of Past Classified members was not to exceed 25 per cent of the members of the club. A Past Classified member was not eligible to represent the club at conventions and district conferences; but could be elected to a directorship in this club. No more than one director of the club could be a Past Classified member at any one time.

There was an addition to the membership categories in 1986: Member-at-Large, which could be granted by a Zonta club to a classified member who relocates to an area where there is no Zonta Club, provided the applicant:

- maintained eligibility for classified membership
- was a Zontian in good standing at the time of the relocation and was recommended by the club to be a Member-at-Large
- paid dues and fees for International and District as well as the initial Member-at-Large fee of US\$10.00. The Club had the option to adjust its dues and fees.

Such membership allowed the member to receive *The Zontian*, attend Club, District and International meetings without a vote, and remain on the roster of the originating club (Article V, Section 7).

#### *Qualifications*

In 1986, Zonta International faced a dilemma as a women's organization when a successful suit was filed before the US Supreme Court demanding that women be allowed to join Rotary International, then an all-male organization. Zonta filed an amicus brief<sup>3</sup> in support of the Rotary-Duarte lawsuit in order to retain control over its membership qualifications.

Zonta International President Amey Grubbs explained in a letter dated 05 May 1987: "Zonta International believes in Freedom of Association guaranteed under the US Constitution and [in] fostering the diversity of service clubs with special support for women's development".

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<sup>3</sup> An amicus curiae is a professional person or organization that is not a party to a particular litigation but is permitted by the court to advise it in respect to some matter of law that directly affects the case in question.

President Grubbs still emphasized the uniqueness of women's service clubs, even after the Supreme Court ruled against Rotary. Men's service clubs generally followed the court decision and changed bylaws to allow women to join them in service.

In 1988, after the United States Supreme Court ruling that Rotary International must admit women, Zonta's Bylaws were amended to allow individual clubs to invite men to membership. President Grubbs noted that the Court ruled "there is no federal law regarding sex discrimination and...the membership qualifications of these groups face state-by-state examination". She added: "Zonta clubs should be challenged to let women know that there is an organization unique among service clubs which speaks to their desire for fellowship and service to women". She still urged Zonta to continue to grow in prestige internationally and continue to invite "interesting qualified women to join our very special, unified, classified, serving, respected, prestigious Zonta International" (District XII History, 2016).

### **(vii) Dues and Fees**

The 1976 convention in Wiesbaden, the first convention held outside the USA, adopted an increase in membership dues to US\$8.00 to be paid once a year. Clubs in Districts XIII, XIV and XVI had paid smaller dues than clubs in USA. As of 1977, membership dues were the same all over the world.

1980: The convention body approved another increase in annual membership dues from US\$8.00 to US\$13.00 as well as an increase in the fee for the Marian de Forest Fund from US\$1.00 to US\$2.00. However, it was not enough to make ends meet.

1984: The convention body approved the establishment of the Zonta International Foundation but refused an increase in dues, arguably because delegates did not receive information in due time before convention, and because the information was insufficient.

1986: The Toronto convention body adopted the resolution to buy property, and accepted an increase in annual membership dues to US\$20.00. The annual fee for the Marian de Forest Fund remained US\$2.00.

1988 and 1989: Mandatory dues remained at US\$20.00 but with supplementary voluntary dues of US\$25.00.

### **(viii) Headquarters**

Since 1932, headquarters offices had been at 59 East van Buren Street in Chicago.

The space was limited as were funds, and in the mid-1970s, headquarters staff decreased from 10 to nine. At the same time, the workload increased. Organizing new clubs, according to Zonta International rules, meant that headquarters were required to acknowledge all classifications before chartering a club. A staff member wrote in Spring 1977 to Karen-Margrethe Ahlmann-Olsen, Zonta Club of Copenhagen, who was organizing a new club:

Karen, I am sorry the letter looks the way it does. I am sure you rather have it the way it is, than having to wait until I could retype it. I am going out of my mind with work. About 60 clubs around the world are being organized. I do not hear from all of them at the same time but from many, many... There are all my other duties besides this; one girl out having a baby (one just returned from having one, etc.). One staff member less... Jessie was not replaced... Hope to get away in August for a week or so. Can't take it anymore (District XIII archives).

In the fall of 1979, the Bostrom Corporation prepared a Management Audit Report, which pointed at specific organizational management deficiencies, disorganization at headquarters and poor distinction between officers' and staff responsibilities as well as poor lines of communication. The Executive Committee therefore decided to move the headquarters to the 20<sup>th</sup> floor of 35 East Wacker Drive, Chicago, to gain more space, and they selected a new Executive Director, Valerie F. Levitan, known for her strong management style.

*The Zontian* in January/February 1981 included an essay by Valerie F. Levitan on headquarters, headquarters staff members and headquarters work. Zonta International was a medium-size association, however:

the task of computerizing of years of hand-kept membership records, has been monumental this past year (1980). The first two months after conversion, 10 percent of the records (15,000 lines of 150,000) were corrected....After the initial conversion and adjustments, corrections remain a continuous process....A typical daily mail brings about 200 pieces. On Mondays two people work for no less than two hours to sort three times the usual amount. We try to respond to every inquiry within the week....Like all businesses, we are constantly streamlining our operations...to create at headquarters a business atmosphere which reflects the professionalism of the members of Zonta International.

There were 11 full-time and two part-time staff.

An audit report from January 1986 indicates that changes at headquarters could "be considered nothing short of dramatic" due to the Executive Director's work and management style. The statement applied to facilities, equipment, staff, procedures, housekeeping, organization, team harmony and esprit de corps. A few years later, things looked very different. Zonta's financial situation at the end of 1989 was bad. Executive Director Valerie F. Levitan handed in her resignation as Executive Director on 20 February 1990 and left, together with two other staff members. Jean Lachowicz served as acting Executive Director until Bonnie Koenig was appointed Executive Director later that year.

### **(e) Zonta International headquarters building**

The Zonta International Foundation was established by a convention decision on 28 June 1984 and incorporated on 15 January 1985 under the General Not for Profit Corporation Act in the State of Illinois, USA.

The Toronto convention in 1986 adopted a resolution to buy property, and on the last day of 1986, Zonta purchased 557 West Randolph Street, Chicago. The building was erected in about 1855 by Henry Horner for his firm Henry Horner & Co., Wholesale Grocers and Flour Dealers. In 1924, the building was sold to Pentecost Brothers, Fish Purveyors, who occupied the building until 1983. Before Zonta International headquarters moved in, a much-needed renovation took place during 1987. The ribbon cutting and dedication ceremonies took place on 12 October 1987 (*Dedication*, 12 October, 1987).

In addition to providing administration space, the building provided meeting facilities for Zonta International and Zonta International Foundation Boards and committees, as well as for local Zonta clubs and various non-governmental organizations in the Chicago area. Furniture and items of decor were donated by Zonta clubs, with particularly substantial donations from Asian clubs.

Zonta International President 1988–1990, Ruth Walker, was proud of the building, as can be seen in her President's message of March 1989: "Our headquarters building is beautiful. I was

personally thrilled to conduct our latest Board meeting in the newly furnished Boardroom". Further necessary renovations of the building were expected but turned out to be an expensive affair. (For more details, see Appendix 11 – *Zonta International Foundation and Zonta Funds.*)

#### **(f) Cooperation with the UN**

The first woman to achieve a top post in the UN was Zonta International President (1968-1970), Helvi Sipilä. She was appointed UN Assistant Secretary-General for Social Development and Humanitarian Affairs in September 1972, a position she held until the end of 1981. Her leadership as Secretary-General of the first UN Conference on Women brought Zonta onto the world stage.

#### **(i) The First UN Conference on Women 1975**

Helvi Sipilä was Secretary-General of the first UN Conference on Women in Mexico City, called the *World Conference of the International Women's Year*. 133 governments participated, while 6,000 NGO representatives attended a parallel forum, the *International Women's Year Tribune*. The Conference defined a World Plan of Action for the Implementation of the Objectives of the International Women's Year, which offered a comprehensive set of guidelines for the advancement of women through to 1985 (UN Women).

Harriette Yeckel, Zonta International President (1972-1974) and chairman of the Zonta International UN Committee, and Eleanor Jammal, Zonta International President (1974-1976) participated as Zonta's official delegates to the Conference. Zontians from many countries were their countries' official delegates. After her term as Zonta International President, Eleanor Jammal continued as chairman of the Zonta International UN Committee and attended a specially designated Zonta Day at the UN in these years.

#### **(ii) UN Decade for Women 1976–1985**

Following the 1975 conference, The UN General Assembly adopted a resolution establishing 1976–85 as the Decade for Women to demonstrate that women could contribute to solving not only their own problems, but also those of the world. Thus, the major themes of the Decade for Women were equality, development, and peace; and its sub-themes were education, employment, and health. Two major UN Conferences marked the middle and the end of the Decade for Women: in Copenhagen in 1980, and in Nairobi in 1985.

#### **(iii) The European Career Woman**

PIP Helvi Sipilä was the prime mover of the study, *Attitudes and background of European Career Women* published in 1978. The study was made possible through the legacy of Dr. Gertie Deneke, past member of Zonta Club of Basel, Switzerland. A number of prominent Zonta scholars in such fields as government, education and the social sciences had gathered specific data regarding Zonta's executive female membership: family background and attitudes, level of formal education, commitment to career, attributes of and factors for success. Data processing was done at the University of Helsinki. PIP Helvi Sipilä brought the study to the UN.

Zonta adopted the UN resolution of 1980 (see above: Objects) and Zonta's Rules of Procedure 1980–81 described Zonta's consultative status with ECOSOC (Category II) and UNESCO (Category B) as well as with UNICEF and ILO.

In conformity with the rules of procedure, the International President appointed Zonta's observers at UN with the approval of the International Board. Zonta's UN Committee 1980–

1982 was chaired by Danielle Bridel, Zonta Club of Bern, Switzerland, and observers were appointed in New York, Paris, Geneva and Vienna.

#### **(iv) The Second UN World Conference on Women 1980**

Halfway through the Decade for Women, Copenhagen welcomed the second UN Conference on Women, which brought together 145 Member States. In addition to reaffirming the importance of the CEDAW (see below), the conference had the objective of reviewing progress in implementing the goals of the World Conference of the International Women's Year and updating its Plan of Action. It focused on three areas of urgent concern for women: employment, health and education.

Zonta International, as an NGO with Consultative Status with the Economic and Social Council, was officially represented by Doris Vaughn, Zonta's UN Observer in New York. Zontians were members of many national delegations: Austria, Australia, Belgium, Costa Rica, Denmark, Ghana, Guatemala, Kenya, Philippines, Republic of Korea and the USA.

During general debate in the plenary, every national delegation reported on the conditions of women in their country. The first political tensions emerged when North Korea began vilifying South Korea: "Zontian, Dr. Mary Lee, a member of the Zonta Club of Seoul and former Region I representative, head of the South Korean Delegation, answered every affront in a calm, effective, magnificent speech" (*The Zontian*. Vol. 60, No. 3, October 1980).

A Program of Action called for stronger national measures to ensure women's ownership and control of property, as well as improvements in protecting women's rights to inheritance, child custody and nationality. Adoption of this Program of Action witnessed angry exchanges between West and East. The media reported all the disagreements and altercations: the Arab walkouts when Israelis spoke, the security manhandling of Bolivians who attempted to storm the conference; and the NGOs from the forum who wanted a voice.

Over 8,000 participants from 187 countries attended the NGO Forum to discuss the major themes of the conference and network actively. Zonta's UN observers in New York served on the NGO planning committee for the NGO Forum.

An official statement on the Zonta International Amelia Earhart Fellowships was circulated to all delegations and Amelia Earhart folders and applications were distributed widely. Several countries showed an interest in having a Zonta club. A Zonta box in the NGO lounge provided an opportunity for contact with Zontians and for receiving documents and invitations.

The Zonta Club of Copenhagen II organized the Zonta booth at the conference venue, the Bella Centre, where members sold more than 2000 scarves, designed and made for the occasion by Inge Toft, a member of Zonta Club of Copenhagen II. In the early spring of 1980, when PIP Helvi Sipilä, UN Assistant Secretary-General, was visiting Zontians in Copenhagen, she expressed her wish to locate a manufacturer willing to produce, under franchise of the Fund for the Decade for Women, an article carrying the Decade Symbol. Overnight, Inge Toft produced a lovely scarf with the reproduction of the Decade Symbol on each quarter. It was to be sold for about US\$13.00 of which US\$1.00 would be donated to the Voluntary Fund.

Members of the two Copenhagen Zonta clubs hosted two evening events for Zontians who attended the conference: a reception at Danske Bank headquarters in the center of Copenhagen and a visit to the home and studio of sculptor, Helen Schou, a member of the Zonta Club of Copenhagen I.

After the conference, Zonta clubs throughout the world continued to prepare reports on the status of women, among them “Irish Women: their role in a Changing Society”, “Women in Hong Kong”, and “Status of Women in the Common Market Countries”.

#### **(v) CEDAW 1979–1981**

Drafting of the Convention on the Elimination of All Forms of Discrimination against Women was encouraged by the World Plan of Action adopted in 1975 by the first UN World Conference on Women in Mexico City, which called for such a Convention and effective procedures for its implementation.

The General Assembly urged the Commission on the Status of Women to finish its work so that the Convention would be completed in time for the 1980 Copenhagen mid-decade review conference.

Although suggestions were made to delay completion of the text for another year, the Convention was adopted by the UN General Assembly in 1979 by 130 votes to none, with 10 abstentions. In Resolution 34/180, in which the General Assembly adopted the Convention, the Assembly expressed the hope that it would come into force at an early date and requested the Secretary-General to present the text of the Convention to the mid-decade World Conference of the UN Decade for Women.

At a special ceremony on 17 July 1980 at the UN conference in Copenhagen, representatives of 64 countries signed the Convention. Twenty ratifications were required to bring it into effect. On 03 September 1981, 30 days after the 20<sup>th</sup> member state had ratified it, the Convention entered into force – more quickly than any previous human rights convention had done (<http://www.un.org/womenwatch/daw/cedaw/history.htm>).

It is now (2018) ratified by 187 of 193 member-states at the UN, and is the Convention with the least number of reservations. United States, Iran, Somalia, Sudan, Palau and Tonga have not yet ratified the Convention.

#### **(vi) Change at UN Top Post**

Helvi Sipilä, resigned as UN Assistant Secretary-General by the end of 1980. The second woman to achieve this post was Leticia Shahani, Zonta Club of Manila, Philippines. UN Secretary-General, Kurt Waldheim, appointed her Assistant Secretary-General to head the Centre for Social Development and Humanitarian Affairs in Vienna. Her term of service was 1981–1986.

#### **(vii) Zonta International UN Committee and Zonta International Representatives at UN**

1982–1984, the UN Committee was chaired by M. Helen McLaughlin, Zonta Club of New Brunswick, New Jersey, USA, with Ursula Scheid, Zonta Club of Berlin II, Federal Republic of Germany as co-chairman. In 1984–86, the UN Committee was chaired by Ursula Scheid, Zonta Club of Berlin II, Federal Republic of Germany. Committee members were Elisabeth Johnston, Zonta Club of Berlin I, Federal Republic of Germany and Audrey Wells-Delaney, Zonta Club of Oakville, Ontario, Canada with Helvi Sipilä as consultant.

The number of UN observers increased:

*New York*

Doris Vaughn, Zonta Club of New York, New York (1982–86)

Charlotte Tomaszewski, Zonta Club of Trenton, New Jersey (1982–84)  
Jean Simson, Zonta Club of New York, New York, USA (1984–86)

*Geneva*

Danielle Bridel, Zonta Club of Bern, Switzerland (1982–86)  
Sylvia Tissot, Zonta Club of Geneva, Switzerland (1982–86)

*Vienna*

Sieglinde Acs, Zonta Club of Vienna City (1982–86)  
Christine Bilas, Zonta Club of Vienna City (1982–86)  
Mechtilde Farmer, Zonta Club of Vienna Parkring (1982-86)  
Auguste Meyer, Zonta Club of Vienna City (1982-86)  
Maria Rauch, Zonta Club of Vienna City (1982-86)

*Paris*

Irene Billicard, Zonta Club of Paris I (1982–86)  
Janina N'Diaye, Zonta Club of Paris I (1982–86)  
Janine Harrault, Zonta Club of Paris (1982–86)  
Kerstin Ingmarsson, Zonta Club of Lahti (1982–84)  
Edith Weiss, Zonta Club of Vienna Parkring (1984–86)

**(viii) Council of Europe**

Zonta International became officially accredited to the Council of Europe as a Non-Governmental Organization in 1983. Principles of the Council are: furtherance of pluralistic democracy, protection of human rights, and maintenance of the rule of law. Zonta appointed representatives in Strasbourg (*The Zontian* 1984–86 Program Issue, pp. 19-20). (See Appendix 17 – *Zonta and the Council of Europe*).

**(ix) Third UN World Conference on Women 1985**

Leticia Shahani served as Secretary-General of the UN's Third World Conference on Women in Nairobi, Kenya, called the *World Conference to Review and Appraise the Achievements of the UN Decade for Women*. The mandate of the conference was to establish concrete measures to overcome obstacles to achieving the goals of the Decade for Women. Participants included 1,900 delegates from 157 Member States. Governments adopted the Nairobi Forward-looking Strategies for the Advancement of Women, which outlined measures for achieving gender equality at the national level and for promoting women's participation in peace and development efforts. Many have described the conference as "the birth of global feminism".

Zontians attending the conference had prepared themselves through a three-week study tour to Zonta clubs in Sierra Leone, the Ivory Coast, Senegal, and Kenya. The Zonta clubs of Freetown, Abidjan, Dakar, and Nairobi arranged lectures and workshops presenting the problems facing Africa. Thus, Zontians on the study tour had time to be acquainted with the problems facing Africa and were well prepared to discuss issues with conference participants, of whom over half were women from Africa.

**(x) Zonta and the NGO Forum 85**

Around 12,000 participants attended the parallel *NGO Forum 85* hosted by over 500 NGOs. The Forum consisted of a diverse series of workshops, panel discussions, films, and displays.

Zonta International presented two workshops at the Forum: "Women, Development, and Health: NGO Strategies for International Service", which focused on the interplay between physical and cultural environments and women's growth; and "Strategies for the Advancement of Women in

Management, Scientific and Professional Fields”, which dealt with the factors helping and hindering the advancement of women in their careers.

Zontians presented *The Zonta Woman* at this workshop. This 1984–1985 study examined the factors contributing to the success of executive women, reviewed the gains of equality made by those women, and formulated strategies to advance the status of woman:

The results reveal striking similarities among executive women from five continents: the executive woman enjoys a happy, stable marriage to a supportive husband who is not intimidated by her success; she has children and combines a good family life with her career; she has always been supported in her career plans by her parents and teachers; she is better educated than her parents; she is a stable careerist; she derives great personal satisfaction from her achievements and has a strong sense of self-worth (Zonta International Statement to the World Conference on the UN Decade for Women, July 1985).

After a synopsis of the significant points in the study, Zontians divided the group of over 300 hundred women into smaller discussion groups. A Zontian led each group, posing questions to stimulate discussion, and a report to the rest of the participants was presented by a non-Zontian from each group. In this way, the results of the study were disseminated and additional insights gained into the success of women throughout the world. (For more details, see Appendix 16 – *UN and Zonta*.)

#### **(xi) Zonta elevated to UN Consultative Status I, 1985**

Zonta was granted Roster Status in 1963, and Category II Consultative Status in 1969. In 1985 Zonta International was elevated to Category I Consultative Status with the UN Economic and Social Council, a position that only 34 of 491 international organizations held. Zonta did not obtain this position when it first applied in 1983, not because Zonta was not qualified, but because of the political situation. Two Communist organizations, supported by USSR and Cuba, were also seeking Category I Consultative Status, but the move was opposed by several Western nations. Not granting Category I Consultative Status to Zonta created a precedent which prevented the elevation of the Communist organizations to this level.

#### **(g) International service projects and UNIFEM**

The concept of giving a percentage of service contributions to Zonta’s International Service Programs was instituted during the 1972-74 biennium.

During the 1988-90 biennium a service recommendation was adopted: Zonta International Foundation expected clubs to donate one third (33 per cent) of club service funds to International Service Projects.

In cooperation with the US Fund for UNICEF and the Colombian Government, Zonta International built 10 health centers under the Colombian Health Centers Project; funding the project from 1976–82.

In cooperation with the US Fund for UNICEF, Zonta International adopted the Sri Lanka Well Water project in 1982, which provided strategically placed water wells to supply clean drinking water for approximately 325,000 people in the Dry Zone Region and freed women and children from the daily task of hauling safe drinking water. By 1986, Zontians had contributed US\$880,000.

### **(i) United Nations Development Fund for Women (UNIFEM)**

Initially established in December 1976 with the name the Voluntary Fund for the UN Decade for Women, the organization was given an expanded mandate by the General Assembly in February 1985, when it became the United Nations Development Fund for Women (UNIFEM).

Zonta International became the first NGO to support UNIFEM by helping to institute the “Women’s Development is World Development” program in 1986–1988. The project provided training and education as well as access to appropriate technologies and revolving loan funds for women in Argentina, Botswana, Comoros Islands, Mexico, Thailand and Zimbabwe. The 1988-1990 projects with UNIFEM were in the Philippines, Brazil and Sierra Leone.

Other projects in this period were in cooperation with UNICEF in Guatemala, training young girls in textile production, nutrition, gardening and food conservation; with UNESCO in Uruguay, providing equipment for workshops for young mothers’ job training; and with INSTRAW in Nigeria involving women more efficiently in all aspects of water supply and sanitation.

Zonta International offered for purchase a Memo Box, Sewing Kit and Peace Greeting Cards with profits earmarked for the Voluntary Fund.

On 15 November 1988, UNIFEM commemorated Zonta as the “leading voluntary organization giving support to UNIFEM and helping to empower women in developing countries to become full partners in the development of their countries and the world” (de Langis, p. 78).

### **(h) Summing up 1975–1989**

The last phase of the Cold War was characterized by great tensions between the “superpowers”, local wars, revolutions and coups d’état. However, it was also a time when the UN focused on the status of women to a degree never seen before. For all practical purposes, Helvi Sipilä said, “women were discovered in 1975 in Mexico City: nothing was business as usual in the UN, or the world, after that” ([www.theguardian.com/politics/2009/aug/03/obituary-helvi-sipila](http://www.theguardian.com/politics/2009/aug/03/obituary-helvi-sipila)).

World politics affected the international convention of 1988 in Helsinki, when the organizers were asked to omit the Taiwanese flag from the flag ceremony. A representative of the Finnish government had been invited to attend and Finland did not officially recognize Taiwan. Respecting Zonta International’s non-partisan, non-sectarian and non-discriminatory values, Zonta International President Amey Grubbs decided that the only flag to be presented would be the Zonta Flag. (Jennifer A. Loughton, *Empowering Women*, p. 161)

For Zonta International, it was a period of growth. By the end of 1989, Zonta had 1,029 active clubs. During the 15-year period, 487 new Zonta clubs were chartered, 142 of them in North America. Unfortunately, Zonta also lost 128 clubs in this period, including 84 from North America and 11 from Central and South America.

<b>Location of clubs in USA</b>	<b>1969</b>	<b>1970</b>	<b>1989</b>
Region 1: Northeast	92 clubs	93 clubs	113 clubs
Region 2: Midwest	129 clubs	141 clubs	141 clubs
Region 3: South	76 clubs	85 clubs	104 clubs
Region 4: West	108 clubs	112 clubs	106 clubs

Zonta lost five countries: Turkey 1978, Iran 1979, Liberia and Pakistan 1980, and Portugal 1982, and added eleven new Zonta countries in this period: Argentina, Costa Rica, Honduras, Brazil, Bahamas, Jamaica, the Dominican Republic and Peru from Central and South America, Togo from Africa, Liechtenstein from Europe, and Egypt from the Middle East.

The Board Study Committee was appointed in 1978 and, shortly afterwards, the Long-Range Planning Committee, which worked successfully through the following biennia preparing the big changes adopted at the 1984 Sydney convention and effective from July 1986. The Bylaws amendments changed the composition of the Zonta International Board thus enabling the creation of new districts. The Sydney convention also decided to establish the Zonta International Foundation, which was incorporated in Chicago, Illinois, USA in 1985. By the end of 1986, the Foundation had purchased the headquarters building in Chicago and, in 1988, established the Zonta International Endowment Fund.

An article in *The Zontian* of November 1989 reported on the philosophy of membership, remembering Marian de Forest emphasizing quality, diversity and responsibility:

Over the 70 years, there have been many modifications, but never a change of philosophy. This decade has seen: adding two members to an identical classification; adding men at club option; and now the International Membership and Classification Committee is in the process of updating, refining and pruning the Classification List under the leadership of chairman Wanda Onstad (*The Zontian*, September/November 1989, p. 5).

Zonta's cooperation with the UN was strengthened and Zonta International was elevated to Category I Consultative Status.

Zonta's 60th anniversary was celebrated at the 1980 international convention held in Washington D.C. The opening keynote speech was given by Rozanne L. Ridgeway, Counselor, US Department of State. Her opening remarks were these:

It was a distinct honor to receive the invitation to address the 45<sup>th</sup> international convention of Zonta, an organization so international in character that I first became familiar with it outside my own country. As the ambassador of the United States to Finland and also as an American residing abroad, I valued my Zonta membership for the personal friendships and professional opportunities it created for me....Zonta has a vitality which attracts professional women. Its programs in a national, regional, and international setting contribute to drawing attention to immediate and important issues of interest to women as women, to women as individuals committed to careers, and to women determined to participate in the substance of matters of concern in the world around them....For us, the problem with Western education is that it has progressed towards increasing specialization and compartmentalization. Less and less attention is given to values, to obligations to others in society, to such concepts as equality among individuals and interests....Organizations such as Zonta have as their founding purpose the bringing together of business and professional women....As professional women we must encourage other women not only to seek the training necessary to fill important positions in the policy-making apparatus of government at all levels, but also to learn to expect, in the normal course of events, that they have an equal chance and an equal claim to such positions. Professional women, then, must expand their horizon. In all professions, we must rid ourselves of insularity (*The Zontian*, September/October 1980, pp. 14–15).

In her greetings to the 1989 Rotary International convention in Seoul, Korea, Vice-President Sonja Renfer presented Zonta, saying:

Zonta is proud of its distinguished past and excited about its future...To my knowledge, Zonta International is the only international service club to have international honorary members. As of today, we have eight such members including: Helvi Sipilä, Finland, former Assistant Secretary-General of the UN; Angie Brooks-Randolph, Liberia, President of the 24<sup>th</sup> UN Assembly; Sally Ride, USA, the first western woman in space; Jeanna Yeager, USA, the first women to co-pilot a non-stop, non-refueled flight around the world; Liv Ullman, Norway, actress and Goodwill Ambassador for UNICEF.

The remaining three are Teresa Albanez, Columbia, former UNICEF Registration Director for Latin America and the Caribbean; Celeste Holm, USA, actress and former UNICEF Board Member; and Margaret C. Snyder, USA, Former Director of UNIFEM (*The Zontian*, Vol 2, September/November 1989, p. 18, and [www.zonta.org](http://www.zonta.org)).