



## Chapter 6

### 1990–2000<sup>1</sup>

#### **(a) World history in brief 1990–2000**

*End of the Cold War, local wars and Fourth United Nations World Conference on Women*

On 9 November 1989, thousands of jubilant Germans brought down the most visible symbol of division in the heart of Europe – the Berlin Wall. Its fall came to represent the end of the Cold War.

By the summer of 1990, democratically elected governments had replaced all former communist regimes of Eastern Europe. Estonia, Latvia and Lithuania became sovereign states in 1990 and members of the UN in 1991. In Poland, Hungary, and Czechoslovakia, newly formed center-right parties took power for the first time since the end of World War II. The planned economy changed into a market economy over a few years. Female employment remained at 70 to 90 per cent of the male rate, but pay disparities between men and women became increasingly prevalent.

In 1990, under the German unification treaty, the German Democratic Republic (East Germany) became part of the Federal Republic of Germany (West Germany), as five additional territories.

In 1993, Czechoslovakia peacefully dissolved into two independent states – the Czech Republic and Slovakia.

Mikhail Gorbachev's decision to allow elections with a multi-party system and to create a presidency for the Soviet Union began a slow process of democratization that eventually destabilized Communist control and contributed to the collapse of the Soviet Union. On 25 December 1991, the Soviet hammer and sickle flag was lowered for the last time over the Kremlin, to be replaced thereafter by the Russian tricolor. Earlier in the day, Mikhail Gorbachev resigned his post as president of the Soviet Union, leaving Boris Yeltsin as president of the newly independent Russian state. In amazement, people all over the world watched this relatively peaceful transition from a former Communist monolith into multiple separate nations.

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

The unification of Germany, the collapse of communism in Eastern Europe, and the collapse of the Soviet Union all served to erode Yugoslavia's political stability. Slovenia and Croatia were the first countries to declare sovereignty. Bosnia followed shortly after and all three were internationally recognized, joining the UN in 1992.

Serbia and Montenegro formed a new Federal Republic of Yugoslavia as a successor state to the old Yugoslavia, but the international community did not recognize the successor claim. Since 2006, Serbia and Montenegro have been sovereign states. Over the years 1993–1995, the war in Bosnia and Herzegovina claimed hundreds of thousands of lives and displaced millions from their homes, as Europe witnessed the most horrific fighting on its territory since the end of World War II. In 1998–1999, violence erupted again in Kosovo, with the province's majority Albanian population calling for independence from Serbia. A NATO bombing campaign and economic sanctions forced the Milosevic regime to accept a NATO-led international peace-keeping force. During the Kosovo war, rape was used as a weapon of war to terrorize the civilian population, extort money from families, and force people to flee their homes.

The Balkan wars were not the only cruel wars in the 1990s. The conditions in more African countries – for instance, Somalia – were severe, with warlords preventing food aid reaching a starving population.

In 1990, the Apartheid regime in South Africa lifted its ban on liberation organizations and their leaders, and on 10 May 1994, South Africa's Government of National Unity was inaugurated. The new South African constitution gave universal suffrage to women.

In a couple of articles in the *New Scientist* written in 1991, a South African journalist, Sue Armstrong, attracted the attention of the world to the problems caused by female genital circumcision.

In 1991, three Korean women told journalists in Japan how they were kidnapped and forced to work in Japanese brothels during World War II. The Japanese government denied this but in 1993, history professor, Yoshiaki Yoshimi, confirmed their story.

The UN celebrated its 50<sup>th</sup> anniversary in 1995 and hosted the Fourth World Conference on Women in Beijing, adopting the Platform of Action implementing concrete strategies for women's advancement worldwide.

The next year (1996), the Taliban regime took over in Afghanistan and stripped women of all human rights. Forbidden to attend school or work outside of the home, women were required to be covered from head to foot in a burka. It was also mandatory for a woman to be escorted by a male relative when in public. Women violating these laws were subject to death by beating. In 1998, the militant Islamist al-Qaeda declared war on the USA.

Conditions for women were not much better in the Islamic Republic of Iran; women were forced to wear the veil, were excluded from some fields of study and employment, and the legal age of marriage was lowered to nine years.

The fall of the Soviet Union and the collapse of Communism had several consequences for the Middle East. It allowed large numbers of Soviet Jews from Russia and Ukraine to immigrate to Israel, further strengthening the Jewish state. It cut off the easiest source of credit, armaments and diplomatic support to the anti-Western Arab regimes, weakening their position. It opened the prospect of cheap oil from Russia, driving down the price of oil and reducing the Western

Countries' dependence on oil from the Arab states. It discredited the model of development through authoritarian state socialism, which Algeria, Syria and Iraq had followed since the 1960s, leaving these regimes politically and economically stranded. Rulers such as Saddam Hussein in Iraq increasingly turned to Arab nationalism as a substitute for socialism.

Saddam Hussein, having led Iraq into a prolonged and very costly war with Iran in the 1980s, invaded Kuwait in 1990. The USA responded to the invasion by forming a coalition of allies that included Saudi Arabia, Egypt and Syria, gaining approval from the United Nations and then evicting Iraq from Kuwait by force. The Persian Gulf War and its aftermath brought about a permanent US military presence in the Persian Gulf region, particularly in Saudi Arabia, offending many Muslims.

When the Zonta International convention body at the 55<sup>th</sup> convention in Honolulu, Hawaii, in July 2000 adopted the Declaration, "A Voyage of Discovery, the Challenge of Changes", most Zontians believed that peaceful changes in the world were possible. Even if the situation (for instance, in the Middle East) was unstable, it was commonly believed that the Western countries were safe. That situation changed completely on 11 September 2001 with the horrendous attacks on the Twin Towers in New York and the Pentagon in Washington D.C.

## **(b) Zonta's development 1990–2000**

### **i. Membership Numbers**

A look at the membership numbers from 1990 to 2000 indicates that the membership situation changed during this decade, from an increase of members with a peak in 1994, to a decrease:

- 1991: 34,483 (September)
- 1994: 36,241 (31 May)
- 1996: 35,431 (31 May)
- 1998: 34,634 (31 May)
- 1999: 33,708 (31 May)
- 2000: 33,853 (31 May)

Why did it happen and how did the organization handle this challenge? Let us start with a look at the Membership and Classification Committee.

### **ii. Membership and Classification Committee**

1990–92: The Committee had three members from Australia, one member from USA plus the 26 lieutenant governors:

- Judy Ellis, Zonta Club of Brisbane South, Australia, Chairman
- Denise Conroy, Zonta Club of Brisbane East, Australia
- Wanda Onstead, Zonta Club of Joliet Area, Illinois, USA
- Heather Waldron, Zonta Club of Beaudesert Area, Australia
- 26 lieutenant governors.

1992–94: The Membership and Classification Committee had a broader composition. The committee had a chairman from Australia, a vice-chairman from USA with responsibility for USA and Canada, a vice-chairman from South America responsible for Africa, Central and South America, a vice-chairman from Italy responsible for Southern Europe, a vice-chairman from Finland responsible for Northern Europe, and a vice-chairman from Australia responsible for Australia and New Zealand, plus the 26 lieutenant governors.

- Jane O'Brien, Zonta Club of Redcliffe Area, Queensland, Australia, Chairman
- Mary Ann Collier, Louisville, Kentucky, Regional Vice-chairman USA/ Canada

- Magdalena Aguilera Marin, Vina Del Mar, Chile, Vice-chairman Africa/Central and South America
- Lindsay Phillips-Renzulli, Valenzano, Italy, Vice-chairman Southern Europe
- Eija Salo, Kauniainen, Finland, Vice-chairman, Northern Europe
- Judith Ellis, Brisbane, Queensland, Australia, Vice-chairman Australia and New Zealand
- 26 lieutenant governors (one from each district).

1994–96: The Membership Committee was again a four-member committee with the addition of the 30 lieutenant governors. International President 'Folake Solanke was the first international president from Africa. With her appointment of committee members from Asia, Southeast Asia, Africa and New Zealand, she underlined the importance of these continents to Zonta International. However, the big member losses were in North America.

Committee members were:

- Carmen E Santos, Makati Metro Manila, Philippines, Chairman
- Barbara Baeta Bentsi-Enchill, Accra, Ghana
- Anwari Kabir, Dhaka, Bangladesh
- Gwendoline Mary Ross, Rotorua, New Zealand
- 30 lieutenant governors.

In 1996, the pendulum swung back again: the committee chairman was from South Carolina, USA; and the five vice-chairmen were responsible for Africa, Europe, Asia, North America and the Antipodes. It is somewhat surprising to see that none of the vice-chairmen was responsible for Central and South America because there was an increasing number of clubs chartered and closed in this part of the world. The Membership and Classification Committee 1996–98 was composed as follows:

- Lollie B. Coward, West Columbia, South Carolina, Chairman, USA
- Frances Ohenewa Ademola, Accra North, Ghana, Vice-chairman Africa
- Magda Bontssy, Rocbaron, France, Vice-chairman Europe
- Cherri Huang Chen, Tainan, Taiwan, Vice-chairman Asia
- Rita Cousino, Albany, New York, Vice-chairman USA and Canada
- Winsome Fayle, Armidale, New South Wales, Australia, Vice-chairman Australia and New Zealand
- the lieutenant governors.

1998 saw the beginning of a new committee structure. The intention was to amalgamate the Membership and Classification Committee with the Organization and Extension Committee. During the 1998–2000 biennium, there were still two committees, neither with a chairman. Both committees were headed by a co-chairman, and the intention was cooperation.

Apart from the lieutenant governors, the Membership and Classification Committee had seven members plus two consultants, one for conflict resolution and one for protocol. Five members were from the USA, one from the Philippines, and one from Mexico. The decreasing membership trend in North as well as Central and South America may have been the reason behind the following composition of the 1998–2000 Membership and Classification Committee:

- Sylvia Vukmirovich, Zonta Club of North West Wayne County, Michigan, Co-Chairman, USA
- Magda Bossy, Zonta Club of Northwest Wayne County, Michigan, USA

- Rita A. Cousino, Zonta Club of Albany, New York, USA
- Olivia A. Ferry, Zonta Club of Makati, Philippines
- Phyllis J. Fread, Zonta Club of Roseburg Area, Oregon, USA
- William H. Bill Smart, Zonta Club of Convallis, Oregon, USA
- Yolanda de Leon de Velez, Zonta Club of Mexico City II, Mexico
- Robyn Gaspari, Conflict Resolution Consultant, Zonta Club of Nepean Valley, New South Wales, Australia
- Angela Ricciardelli, Protocol Consultant, Zonta Club of Washington D.C., USA
- the lieutenant governors.

The 1998–2000 Organization and Extension Committee comprised:

- Dianne Leggo, Co-Chairman, Zonta Club of Bundaberg, Queensland, Australia
- Bille Johnson, Zonta Club of Toledo I, Ohio, USA
- Heide Taylor, Zonta Club of Adelaide, South Australia, Australia.

The goals of the Membership and Classification Committees were challenging during the decade, starting with the ambitious 1990–1992 Biennial Goals:

- Each Zonta Club is encouraged to increase its membership by 10 percent with an emphasis on recruiting young members and people representing the professional diversity of the community.
- Each Zonta Club is urged to emphasize quality recruitment and excellent retention, by improving the overall program quality of meetings, focusing on relevant issues.

The committee chairman (1992-1994), Jane O'Brien wrote:

To increase the overall membership is essential to the survival of this organization. Collectively, the membership is our greatest asset – without them we would have no organization. Think membership and let us achieve success together. Our Biennial Goals for 1992–94 are “Recruit, Retain, Rejuvenate” (*The Zontian*, June/July/August 1992, p. 15).

The Biennial Goals for 1994–1996 built on the goals of the previous biennium:

- 100 per cent retention
- membership growth
- membership diversity
- membership rejuvenation
- networking.

Lollie B. Coward, Membership and Classification Chairman, called for “A Few Good Zonta Stories” and promised to make personal contact with each lieutenant governor: “A top priority of this 1996–1998 biennium is to increase membership, and what better way is there than enthusiastic support of each other! The numbers go up when we add to our membership base, instead of replacing lost members” (*The Zontian* 1996–1998 Biennial Issue 3. p. 6).

The 1998–2000 biennial goals of the amalgamating committees were:

- one new member to be recruited by each member
- one new club in each area.

However, each of the two committees set specific goals.

Biennial membership goals for 1998–2000 were:

- double membership numbers
- stop in/out members
- retain members we recruit
- refine/use classification manual/system to identify expertise
- expedite new member process at local/headquarters level
- share our successes.

Presenting the biennial goals for the Organization and Extension Committee 1998–2000, Co-chairman Dianne Leggo quoted Amelia Earhart saying: “If enough of us keep trying, then we’ll get someplace” and continued by asking: “Commitment is what it takes to make the impossible possible. Will you commit to the power of one?” (*The Zontian* 1998–2000, Biennial Issue 1, p. 8). She urged:

- recruit and retain just one new member to double our membership
- support your District Organization and Extension Committee to organize one new club in your area to gain a further 2600 members.

It is evident that the committees focused on the problems, however, the decreasing trend did not change. Although all lieutenant-governors were members of the Membership Committee, implementing the goals at district level proved difficult. However, without the committee work the situation might have been worse.

### iii. Number of Clubs

In 1990, at the beginning of the decade, Zonta International had 1,029 active clubs.

- During the decade 1990–99, Zonta chartered 378 new clubs:
  - 52 clubs in North America
  - 16 clubs in South America
  - 53 clubs in the Nordic countries
  - 108 clubs in European countries
  - 8 clubs in Africa
  - 13 clubs in Southeast Asia
  - 62 clubs in Asia
  - 66 clubs in Australia/New Zealand.
- During the decade 1990–99, Zonta lost 179 clubs:
  - 110 clubs in North America
  - 20 clubs in South America
  - 1 club in the Nordic Countries
  - 17 clubs in Europe
  - 9 clubs in Africa
  - 3 clubs in South East Asia
  - 3 clubs in Asia
  - 16 clubs in Australia and New Zealand.
- During the decade 1990–99, Zonta had a net gain of 199 clubs.

At the end of 1999, Zonta International had 1,228 active clubs.

#### iv. **Organization and Extension**

##### 1. Biennial Goals

Growth has always been on Zonta's agenda, and the number of Zonta Clubs increased. Heide Taylor, Zonta Club of Adelaide, Australia, Organization and Extension Committee chairman 1990–92, described the situation in 1990:

In the past years, we have concentrated on extending Zonta by using the existing framework of districts and adding areas to facilitate administration and communication. Districts have grown, often in a haphazard fashion, ignoring geography and distance. With over 1,000 clubs and unlimited growth potential, we must occasionally look within our organization and adapt it to growth. We have recently seen the Scandinavian countries form separate districts (effective 1986) and this has sustained steady growth. Additional districts have been formed in South America and the Pacific Area (effective from 1990) giving greater opportunities for leadership and better representation internationally. To fulfill our dreams of Zonta expansion, we must look at our structure critically. If the district governor is able to oversee all of the clubs, ensure adequate communication, and inspire leadership and service, the financial burdens of the district board can be diminished by eliminating or decreasing the number of areas from our structure. To be financially viable, districts need a certain number of members, but they also need geographic boundaries to ensure easy contacts and communication which are vital to growth and stability.

Before long, Zonta hopes to join with women and men from countries like Poland, Hungary, East Germany, Czechoslovakia, Bulgaria, Rumania, Yugoslavia, Albania and the Baltic Republics (*The Zontian*, Program Issue 1990–92, pp. 18–19).

The Organization and Extension Committee's Biennial Goals for 1990–92 were:

1. Increase membership by 10 per cent and develop effective recruitment and retention programs
2. Cooperate with the world-wide team of organizers and mentors to be known as the Century Club
3. Organize a new club or give financial aid to Organization and Extension efforts of the Century Club
4. Strive for diversity and quality membership
5. Invite to membership at least one member of distinction in a key government decision-making position and at least two in the younger age bracket
6. Look critically at Zonta's structure.

##### 2. The Century Club

The Century Club was formed in 1990 to help the process. These 100 Zontians would be committed, on a long-term basis, to Zonta's growth. They would have practical knowledge and experience in the organization and extension field, plus the enthusiasm, drive and time to be a most valuable resource to the members of the Organization and Extension Committee. Their tasks were:

- helping district governors to support weak clubs and clubs with problems
- encouraging ideas to enrich club programs and develop strategies to find new members
- raising enthusiasm for sponsoring, organizing and mentoring activities in all clubs
- assisting in planning new clubs
- assisting governors in training programs for future leaders
- making suggestions to improve procedures and to adapt them to local conditions.

### 3. Sponsor Program 1990

An individual Zontian, a club, an area or a district anywhere in the world could choose a Zontian, a club, or a country and assume all or part of the responsibility for international dues for a period (one, two or three years). The sponsored individual or club would agree to contribute either money or service, an amount equivalent to the international dues in their own country, in addition to their regular service projects. The amount and type of service which could be performed could vary. The Zonta Sponsoring Program was to be based on accountability and commitment. Every participating Zontian would know exactly where the money went and what it did. District governors, district chairmen of the International Relations Committee and Organization and Extension Committee agreed to combine efforts to coordinate the program.

The Biennial Goals for 1992–94 were: Recruit, Retain, Rejuvenate. Heide Taylor, Zonta Club of Adelaide, Australia, continued as Organization and Extension Committee Chairman for that biennium:

My dream would be to be represented in every country of the world, to have one club for every 10 million people in India and China, Africa and South America as a start, and at least one club for every half-million people elsewhere. In some parts of the world we are in fact doing much better than that.

The long-range plan offers us a similar challenge for growth. Currently, Zonta is represented in 61 countries around the world; in three to five years, the goal is to be represented in 75 countries; in five to ten years, 85 countries. To date, there are approximately 1,100 clubs in the Zonta network; in three to five years, the goal is to reach 1,350 clubs; in five to ten years 1,700 clubs.

The sponsoring program, introduced during the 1990–92 biennium and already joined by many clubs and districts around the world, has enabled us to assist many Eastern European countries, and strong ties of friendship are being forged across all continents....But our new Eastern European clubs will continue to need support for some time to come, not only financial but also moral and practical support....The sponsoring should not stop with Eastern Europe but should extend into South America (as has been done in the past and present by German clubs) and into Africa and Asia. In so many parts of the world, potential Zontians are enthusiastic and committed but are prevented from joining us by financial restraints of many kinds. If we could find a way to equalize the burden, to enable Zontians everywhere to join us on equal terms, to contribute equally taking local conditions into consideration, our growth would be ensured (*The Zontian*, Program Issue 1992–94, p. 9).

The 1994–96 Biennial goals were 100 per cent retention, membership growth, membership diversity, membership rejuvenation and networking.

What worried the International Board was the number of clubs disbanding. In the decade 1980–89, 106 clubs disbanded, and the trend continued when 80 clubs disbanded between 1990 and 1994.

At the meetings on 11–12 and 19–20 July 1996, the outgoing and incoming Zonta International Boards discussed concerns regarding disbandment of clubs and the causes, especially for new clubs, and authorized the staff to develop and implement a three-stage notification system for non-payment of international per capita dues.

The second meeting of the 1996–98 International Board in October 1996 in Chicago approved in concept a proposal to establish a training process for new club organization and mentoring, and for membership retention. Zonta International President Josephine G. Cook reported in *The Zontian* that a plan was underway to develop a training program for club organizers:

We must be committed to the growth of Zonta. Growth must come through all opportunities...organization of new clubs, opening up of new countries, retention of members, recruitment of new members in established clubs....I repeat: If you love Zonta why are you not sharing it with those of importance to you? (*The Zontian*, November 1996, Vol. 77, No. 5).

This message was reiterated in early 1997:

Zontians, we are in a crisis situation. Let's communicate today to turn our membership numbers around! As of 31 January 1997, this biennium we have welcomed 3,349 new members to Zonta – wonderful! However, we have also had 3,958 resignations – a net loss of 609.

Our apparent successes in recruiting new members fade when the resignations are applied to the numbers. The remedy recommended was to “be there” for one's fellow members: “Caring for each other increases the value of the club for all of us” (*The Zontian*, Spring Edition 1997, Vol.78, No.1).

OMC Co-chairman, Dianne Leggo, visited Japan, England and Ireland in April 1997. Travelling from the east to the west of the United States in June and July, she visited seven districts promoting the “Power of One” theme and conducting training sessions in the formation of new clubs.

The Biennial Goals for 1998–2000 reflected the problems:

1. Recruit and retain just one new member to double our membership
2. Support your district Organization and Extension Committee to organize one new club in your area to gain a further 2600 members
3. Retain members we recruit, stop in/out members
4. Expedite new member process at local and headquarters level.

Halfway through the biennium, Dianne Leggo reported in the *Zontian*:

We have only 28 new clubs. This is a long way from our organization goal of 130 new clubs this biennium (one new club in each area)...a long, long way from our membership goal of 33,000 new members (one new member from each member) (*The Zontian*, 1998–2000 Biennial Issue No. 5, p.14).

During the decade, membership numbers started decreasing. However, the number of new clubs increased by 25 compared to the previous decade and the number of disbanded clubs (73 more than the previous decade) shows that the goals, unfortunately, were not achieved during the biennium. Still, there was a net gain of 199 clubs.

From the highlights of the sixth Zonta International Board Meeting of the biennium published in *The Zontian*, we know that several clubs had forfeited membership due to non-payment of international dues. At the same meeting, the Zonta International Board adopted a policy that all new clubs should be self-supporting in terms of payment of dues. Existing clubs which experience difficulties in the payment of dues could have temporary support from districts or clubs, but support was limited to four years, during which time the club was required to pay an increasingly large portion of

its dues each year. The Board also considered ways in which such clubs could receive special mentoring (*The Zontian*, 1996–98 Biennial Issue Eight, p. 6).

#### **v. Zonta Countries**

Between 1990 and 2000, a further 25 nations became Zonta countries: Israel and Burkina Faso (1990); Hungary, Czech Republic, Estonia, Poland, Turkey and Russia (1991); Slovakia (1992); Luxembourg, Bolivia, Paraguay and Latvia (1993); Croatia, Monaco and Lithuania (1994); Cyprus and Bulgaria (1995); Malaysia (1996); South Africa and Ukraine (1997); Cameroun and Guinea (1999); and Benin (2000).

In the same period Zonta lost seven countries: Honduras (1990); The Dominican Republic (1991); Peru (1993); Bolivia, Costa Rica and Egypt (1995); and Kenya (1996).

#### **vi. Districts**

From 1947, the designation of the districts was by Roman numerals. In 1990, the Zonta International Board decided to change to ordinary numerals. At the same time a massive re-districting was undertaken. New districts were needed; however, the closure of District 22 Central America in 2000, after only 10 years' existence, could not be avoided.

In 1990, District XVI, comprising all clubs in Australia and New Zealand, became:

- District 16 for clubs in New Zealand
- District 23 for clubs in Tasmania, Victoria, South Australia, Western Australia and Northern Territory
- District 24 for clubs in Queensland, New South Wales and the Australian Capital Territory.

District XVII, comprising clubs in Asia, became:

- District 17 for clubs in Hong Kong, Indonesia (until 2002) and the Philippines
- District 25 for clubs in Bangladesh, India and Sri Lanka
- District 26 for clubs in Japan, South Korea and Taiwan (ROC).

District XIX comprising clubs in Central and South America became:

- District 19 for clubs in South America
- District 22 for clubs in Central America (closed by Zonta International Board decision 2000).

By 1993–94, District 14, the European district, had grown to 240 clubs with 7,000 members from 20 countries speaking 16 languages. Prolonged debates over a couple of biennia ended when the Zonta International Board decided to split the district.

In 1993, the District 14 Conference accepted the plan of dividing the big European District 14 into five districts designated 14, 27, 28, 29 and 30, effective from the end of convention in 1994.

The splitting of District 14 was a very difficult process. At the District 14 conference in 1991 in Essen, a proposal was presented and unanimously defeated by the delegates who wanted to continue the multicultural District XIV, especially considering the fact that after the end of the Cold War women of the Eastern European countries wanted to “return” to Europe and that any division might reopen old European conflicts.

The District 14 Board continued to work with the criteria for a division of the district and ended their work by setting up 10 criteria which were accepted by the Zonta International Board. (For details see *District XIV, The European District*.)

In 1999, at its June meeting, the Zonta International Board adopted a policy that a minimum of 150 Zontians was required for an area to be recognized as a district.

In 2000, the Zonta International Board decided to close the district then known as District 22 because many clubs had disbanded. The remaining clubs were included in Region Central America in 2002. (For more details see *Zonta in Central and South America*.)

#### **vii. The National Zonta Unions**

One of the challenges after the splitting of the European District 14 was cooperation with and in national institutions, and participation in national legal procedures concerning advocating for goals and positions of Zonta International.

Most countries like France, Germany, Italy and the Netherlands have established Unions of Zonta clubs or other national entities. These National Unions support Zonta International's service and awards programs as well as national ones.

The National Zonta Unions further support Zonta International's activities in relation to the UN and the Council of Europe<sup>2</sup> (For details see *Zonta in Europe* and the European Districts 14, 27, 28, 29 and 30).

#### **(c) Zonta International Bylaws**

On 07 July 1988, at the convention in Helsinki, a motion was passed instructing the International Bylaws and Resolutions Committee to present a complete revision of the Zonta International Bylaws to the 1990 convention.

Immediately after the convention, Zonta International President, Ruth Walker, established the District Task Force, chaired by Jane M. Klausman, to act as liaison between Clubs/Districts and the Bylaws and Resolutions Committee.

Clubs were asked to complete questionnaires and a discussion paper was forwarded to the District Conferences in 1989. During the biennium, more than 750 recommendations, suggestions, comments and questions were received by the Bylaws and Resolutions Committee and over 80 per cent of the districts participated.

Sweeping changes of the Bylaws were adopted during the 1984, 1986 and 1988 conventions (see earlier chapters). The purpose of the total revision in 1990 was to update, reword, clarify, and realign to combine similar material. Administrative details were transferred to appropriate Operations Manuals.

All Bylaws from 1919 through 1988 have encompassed the Standard Bylaws for Zonta Clubs. The 1990 edition of the Bylaws did not include the Standard Club Bylaws; instead, a new Article was inserted in the Bylaws entitled "Clubs", which included the mandatory areas to be included in Club Bylaws. A Model Zonta Club Bylaws was included in the Club Manual.

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<sup>2</sup> The Council of Europe is an organization of European countries. Not to be confused with the European Council, a policy-making body of the European Union. See Appendix 16.

## **(d) Zonta's Objects**

### **i. Zonta International Objects**

The objects of Zonta International were re-worded in 1990 in line with club/district recommendations to conform with current priorities and involvement with emphasis on service and status of women (Bylaws/Resolutions Committee 1988–90, March 1990). In 1994, the word "health" was added to Object B.

The following is the 1990 wording with the 1994 addition:

- A. *To provide service at a global and a local level*
- B. *To improve the legal, political, economic, educational, health and professional status of women*
- C. *To work for the advancement of understanding, goodwill and peace through a world fellowship of executive women in business and professions*
- D. *To promote justice and universal respect for human rights and fundamental freedoms*
- E. *To be united internationally to foster high ethical standards, to implement service programs, and to provide mutual support and fellowship for members, who serve their communities, their nations and the universe.*

### **ii. Mission Statements**

In 1988, the Zonta International Board had approved the continuing use of a theme by which Zonta would be identified: "Successful Executives Serving the World".

The 1992 convention adopted the mission statement: "A Worldwide Service Organization of Executives in Business and the Professions Working Together to Advance the Status of Women".

In 1997, this was replaced by: "Advancing the Status of Women Worldwide".

### **iii. The Long-Range Plan**

The Long-Range Planning Committee was discontinued in 1990, and long-range planning became a major responsibility of the Zonta International Board, which could appoint a taskforce as required.

*Zonta Towards 2000 and Beyond – Long-Range Plan and Financial Strategy.*

The international convention in Hong Kong in 1992 adopted an evolving 10-year plan addressing long-range planning and financial strategy. The plan was developed by the Zonta International Board, the Zonta International Foundation Board and headquarters staff with the mission statement: "A Worldwide Service Organization of Executives in Business and the Professions Working Together to Advance the Status of Women" as a guiding force.

The plan had these chapters:

1. Status of Women – International Service
2. Membership
3. Public Relations and Communications
4. Financial and Administrative Resources
5. The Zonta International Foundation

The status of the 1992–94 plan was reported at the international convention in 1994. The following were highlighted:

1. Preparation for active Zonta International involvement in the UN Fourth World Conference on Women in Beijing in September 1995
2. Increased networking options for members
3. Initiation of a pilot program of accepting dues and fees through the Dresdner Bank in Germany, to reduce currency exchange and transfer fees from European Zontians
4. Approval of Zonta International Summit on Violence Against Women for June 1995
5. Planning for Zonta's 75<sup>th</sup> anniversary on 08 November 1994 and encouragement of clubs to celebrate publicly for public relations opportunities.
6. Increasing financial reserves for the stability of the organization
7. Planning for a computer network.

The Long-Range Plan was reviewed and presented at the 1996 St Louis convention. The document reported on achievements to date and plans for the 1996 to 1998 biennium, indicating where possible: target, dates, responsibilities and budget implications. Responsibility for the plan was extended to include the Zonta International Board, the Zonta International Foundation Board, headquarters staff, International Committee Chairmen and Zontians with specific expertise worldwide.

At the 1998 Convention in Paris a revision of the Long-Range Plan was presented.

#### **iv. Biennial Goals**

Each convention adopted Biennial Program Goals.

The 1990–92 program goals were headed:

1. Community Service Projects – Each club shall conduct local service and implement community programs
2. International Service Projects – Each club and district shall support international projects and implement international networking programs
3. Public Relations, Membership, and Organization and Extension – Each club and district shall support recruitment and retention efforts and increase visibility
4. World Headquarters Building – Clubs are encouraged to continue their financial support of the Building Fund until the outstanding debt is cleared.

It is interesting to observe that the actions to achieve the goals asked clubs to:

1. encourage young women to consider political science
2. inform and acquaint members with the culture and customs of another country
3. cooperate with other clubs and districts to foster international relations, create visibility in the business community and encourage networking.

The 1992–94 program goals were more elaborate than previously. They encompassed:

1. General
2. International Service
3. World Community Service
4. Service to Youth
5. International Relations
6. Public Relations
7. Growth, Rejuvenation and Retention
8. Zonta International Headquarters Building

Women's role in protecting the environment was highlighted, as was the role of women in the family, particularly as single heads of households. There was focus on literacy and

education, on the dangers of drug and alcohol abuse, and on related violence. The membership was to be presented as a network of top executives and professionals working together internationally for the advancement of the status of women. Special mention was made of the Zonta International Foundation Endowment Fund, established in 1988 to provide for the future of Zonta International's programs and service through voluntary contributions.

The 1994–96 program goals were presented at convention by the incoming Zonta International President, 'Folake Solanke, and the 1994–96 committee chairmen. 'Folake Solanke focused on the "three-H" concept: Women's Health, Human Rights and World Harmony. The goals were high on cooperation with UN, service and public relations, and special focus was on membership and classifications as well as organization and extension.

The 1996–98 program goals adopted at the St Louis convention were headed:

1. Specific
2. International Service
3. Youth Development
4. International Relations
5. Education
6. Public Relations
7. Retention, Rejuvenation and Growth
8. Zonta International Headquarters Building
9. Zonta International Foundation Development
10. Zonta International Long-Range Strategic Plan
11. General: Implement the Vision – Equality for All Women.

The 1998–2000 Biennial Program Goals adopted at the Paris convention were:

1. Promote the Power of One
2. Strengthen Membership
3. Advance the Status of Women through Advocacy
4. Build our Foundation for the Future.

## **(e) The organization 1990–2001**

### **i. Zonta International Board**

#### **1. Executive Committee**

The 1990 Bylaws edition clarified the tasks of International Directors and a new section was included to cover the Executive Committee of which the Executive Director was no longer a non-voting member; a new section ("vote") was included to spell out that a majority vote of the entire Executive Committee was required for action.

#### **2. Executive Director**

The position of the Executive Director was clarified in a new section IX:

The executive director shall be employed by the Zonta International Board to manage the headquarters office, to assist the Zonta International President and the Board in conducting the business of Zonta International, and to perform such other duties as are prescribed by these bylaws and rules of procedure or as may be required by the Zonta International Board. The executive director shall abide by the guidelines and the budgets established by the Zonta International Board (Bylaws, 1992 edition).

### 3. Staggered Terms for Zonta International Directors

The organization saw a fundamental change when the 1998 Paris convention adopted the amendment introducing staggered terms for the Board of Directors. The seven directors would still be elected at convention, but only four of them would take office at the end of convention; the remaining three not until the following year. The rationale of the change was to create more continuity in the board. However, it turned out not to have the required effect and because of the difficulties of international directors potentially attending district conferences without having participated in a board meeting, it lasted only a decade.

## ii. **Zonta International Committees**

In 1990, Bylaws Article XII focused on committees. The section was re-worded to state the major responsibilities of the committees more concisely and to reflect actual operations. Administrative details were moved to the Operations Manual. The Long-Range Planning Committee was closed.

There shall be standing committees as provided in these bylaws and special committees as authorized by the convention or the Zonta International Board. The Board shall coordinate the Program and Technical Committee activities (Article XII, Section 1).

Chairmen and members of Zonta International standing committees shall be appointed for the next biennium by the president-elect with the approval of the International Board. Each Committee shall have at least three members (Article XII, Section 2).

### 1. Standing Committees

- Bylaws and Resolutions Committee
- Convention Committee
- Finance Committee
- Amelia Earhart Fellowship Committee
- International Relations Committee
- Membership and Classification Committee
- Organization and Extension Committee
- Public Relations Committee
- Service Committee
- Status of Women Committee
- United Nations Committee
- Z Club Committee.

The Nominating Committee to be elected at convention had its own article (Article XI) in the Bylaws.

The 1998 Paris convention simplified the committee structure. The first three standing committees continued; the remaining nine committees were re-structured into four Committees.

*Standing committees:*

- Bylaws and Resolutions Committee
- Convention Committee
- Finance Committee.

### *Other committees*

- Organization, Membership and Classification Committee (former Nos 6 and 7)<sup>3</sup>
- Public Relations and Communications Committee (former No. 8 extended)
- Status of Women Service Committee (former Nos 9 and 10)<sup>4</sup>
  - a) Subcommittee: Amelia Earhart Fellowship Awards Committee (former No. 4)
  - b) Subcommittee: Z Club Committee (former No. 12)
- United Nations Committee (former No. 11).

## 2. Special Committees

There was no change in the provision that the convention or the Zonta International Board might authorize other special committees. A new committee called Violence Against Women Committee was established in 1994. The committee name changed to the ZISVAW Committee when Zonta International adopted ZISVAW (Zonta International Strategies to Eradicate Violence against Women and Children) as an ongoing project in 1998.

For a couple of biennia, Zonta International had a Literacy Coordinators Committee, which was closed 1996.

Other new committees were Media Relations and YWPA (1990), Environment Committee (1992), Committee on Aging (1994), and Special Committee on Archives (1994).

At its June 1996 meeting, the International Board established the Electronic Communications Committee and a home page on the world wide web was organized and went live in 1997. The 1998 Paris convention established the Legislative Awareness and Advocacy Committee.

## iii. **Zonta clubs**

### 1. Organization

According to the 1990 Bylaws:

- a club shall be accepted as a member of Zonta International and issued a charter upon payment of dues and fees, provided it has met requirements established by the International Board.
- A. Each club shall be bound by the bylaws of Zonta International
- B. Diversity of Classifications
  - a. Each club shall have members actively engaged in a variety of classifications. The minimum number of classifications shall equal one-fourth (1/4) the total number of members in the club. No club shall be required to have members actively engaged in more than twenty-five (25) classifications.
  - b. A club which fails to maintain the required diversity of classifications shall have ten (10) months to increase the number of classifications to the required amount. This period may be extended by the district governor.

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<sup>3</sup> The two committees working with membership: Organization and Extension Committee and Classification and Membership Committee were amalgamated. The designation of the new committee was Organization, Membership and Classification Committee (OMC).

<sup>4</sup> The new Status of Women Service Committee was the coordinator of service programs, including Amelia Earhart and Z-club, authorized by the convention.

- C. Club membership may be terminated if the club has failed to:
  - a. pay club dues or other financial obligations to Zonta International
  - b. meet quarterly, and function as a Zonta unit
  - c. send a delegate or be represented by proxy for two (2) consecutive conventions
  - d. maintain the required diversity of classifications specified in Section 2 B (1990 Bylaws, Article IV, Section 2).

The Bylaws also required that Zonta clubs should exist only as chartered clubs of Zonta International and that the name of the clubs should be designated by geographical location with territorial limits authorized by the club charter.

The very strict rules regarding the number of persons per classification were moderated by the 1990 Bylaws changes to make it easier for clubs to recruit more members.

## 2. Club Committees

In 1998, the Bylaws simplified the Zonta International committees, and ordered clubs to have the following committees:

Club standing committees should be:

1. Finance Committee
2. OMC Committee
3. Public Relations and Communications Committee
4. Status of Women Service Committee
5. UN Committee.

Special or other standing committees might include:

1. Attendance Committee
2. Fellowship Committee
3. Intercity Committee
4. Newsletter Committee
5. Program Committee.

## iv. **Membership**

### 1. Categories

According to the 1990 Bylaws, the membership categories were:

- Classified members
  - A classified member is a decision-maker accepted for membership under a major classification as shown in the Zonta International Membership and Classification Manual
  - Eligible for membership are executives and professionals, women (and men, at club option) in decision-making positions willing to support and implement the Objects of Zonta International. Membership candidates should be sought among the community leaders in varied business and professions
  - To be invited to membership, a candidate shall be actively engaged in a recognized business or profession in a decision-making capacity
  - The club Membership and Classification Committee shall consider all proposals for membership and present the names to the Club Board....At club option, membership may be informed of the candidates for club membership before invitation to become a member is extended.

- Past International President
- Honorary members.

## 2. Referral Privileges.

A member who moves to the territorial limits of another Zonta club may be elected to membership in that club, provided the dues have been paid. A referral fee in US dollars shall be paid by the member to Zonta International (Article XIV, Section 2e).

## 3. Duration of Membership

Classified membership shall be for life after five years' membership (Article XIV, Section 2f).

## 4. Leave of Absence

At the option of the club, leave of absence may be granted to a member upon approval of the club board. Payment of Zonta International and district dues shall be required (Article XIV, Section 2g).

## 5. Club Attendance Requirements

At the option of the club, or to comply with district attendance requirements, any member who is absent from all club meetings for two consecutive months, without excuse deemed adequate in the opinion of the board, may be notified that membership may be forfeited (Article XIV, Section 2h).

## **(f) Zonta International Foundation**

### **i. Headquarters**

In 1987, Zonta International headquarters moved into the new building at West Randolph Street, Chicago, and a ribbon-cutting ceremony took place. Necessary renovations of the building were expected but turned out to be more expensive than anticipated. Much hard work, many thoughts and debates at all levels of the organization centered on how to finance the world headquarters.

Executive Director Bonnie Koenig left Zonta on 30 June 1995 and was succeeded by Acting Director, Barbara Geil, Past Governor of District 15, until Janet Halstead was appointed Executive Director in 1996. PIP 'Folake Solanke states proudly in her autobiography: "Appointed new Executive Director, using the expertise of a committee of Zontians and Past International Presidents, at reasonable costs and without services of an executive search firm" (*Reaching for the Stars*, ISBN 978-978-8088-50-9).

### **ii. Dues and Fees and the Rose Funds**

In 1986, dues were made up of per capita dues of USD\$20.00 and Marian de Forest dues for extension of USD\$2.00 which each member had to pay. In addition, clubs had to pay convention dues of USD\$12.50 per club and American members had to pay a subscription to *The Zontian* magazine of USD\$7.00. (This subscription was voluntary for Zontians from other countries.)

In 1988, there was no ordinary per capita dues increase. However, the convention body adopted supplementary voluntary dues of USD\$25.00 for two years.

In 1998, the Biennial Issue of *The Zontian* announced:

The Rose Fund was created to give people from all over the world and from every business and profession, an opportunity to enhance the mission of Zonta International with gifts of all sizes. Named in honor of the famed Zonta Rose, the Rose Fund was created to support all facets of our Foundation's operations (*The Zontian* 1996–98, Issue Eight, p. 5).

Zonta's financial situation in 1990 was worse than many Zontians expected. Executive Director Valerie Levitan and two other staff members left headquarters with no explanation to clubs. *The Zontian* carried an announcement that Executive Director Valerie F. Levitan had handed in her resignation as Executive Director of Zonta International on 20 February 1990. Jean Lachowicz served as acting Executive Director during 1990 until Bonnie Koenig was appointed new Executive Director later that year.

Other headquarters staff members were: Program Manager – Anne Meegan; Foundation Manager – Rickie Jacobs; Membership Manager – Tari Tigner; Assisting with Membership – Francine Calcagno and Ramonita Carillo (District 9 History, 1988–90, p. 29, and *The Zontian*, 1990).

The Bylaws and Resolutions Committee proposal in 1990, approved by the International Board, was to simplify the fee structure by having only per capita dues of USD\$45.00 and new and reinstated member fees of USD\$15.00. The delegates adopted only USD\$36.00 per capita and all members were to receive *The Zontian*.

During the 1990 convention, there were some rumors of fraud amounting to approximately USD\$1 million. When rumors were confirmed, delegates adopted special dues of USD\$5.00 per capita to be paid by December 1990. In addition, the Bylaws were amended so that, as of the 1990-92 biennium, the Zonta International Executive Director was no longer a member of the Zonta International Board but could serve as Secretary to the Board with no vote (1990 Bylaws Revision, p. 13). The then Executive Director, Valerie F. Levitan, was replaced by Jean Lachowich as Acting Executive Director, until the appointment of Bonnie Koenig as Executive Director.

Delegates had confidence in the new Zonta International President and her board, and they were right. Starting her biennium with a deficit of USD\$60,000, Leneen M. Forde ended it with a surplus.

The Hong Kong convention in 1992 accepted a per capita fee of USD\$3.00 for two years for the Building Fund, and the Detroit convention in 1994 accepted a USD\$9.00 fee for one year. After a three and a half year fundraising campaign, the Zonta International Foundation had raised USD\$1 million and were able to pay off the mortgage in 1996. However, the building was still very expensive to maintain.

At convention in 1994, a dues increase was again on the agenda. The Zonta International Board proposal was an increase of USD\$14.00, which the delegates rejected. Increases of USD\$5.00 as of 01 September 1994 and USD\$14.00 as of 01 September 1995 were adopted.

The convention in 1996 changed the due date for paying Zonta International dues and fees from 01 September to 01 June.

### **(g) Zonta International advocacy**

*Women in Politics and Government: Where in the World are They?* This was the headline of an article in *The Zontian* 1996–98 Biennial Issue Eight, pp. 12–13. It stated:

While Zonta is itself non-partisan, it urges its members to participate....Plans for 1998–2000 include a legislative awareness and advocacy focus as part of our Status of Women activities. Each country may have regulations which define the types of activities which may be undertaken by organizations such as Zonta, but all countries provide opportunities to participate as a group or individually, as active partners in the political process which propels progress to implement the vision equality for all women.

This was followed by an invitation to members to provide descriptions of Zonta activities which illustrate this participation. Included also is mention of the Zonta-sponsored political forum held to educate Australian voters in 1995 with PIP Leneen Forde as opening speaker. The conclusions were that the importance of knowing the candidates and legislative issues cannot be overemphasized, that the involvement of young women is crucial now and especially for the future; and that there is a specific need for stronger presence and numbers of Zonta Clubs in the world's capital cities.

Other examples of advocacy from the 1998–2000 biennium were:

- District 26, Area 02, Taiwan: Forum on Violence against Women and Children. The activities spanned seven days and targeted increasing public awareness of the issue. PIP Josephine Cooke, Zonta International ZISVAW committee Chairman, delivered the committee's message in her keynote address. Experts and professionals were invited as speakers and moderators for three workshops.
- District 28 sponsored a symposium on the topic of violence in Basel, Switzerland, in cooperation with the Association of Swiss Women Doctors and the Association of University Women.
- Zonta Club of Jefferson County, Colorado coordinated a joint effort assisting battered women. "The program is a perfect example of how local Zonta clubs carry out the mission of Zonta International....We work locally to implement programs and provide service to our communities which fit together with the International mission" (*The Zontian*, 1998–2000 Biennial Issue Six).

### **(h) Zonta International service projects**

The concept of giving a percentage of service contributions to Zonta's International Service Programs was instituted during the 1972–74 biennium. The idea of donating one-third (33 per cent) of club service funds to the International Service Projects came from a service recommendation adopted during the 1988–90 biennium. 1996–98 Club Guidelines repeated this recommendation even if the 1996–98 Program Goals recommended exact amounts.

Donations to the Zonta International Foundation were much needed because of several new programs and service projects.

#### **i. Project Five-Organizations (Project Five-O)**

In 1975, at the First World Conference of the International Women's Year in Mexico City, Mexico, the presidents of the International Federation of Business and Professional Women, the International Federation of University Women, The Associated Country Women of the World and Soroptimist International had an initial discussion about a common project designed to help women in developing countries in poor economic circumstances, but they did not come to a conclusion.

Five years later, at the 1980 World Conference of the United Nations Decade for Women in Copenhagen, the president of the International Council for Women offered to join these four organizations, and Project Five-O (O standing for Organizations) was born. The initial objective was to establish a training center on five continents with each of the five organizations selecting an appropriate location and establishing a steering committee of local members to develop detailed proposals. Cooperation between the organizations existed at both the international and local levels.

In 1982, UNESCO (United Nations Educational, Scientific and Cultural Organization) agreed to include Project Five-O in its Cooperative Action Program and subsequently provided USD\$15,000 to match funds raised from other sources.

In 1990, UNESCO was no longer part of the project, but a UNESCO-appointed coordinator administered the project by receiving the donations from the member organizations and by studying project applications. The approved local projects received financial assistance of up to USD\$15,000 in a five-year period. It was understood that after five years, the projects would be able to attract sufficient support from local and other sources.

The Zonta International UN Committee Chairman, Danielle Bridel, reported the following in the *Zontian* in 1991:

In 1990, The Associated Country Women of the World decided to resign from the project, and the four remaining organizations asked Zonta International to join. The Zonta International Board of Directors accepted the invitation at its January/February meeting 1991. The cooperation between Non-Governmental Organizations committed to women's issues at all levels is very important, and there is no doubt that the local Zonta clubs will be happy to work on the steering committees of the present and any further projects. All Zonta clubs in the developing countries which have projects in the field of vocational training for women and would like to request assistance from Project Five-O may contact Griselda Kenyon, IFUW in Geneva, Switzerland. As for the clubs in industrialized Countries – without reducing their contributions to the Zonta International Foundation for current service projects – they could consider donations from time to time to Project Five-O.

Activities sponsored by Project Five-O are in India, Thailand, the Philippines, Mexico and Turkey. In Calcutta, India, a training center provides an integrated training program of income-generating activities for women from villages around the city. The center also offers courses in literacy, health, nutrition, hygiene, child care and family planning. In Thailand many small projects exist, including weekend agricultural courses for women. In La Paz, Mexico, a substantial amount of money was provided to build a schoolhouse to be used for nurses' training. In Turkey, a vocational center has been established in which two-year courses are offered in tailoring, machine and hand embroidery, carpet weaving and knitting. Later, courses in computer operation, marketing, cooking, child care and hygiene will be added.

The projects are designed to be self-help in nature and are therefore in perfect conformity with Zonta's objective to promote the status of women (*The Zontian*, volume 72, number 01 August 1991).

In 2008–09, a project was implemented for rural women in Latvia in cooperation with Zonta Club of Jelgava and a Soroptimist International club. According to Leslie Wright, Zonta Club

of New York, who was the first executive director of Project 5-O, projects approved were to be managed by at least two organizations that would monitor the work and adjudicate the funds? However, most of the funding was being supplied by Soroptimist International. Zonta clubs were not well-informed about the opportunity, and consequently, when Zonta International was asked to produce further financial contributions, a decision was taken to withdraw, partly because the projects proposed were not in the areas where Zonta had clubs. In 2007, Zonta International President Olivia Ferry announced Zonta's intent to withdraw, and in 2009 Zonta withdrew after many years of successful collaboration with the other organizations. Soroptimist International and the International Federation of University Women withdrew in the same year (Author's correspondence with UN Chairman Leslie Wright and PIP Margit Webjörn, 2018).

## ii. UNIFEM

The UN General Assembly established UNIFEM (United Nations Development Fund for Women) in 1985 to supersede the Voluntary Fund for the UN Decade for Women. Zonta International became the first NGO to support UNIFEM by helping to institute the "Women's Development is World Development" program. This program provided education, appropriate technologies, and funding to women in developing countries. Other projects in this period were in cooperation with UNICEF (United Nations Children's Fund), UNESCO, and INSTRAW (United Nations International Research and Training Institute for the Advancement of Women).

## iii. ZISVAW

The Forward-looking Strategies issued at the third World Conference on Women in Nairobi in 1985 had made the first connection between private and public violence. In the 1990s, both the UN and its affiliated NGOs, including Zonta International, explored the inter-relationship between structural, social and personal violence, realizing that to alleviate one called for the elimination of all.

ZISVAW (Zonta International Strategies to Eradicate Violence against Women and Children) started in District 02 in the 1990–92 biennium when governor Patricia Fluharty and her board introduced the issue. Numerous workshops, panel discussions, forums and seminars were conducted by clubs throughout District 02, often with presentations by victims of abuse and by trained counselors. The project came to the attention of the Zonta International Board when District 02 Zontians networked with Zontians in other districts and requested that they adopt this service project in their communities.

In 1995, after two years of preparation, Zonta International held a Summit on Violence against Women in Washington D.C. Workshops included panels on domestic violence, rape and pornography, female genital mutilation, war related violence, and infanticide. Concentrating on research and public awareness, the program involved political advocacy and direct action as integral elements. The summit was funded by contributions from Zonta members, clubs and districts as well as from foundations, corporations and businesses. The remaining funds stayed within Zonta International Foundation to permit grants to projects, studies and activities addressing the problem of violence against women anywhere in the world. In 1996–98 ZISVAW became the first international service project administered by Zonta International. The Mission Statement was ratified October 1996 by the Zonta International Board and published in *The Zontian* (1996–98 Biennial Issue Three, pp. 5 and 14).

The international convention in Paris in 1998 adopted ZISVAW as an ongoing program to improve education and increase awareness of violence against women and children.

#### iv. Zonta International Service Projects by Biennium

(Zonta International donations shown in brackets)

1990–92

- Integrated Development for Women in Sericulture project, in cooperation with UNIFEM in India, worked with 500 women to improve crop and silk production and raise participants' awareness of related women's issues in development. The World Bank expanded this pilot project (USD\$83,514).
- Agricultural Training of Young Rural Women project in cooperation with UNIFEM in Togo resulted in the training of 256 women in agricultural practices and encouraged their participation in community and national development (USD\$283,300).
- Revolving Loan Fund for Village Women project in cooperation with UNIFEM in the Delta and Upper Egypt worked to establish a revolving loan program for women's income-generating activities that initially served 300 women (USD\$163,430).

1992–94

- Enhancing Opportunities for Women in Development project in cooperation with UNIFEM in Ghana improved women's productivity and their access to financial resources. This project involved 3,600 participants and set up 90 Community Credit Committees to offer revolving loans to women (USD\$115,000).
- Organization of Mapuche Peasant Women project in cooperation with UNIFEM in Chile improved the living conditions of Mapuche women through leadership development, and the development and expansion of markets for Mapuche products. The project worked with three women's micro-enterprises to introduce productive and commercial activities to generate higher income for women (USD\$211,873).
- Women and Pesticides: Training and Education project in cooperation with UNIFEM in India, Sri Lanka and Bangladesh reduced damage caused by pesticides by training more than 500 women in correct pesticide usage (USD\$73,400).

1994–96

- Gender, Women, and Development, Phase IV project in cooperation with UNIFEM and UNICEF in Guatemala in Central America connected women from grassroots organizations with policy makers to reach approximately 275,000 women through training programs, manuals and brochures. Zonta supported the UNIFEM portion of the project (USD\$200,000).
- Technical and Technological Support to Rural Women's Groups project in cooperation with UNIFEM in Senegal worked with four rural women's groups to improve techniques used in the production, processing and marketing of fruits, vegetables and fish products. The aim of the project was to promote economic independence (USD\$200,000).

1996–98

- Girls' Education Project in South Africa with UNICEF supported the efforts of the South African government to develop public policies to increase access to quality primary education and improve attendance and learning among primary school students with a special focus on girls in the Northern Province. .

In 1999, the Zonta International Foundation Board decided at its June meeting to withdraw from the project because it became evident that it was not developing as

expected: “Although both the Zonta International and the Zonta International Foundation Boards regret that this important project could not come to fruition during the agreed-upon time frame, expended funds (USD\$47,000) have been carefully accounted for and were allocated appropriately”.

Zonta International President Val Sarah said:

Zonta International has a 25-year relationship with UNICEF. However, we have a great responsibility to our membership who have entrusted us with the careful stewardship of the funds generously donated in the International Service Funds. When it became evident to us that the South African Girls’ Education Project was not developing as expected, the US Committee for UNICEF worked proactively with us to find an acceptable solution to this unfortunate yet unforeseeable situation.

The unspent funds (USD\$303,000) were retained in the International Service Fund (*The Zontian* 1998–2000 Biennial Issue Six, p. 13).

- Zonta International Strategies to Eradicate Violence against Women and Children (ZISVAW) was the first international service project administered by Zonta International. ZISVAW was created to improve education about, and increase awareness of, violence against women and children (USD\$175,000).

1998–2000

- Prevention of Female Genital Circumcision (FGC) Project in Burkina Faso with UNICEF assisted UNICEF and government agencies in their work to prevent the incidence of FGC. These joint efforts aimed to reduce the incidence of FGC to 30 per cent in the year 2000 in seven targeted provinces. This project was chosen for Zonta support due to its strong linkage to one of Zonta’s long-range program goals: the eradication of violence against women and children (USD\$300,000).

## **(i) Zonta International educational programs**

### **i. Amelia Earhart Fellowship Program**

This is Zonta International’s oldest ongoing program, established in 1938 as a memorial to Zontian and aviator Amelia Earhart.

During the 1996–98 biennium, a member gave a gift to begin the Amelia Earhart Endowment fund. The Fund was established in 1997 and to make sure there was no confusion, the original fund was then referred to as the General Endowment Fund (Information from Jackie Beaudry, January 2018).

### **ii. Michael J. Freeman Scholarship for Irish Women.**

This program was established in 1988, with funding from a bequest to the Zonta International Foundation. The scholarships enabled young Irish women to undertake one-year diploma courses or four-year degree courses. In 1996, the scholarship program was revised to support related academic costs since the Irish Government was then funding tuition. The last scholarships were awarded in 2003–04. The Zonta International Foundation Board decided to spend down the fund, noting that conditions in Ireland had changed and that the original need for the scholarships had been markedly reduced (Information from PIP Margit Webjörn to Eva Nielsen, March 2018).

### **iii. Young Women in Public Affairs Program (YWPA)**

This program was established in 1990. The program goal is to encourage more young women to participate in public affairs by recognizing their commitment to the volunteer sector, evidence of volunteer leadership achievements and dedication to the advancement of the status of women. Clare Albom, Zonta Club of Hartford Area, Connecticut, USA, Chairman of the Z Club Committee, described the program in *The Zontian* 1990–92 Program Issue (p.15):

This new award program is specially suited to Z Club members by encouraging young women to become aware of public policy in their communities, especially as it relates to the status of women; and to encourage them to explore careers in public policy-making or government. It is important that young women develop an interest in the political arena since this is where the real changes in the status of women will begin.

### **iv. Jane M. Klausman Women in Business Scholarships.**

This program was established in 1998 to encourage undergraduate women to enter careers and seek leadership positions in business-related fields. The program ultimately seeks to influence business decisions that positively affect women by increasing the number of women in executive positions in the field of business management.

The establishment of the program was authorized at a Zonta International Foundation Board meeting in June 1996, supported by a bequest from Jane M. Klausman, Zonta Club of Syracuse, New York, USA. As Zonta International Bylaws and Resolutions Committee Chairman 1988–90, she was responsible for preparing the huge changes to the Bylaws adopted at the 1990 convention. She was Zonta International Parliamentarian from 1990 to 1995.

### **(j) District projects.**

*The Zontian* issue of March/April/May 1992 (p. 18) reported:

The Zonta clubs of the Philippines, together with the generous contributions from Zonta clubs in Japan, Australia and the United States, have built six school buildings ranging in size from two to 10 classrooms to replace those damaged by the 1990 earthquake and the 1991 typhoons in the Philippines.

Amy Hung, International Relations Committee Chairman reported the following in *The Zontian* (Sept./Oct./Nov. 1992 Issue, p. 17):

Not long ago, I received a letter from a Zontian in Oxford, England detailing an international relations project which the Zontians in England have been carrying out for the last two decades. Yes, it has been more than 20 years, and we have heard so little about this project. Every year, English Zontians extended an invitation to approximately 24 teenage children of European Zontians to spend two weeks in England. The project became so popular that some of the Zontians on the Continent requested such a program be organized for them as well, and 13 years ago, a second program expressly for Zontians was established.

At its third meeting in the 1996–98 biennium, the Zonta International Board adopted a policy with respect to Club and District Service Projects:

The basic element of Zonta carries the expectation that every Zontian contribute to building the Zonta International Foundation into an effective tool for assisting the

advancement of women. Although the Board recognizes that clubs and districts carry out their own service projects to help advance the mission of Zonta International, such activities must not interfere with the basic obligation of individual Zontians and clubs to support the Zonta International service projects selected at the international level (*The Zontian*, 1996–98 Biennial Issue Four, p. 10).

## **(k) Zonta and the UN**

### **i. The Fourth World Conference on Women**

In late August, early September 1995, the UN staged its mammoth Fourth World Conference on the Status of Women in Beijing. 189 governments were represented. The UN had succeeded in placing the issue of gender equality and participation at the top of the world's agenda. The Conference went a step further than the Nairobi Conference when adopting "The Beijing Platform for Action", which asserted women's rights as human rights and committed to specific actions to ensure respect for those rights. The Platform articulated 12 Critical Areas of Concern and described the way forward.

The related NGO Forum took place in Huairou with 4,000 NGOs in attendance. Zonta International, which had participated in all three of the previous conferences, was determined to play a pivotal role at the Beijing Conference. The Zonta Beijing Program Coordinating Committee had Zonta International President, 'Folake Solanke, as chairman and the other members were Ulla Ljungh-Hoff, Jane Rhodes, Karen Merver, Billie Johnson and Dunstanette Macauley. Zonta's official participation encompassed a panel discussion entitled: *The UN/NGOs: Empowering Women for the 21<sup>st</sup> Century*. It was divided into five sub-topic, namely:

1. The UN/NGOs and the Status of Women: The story so far
2. Zonta International's Implementation of the 1985 Nairobi Forward Looking Strategies
3. Zonta International and the United Nations. A Future Agenda for the Advancement of Women
4. Violence against Women: A worldwide Health and Development Problem
5. Literacy and the Status of Women.

Zonta also featured workshops on six topics ('Folake Solanke, *Reaching for the Stars*, p. 330 ISBN 978-978-8088-50-9):

1. Human Rights and the Status of Women
2. Women's Health and Fecundity Control
3. World Harmony: Women and Peace Issues
4. A decade of Women's Studies
5. Women's Role in Environmental Conservation and Sustainable Development
6. Stereotypes of Women on Television/Media

'Folake Solanke wrote as follows in the *Zontian*:

The panel discussion attracted an extraordinary crowd. Our guests sat on chairs, on the floor, in the aisle, stood at the sides and at the back of the room. Some people listened through windows, some knocked until allowed into no space. We had to lock the doors and some ladies stood by and physically kept the door locked. The Zonta video (on Zonta's history and activities) was shown at the beginning, and the *Zonta Open Letter to the Women of the World* was launched by me at the end. The letter was published in the Conference Forum newspaper on Tuesday, 05 September 1995.

## ii. **An Open Letter to The Women of The World**

In celebration of the 50<sup>th</sup> anniversary of the UN and the Fourth World Conference on Women held in Beijing, People's Republic of China, in August/September 1995, International President, Chief 'Folake Solanke, wrote an Open Letter, addressed to 'The Women of the World'.

Dear friends,

In this United Nations Year of Tolerance which happily coincided with the UN's 50<sup>th</sup> Golden Anniversary, we extend to you our best wishes for your health, happiness and prosperity.

We reaffirm our commitment to fundamental human rights and social justice for all men, women and children, regardless of race, creed or country of origin.

In view of the increasing role of women in Member Nations of the UN and Affiliated Organizations, we urge you to prevail on your governments to promote the full participation of women in the pursuit of Women's Health, Human Rights and World Harmony.

We ask you to request all Governments to recognize the significance of the Commission on the Status of Women, The United Nations Development Fund for Women (UNIFEM), the United Nations Research and Training institute for Women (INSTRAW), and the Committee on the Elimination of all Forms of Discrimination Against Women (CEDAW), and support their goals and programs, while reaffirming our commitment to financial and other types of accountability throughout the UN system.

We call upon you to urge all Governments to ratify and implement recommendations from the International Women's Year (Mexico City 1975), The Mid-Decade Conference on Women (Copenhagen 1980), the UN Decade for Women (1976-85), the End-of-Decade Conference on Women (Nairobi 1985), and other related conferences and international meetings, duly recognizing the findings of the United Nations World Survey on the Role of Women in Development Issues at both macro- and micro-levels, and the work of the Division for the Advancement of Women as the central United Nations unit for all matters concerning women.

We urge you to awaken the collective consciousness of the peoples of the world in order to alleviate poverty, generate productive employment and achieve social integration according to the theme of the UN World Summit on Social Development in Copenhagen in 1995. ('Folake Solanke, *Reaching for the Stars*, 2007, ISBN 978-978-8088-50-9)

## iii. **Zonta's General Consultative Status with UN**

In 1996, the UN changed its nomenclature, granting Zonta General Consultative Status which is the highest NGO status granted by ECOSOC.

In the same year, the St Louis convention body approved the Zonta-UN Partnership Resolution which had been proposed by Zonta International President 'Folake Solanke on behalf of the Zonta International Board on 19 October 1995.

#### **iv. Zonta–UN Partnership Resolution**

The full text of the 1996 Resolution was as follows:

Zonta attended the inauguration of the UN in San Francisco 1945 and participated in its 50<sup>th</sup> anniversary celebration 1995. Zonta International has consistently worked with the UN and its Agencies for global service....Zonta International engages in service projects world-wide to alleviate poverty and raise the quality of life. The most vulnerable casualties of poverty are women and children with no access to health care, education, shelter and other basic needs....The UN has scored a measure of success in the advancement of the status of women, health care, environmental consciousness, alleviating poverty, attention to human rights, sensitivity to the plight of indigenous peoples, democracy and peace-keeping; and the UN, for now, is the most effective international forum for global dialogue in this world of horrific multiple conflicts. Therefore, be it hereby resolved that Zonta International shall

- reaffirm its support for and cooperate with the UN in its programs
- maintain its international voice on principles and public issues through the UN
- examine its current UN committee structure and activities to address current needs, concerns and realities
- call on all governments and the UN to provide the resources to ensure women's health and the health of the girl child
- continue to direct its service projects and to collaborate with other Agencies to empower women with health care, education and shelter in order to alleviate poverty and improve the health of women and girl-children
- continue to work with the UN, its agencies and similar organizations to achieve the stated goals of the World Summit on Social Development (Copenhagen 1995)
- call on the UN to urge member states to avoid overconsumption and to share more equitably the world's resources and wealth...

Be it finally resolved that Zonta International reaffirms its position that the Non-Governmental Organizations such as Zonta International deserve respect and recognition by the UN and its Agencies.

#### **v. Global Summit of Women**

UNIFEM and several major women's organizations sponsored the Global Summit of Women 09–12 January 1997 in Miami. The October 1996 meeting of the Zonta International Board ratified the President's decision to participate in the summit as a partner. The topic of the summit was *Women's Economic Empowerment*.

The Global Summit of Women is a project of the Globe Women Research and Education Institute, a 501(c)3 non-profit organization, based in Washington D.C., USA. The Global Summit of Women was conceived as the nexus at which all sectors – public, private and nonprofit – would come together under the common vision of dramatically expanding women's economic opportunities globally through exchanges of working solutions and creative strategies forged by women leaders in different parts of the world. It is a business summit, whose 'business' focus is women's advancement in the global economy. Since 1990, the Summit has been connecting women worldwide.

#### **(I) Summing up 1990–2000**

1990–2000 was an era of enthusiasm, an era with lofty goals, and belief in Zonta as the leading organization for women's rights. With 36,241 members, membership numbers reached a peak in May 1994, as did the number of new clubs. 378 new Zonta clubs were chartered in the

decade 1990–99. Growth was strongest in Europe with 108 new clubs plus 53 in the Nordic countries.

The world situation in the nineties was special because of the fall of the Iron Curtain, the dissolution of the USSR and the recognition of new independent states in Eastern Europe.

Since 1962, District XIV had been a big pool for different hopes and dreams of rebuilding or building new democratic structures and of revitalizing civil society after World War II and the very difficult post-war years. In some ways the situation was similar after the fall of the Berlin Wall; there was a big interest in establishing new clubs in Eastern Europe. However, this created a new problem for the organization. With new clubs organized in Russia, Poland, Czech Republic, Hungary, and in unified Eastern Germany, District XIV reached a size that would have an overall impact on Zonta's structure. Either Zonta would change into bigger units – in which case Europe could be a model – or Zonta would continue within its existing structure – in which case District XIV would be divided and follow the dimensions of the other districts in Zonta.

As Zonta International wanted smaller districts, District XIV was divided into Districts 14, 27, 28, 29 and 30.

As in Europe, new districts were created in the Antipodes, in Asia and in Latin America. By the end of the decade, the total number of districts was 30.

Even if Zonta had purchased the World Headquarters Building, intensified the cooperation with United Nations, adopted many service projects in different continents, arranged a ZISVAW Summit, introduced new programs: YWPA, Jane M. Klausman Women in Business Scholarships and continued the Amelia Earhart Fellowship Awards Program, Zonta was still a well-kept secret. To change this situation radically, the Long-Range Strategic Plan was adopted followed by biennial goals. Cooperation with the media was stressed, as well as the use of modern technology.

The Committees were reviewed; some were amalgamated for more efficiency; and new ones, such as the ZISVAW Committee and the Legal Awareness Committee, were established to cover new issues.

Challenges were not avoided. The maintenance of the headquarters building was very expensive, but what was worse was the disbanding of clubs, particularly clubs in all parts of America, culminating with the closing of District 22 Central America. Organization and Extension and Membership Committees were working hard and setting new goals. However, it seems that either no thorough analysis was done to identify the root causes, or that analysis undertaken was not communicated to districts and areas in such a way as to be useful. (Additional research of the Zonta International Board files at headquarters might throw light on this.)

With the Sponsoring Program in 1990–92 and 1992–94, Zonta International recognized the economic and financial difficulties several clubs faced and advised a way to meet the challenge.

Zonta International in the 1990s was still an organization for women (and men at club option) actively engaged in a recognized business or profession in a decision-making capacity. One of the 1990–92 biennial membership goals was to invite to membership at least one member of distinction in a key government decision-making position and at least two in the younger age bracket.

The composition of the clubs was liberated to have more members from the same classification.

The minimum number of classifications was required to equal one-fourth (1/4) the total number of members in the club. In this way each club would have members actively engaged in a variety of classifications.

The membership was expected to work actively to advance the status of women and to meet attendance requirements.

In 1998, referring to the Long-Range Plan, Zonta International President 1998–2000 Val Sarah identified Zonta's leadership challenge at the turn of the century. The need was to:

- motivate current and future members by offering dynamic, task-orientated service programs and projects
- evaluate service to women in our local communities to include appraising our total service commitment to lift our self-esteem and our public image!
- achieve increased membership without increased dues, to permit greater budget flexibility, improve member services, and enhance the dollar value of our gifts.
- identify, encourage and nurture potential leaders and introduce a proposal for "staggered terms" for International Directors to ensure continuity between biennia
- streamline committees, linking them, if appropriate, to simplify committee management, particularly in smaller clubs
- resolve issues vis-à-vis clubs which are not fully self-supporting
- revise Bylaws, manuals and forms
- appreciate that elected and appointed leaders will need the support of every Zontian to achieve our goals (*The Zontian*, 1996–98 Biennial Issue Six. p. 5).

Val Sarah's term as Zonta International President ended by adopting the Zonta International Declaration 2000:

Whereas: in looking back

We celebrate our 80 years of tradition of women helping women and continue to recognize that in diversity our differences are our similarities and our issues know no borders and that national interests are international, in unison with raised voices, we nurture each other, laugh, cry and rejoice in the events of the day or day past...

In moving forward we

- promote the elimination of ALL forms of discrimination against women.
- eliminate the disparities that now exist in humankind
- continue to attain the highest standards in education and reach the galaxies
- work together towards a society for all ages in today's world of aging
- enjoy the international decade of peace
- provide shelter in a sustainable living environment
- hail the hallmarks of advocacy
- leave our footprints of service in health, literacy and workplace issues
- share in economic prosperity and financial stability
- build on the mentoring links to our young women
- remember the women who have come before us, who are in peace beneath your wings
- weave service into the tapestry of volunteerism
- each light a candle to mark our legacy in this world.

On this 13<sup>th</sup> day of July 2000, we the participants of the 55<sup>th</sup> Zonta International Biennial Convention, do hereby pledge to honor the Code of Zonta International in the spirit of these resolutions and bring to fruition the realization of our dreams.