

**REPORT TO CONVENTION
OF THE 2022-2024
ZONTA INTERNATIONAL BYLAWS AND RESOLUTIONS
COMMITTEE**

The following are the relevant provisions of the current documents with the words to be deleted or substituted ~~crossed-out~~ on the left-hand side and the proposed wording with changes and/or additions underlined on the right-hand side. Page numbers in headings refer to pdf version of the booklet “Governing Documents 2022.”

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

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

Proposed amendments to the Bylaws of Zonta International.

1. Article V Dues and Fees, Section 2(b). Page 11

Present Wording	Proposed Wording
SECTION 2. Zonta International Dues and Fees. (b) For members under the age of 30 years dues are reduced by 50%.	SECTION 2. Zonta International Dues and Fees. (b) For members under the age of <u>35</u> years dues are reduced by 50%.

Proposed by District 14

Rationale: A huge majority agreed to a resolution at the 2022 convention in Hamburg to raise the age limit of Young Professionals from 30 to 35 years. Being a resolution, this is only valid for the 2022-2024 Biennium, leaving the question open what to happen with those members concerned from June 2024 on.

Regarding membership numbers of the Young Professional category, you can see a significant rise from 288 YPs (May 2022) to immediately 309 (August 2022, +7%) up to 350 (Jan. 2023), showing an increase of more than 21%. Even as it is not distinguished how many of these are in the concerned age group between 30 and 35 years, it shows that it could be a motivation to join the organization when having a longer perspective of reduced dues. This is not only the period of age when studies are finished, but also the time frame for maternal leave and restart of a career.

Recommended for adoption by the Zonta International Board.

The following amendments concern committees for the ZI education programs.

2a. Article XIII Committees, Section 15, page 22

Present Wording	Proposed Wording
SECTION 15. Young Women in Public Affairs Award Committee. From submissions put forward by districts, this committee shall select and recommend to the Zonta International Board candidates for the annual Zonta International Young Women in Public Affairs Awards.	SECTION 15. <u>Zonta Young Women in Leadership Award Committee.</u> <u>It shall review the application material and propose improvements</u> to the Zonta International Board for the annual awards.

Proposed by the Zonta International Board

Rationale: Changing the name of the Young Women in Public Affairs Award to the Zonta Young Women in Leadership Award is consistent with changes to other award titles and enhances clarity and understanding. The term "leadership" is universally recognized and easily comprehensible across different cultures and linguistic backgrounds. Associating the award with leadership is positive, emphasizing qualities such as initiative, influence, and impact. This sends a powerful message about the potential and capabilities of young women, fostering a positive perception that goes beyond the confines of public affairs.

This adjustment ensures that the essence of the award is immediately apparent to a broader audience and is more translatable across languages, making the award accessible to a wider range of participants globally. This inclusivity recognizes and celebrates the leadership potential of young women from diverse backgrounds and regions, breaking down barriers and stereotypes about where and how leadership can be demonstrated.

Finally, the simplicity and clarity of "Zonta Young Women in Leadership Award" ensures effective branding and marketing efforts. A straightforward and easily communicable name enables better promotion of the award, attracting more attention and participation from potential applicants, sponsors, and supporters. As Zonta International is committed to raising visibility, it is also important to add the "Zonta" name to award titles.

The Zonta International Board thanks District 7 and others for bringing initial ideas regarding this change to its attention.

Recommended for adoption by the Zonta International Board.

2b. Article XIII Committees, Section 15 to new Section 16, page 22

Present Wording	Proposed Wording
SECTION 15 . Young Women in Public Affairs Award Committee . From submissions put forward by districts, this committee shall select and recommend to the Zonta International Board candidates for the annual Zonta International Young Women in Public Affairs Awards.	SECTION <u>16</u> . Young Women in Public Affairs Award Committee . From submissions put forward by districts, this committee shall select and recommend to the Zonta International Board candidates for the annual Zonta International Young Women in Public Affairs Awards.

And add new Section 15

Present Wording	Proposed Wording
SECTION 15. Young Women in Public Affairs Award Committee . From submissions put forward by districts, this committee shall select and recommend to the Zonta International Board candidates for the annual Zonta International Young Women in Public Affairs Awards.	SECTION 15. <u>Women in STEM Scholarship Committee</u> . From <u>submissions put forward by districts, this committee shall select and recommend to the Zonta International Board candidates for the annual Zonta International Women in STEM Scholarships.</u>

Proposed by Districts 1, 4, 6, 8, 13, 14, 22, 28, 29

Rationale: The STEM scholarship has run successfully since 2018 and has contributed to the increase of visibility of Zonta at local, national, and international levels. It has already demonstrated a positive effect at the local level, empowering women to step into male dominated technology and engineering fields. Recipients report that they are taken more seriously because of our Scholarship. It has also been used to attract new and younger members and to demonstrate Zonta's commitment to women's development in a world dominated by men.

Women are still underrepresented in STEM. A 2019 Lancet report explored the systematic and institutional barriers to women in science. Women have less success in winning grant funding, hold fewer positions in academic publishing, and author papers less often. They also face outright discrimination.

Climate changes have a significant impact on gender inequality, and we need women in STEM to use strong voices to push for strategies for urgent climate actions. The IPCC [International Panel on Climate Change, the United Nations body for assessing the science related to climate change] found in 2020, that gender inequalities are further exaggerated by climate-related hazards, and they result in higher workloads for women, occupational hazards indoors and outdoors, psychological, and emotional stress, and higher mortality compared to men.

Furthermore, as the UN Secretary General pointed out at CSW67, the "gender digital divide is fast becoming the new face of gender inequality." The CSW67 reaffirmed the importance of women and girls' full, equal, and meaningful participation and leadership in science, technology and innovation, and expressed concern on the limited progress in closing the gender gap in access to and use of technologies, connectivity, digital literacy and education. It also expressed grave concern about the continuity and interrelation between

offline and online violence, harassment and discrimination against women and girls and condemned the increase of such acts.

Action is needed now to redress the balance. The Amelia Earhart Fellowship is limited to women pursuing Ph.D./doctoral degrees in aerospace engineering and space sciences. With the additional STEM scholarships we cover a much broader range of subjects in science, technology, engineering and mathematics as well as including women studying in the second year of an undergraduate program through the final year of a master's program. Having a STEM scholarship also enhances the success and prestige that we already have with the well-established, highly regarded, and iconic Amelia Earhart Fellowship.

The Zonta Women in STEM scholarship is the perfect complement, and a crucial addition if we want to meet the challenges of the future, to the other Zonta educational programs: Amelia Earhart Fellowship, JMK Women in Business Scholarship and the Young Women in Public Affairs Award.

We, the Zonta members of Districts 1, 4, 6, 8, 13, 14, 22, 28, 29 believe that by the Zonta Women in STEM Scholarship contributes to the increase of female role models in STEM and will therefore contribute to the needed sustainable change in our societies. Therefore, we encourage all Zonta members to endorse this proposal.

Not recommended for adoption by the Zonta International Board

Rationale: The Zonta International Board recognizes the importance of encouraging women and girls to take up professions in the STEM area of study. To this end, the Zonta International Board recommends the adoption of a new award - the Zonta Women in STEM Award. The creation of this new award includes the formation of a jury to select and recommend the relevant international awardees to the Zonta International Board. Therefore, a new committee is not required.

The Zonta International Board thanks and recognizes Districts 1, 4, 6, 8, 13, 14, 22, 28, 29 for promoting Women in STEM.

*There is a corresponding resolution proposal in case the proposed bylaw fails. The resolution proposal will not go forward if this bylaw passes.

The following two amendments concern the convention.

3.a Article XI, Convention SECTION 1. Purpose and Section 2. Time, Place and Program, page 18

Present Wording	Proposed Wording
<p>SECTION 1. Purpose. Zonta International shall hold a biennial convention to present an informative, motivational and educational program and receive reports. The Zonta International Board shall determine business of the convention, which may include elections, voting on proposed amendments to the bylaws; on dues and fees; on resolutions and goals that establish the international service projects and programs; and for any other business that may properly come before the convention assembly.</p>	<p>SECTION 1. Purpose. <u>The Zonta International convention is the assembly of voting members to take such decisions as are necessary to conduct the business of the organization.</u></p> <p>The Zonta International Board shall determine business of the convention. <u>Elections shall be held in accordance with these bylaws.</u></p>
<p>SECTION 2. Time, Place and Program. The Zonta International Board determines time, place and program of the convention.</p>	<p>SECTION 2. Time, Place and Program. The Zonta International Board determines time, place and program of the convention <u>and whether it is held in-person, or electronically or in a combination of both. In addition, a motivational and educational program and social gatherings may be planned.</u></p> <p><u>Convention shall be held at least once in a biennium.</u></p>

Proposed by the Zonta International Bylaws and Resolutions Committee

Rationale: The new wording of these sections makes clear the purpose of the convention and allows more flexibility in the format and regularity of future conventions.

Recommended for adoption by the Zonta International Board

3.b Article XI, Convention SECTION 1. Purpose, page 18

Present Wording	Proposed Wording
<p>SECTION 1. Purpose. Zonta International shall hold a biennial convention to present an informative, motivational and educational program and receive reports. The Zonta International Board shall determine business of the convention, which may include elections, voting on proposed amendments to the bylaws; on dues and fees; on resolutions and goals that establish the international service projects and programs; and for any other business that may properly come before the convention assembly.</p>	<p>SECTION 1. Purpose. Zonta International shall hold a <u>hybrid</u> biennial convention, <u>except in case of unforeseeable and unavoidable catastrophes</u>, to present an informative, motivational and educational program and receive reports. The Zonta International Board shall determine business of the convention, which may include elections, voting on proposed amendments to the bylaws; on dues and fees; on resolutions and goals that establish the international service projects and programs; and for any other business that may properly come before the convention assembly.</p>

Proposed by District 13

Rationale: Zonta International Conventions have a huge influence on our membership. Participants get energized during the Conventions, get a better understanding of our democratic organization, and the impact of our projects and programs. This knowledge and energy are taken back home to the clubs and is used in our membership and fundraising campaigns. As earlier participants have expressed,, it was only after participating in the International Convention, that I understood that I am part of something much bigger than me, part of a great organization that truly improves the lives of many women and girls“. However, Conventions can also be a financial risk for Zonta.

We, the Zonta members of District 13 believe that a hybrid biennial Convention is the optimal way of conducting a Convention. It takes advantage of the large benefit of a physical convention for the ones that can travel and minimizes the financial risk. Therefore, we encourage all Zonta members to endorse this proposal.

Not recommended for adoption by the Zonta International Board.

Rationale: It is best practice that the Zonta International Board has flexibility in deciding whether the convention is held in-person, or electronically or a combination of both, in the best interest of the organization and its members, as well as to minimize financial risks. A hybrid convention would require additional financial and other resources.

The Bylaws and Resolutions Committee proposes amendment 3.a to Article XI, Section 2, recommended by the Zonta International Board, to safeguard this flexibility, which on the contrary would be hindered by the obligation to hold a hybrid biennial convention, with the only exception of catastrophic circumstances.

4. Article IV, SECTION 2(a) Clubs, page 8

Present Wording	Proposed Wording
<p>(a) Eligibility. A club shall be accepted as a member of Zonta International and issued a charter if it has paid dues and fees, and has elected officers, has the minimum charter membership established by the Zonta International Board, and is based in a country that has been approved as a Zonta country by the Zonta International Board.</p> <p>Guidelines for the organization of clubs are in the Zonta International Marian de Forest Membership Manual.</p>	<p>(a) Eligibility. A club shall be accepted as a member of Zonta International and issued a charter if it has paid dues and fees, and has elected officers, has the minimum charter membership established by the Zonta International Board, and is based in a country that has been approved as a Zonta country by the Zonta International Board.</p> <p>Guidelines for the organization of clubs are in the Zonta <u>Club</u> Manual.</p>

Proposed by the Zonta International Board

Rationale: The convention voted to remove classified members from the Zonta International Bylaws. Pursuant to Article VIII, SECTION2(f) of the Zonta International Bylaws, the Zonta International Board has the duty and authority to revise and retire operation manuals. The Zonta International Marian de Forest Membership Manual was retired in February 2023, and the relevant information was incorporated in the Zonta Club Manual.

5. Article XIV, Districts SECTION 13. Nominating Committee (a) How Constituted, page 28

Present Wording	Proposed wording
<p>(a) How Constituted. At the conference at which district officers are elected, a district Nominating Committee of three members shall be elected by plurality vote. The member receiving the highest number of votes shall be the chair of the committee. No member of the committee shall be eligible for nomination at the district level of Zonta International while serving on the committee.</p>	<p>(a) How Constituted. At the conference at which district officers are elected, a district Nominating Committee of three members shall be elected by plurality vote. The member receiving the highest number of votes shall be the chair of the committee.</p>

Proposed by District 2

Rationale: For a variety of reasons, Zonta districts may find that the exclusion of nominating committee members from nomination for office is problematic. Districts, for example, vary widely in the size and age distribution of their membership. Small districts with many older members who are limited in their ability to travel have difficulty in achieving a full slate of candidates for district officers and board members. An individual who is qualified to serve on the district nominating committee may also be highly qualified to serve on the district board, and, in some instances, may be the only one willing to accept nomination to a particular position.

Permitting a district nominating committee member to accept nomination for the district board is consistent with Zonta International's parliamentary authority, *Robert's Rules of Order*

Newly Revised, 12th edition, which states in Chapter XIV Nominations and Elections, Nominations 46.12 that nominating committee members may themselves be nominated:

Members of the nominating committee are not barred from becoming nominees for office themselves. To make such a requirement would mean, first, that service on the nominating committee carried a penalty by depriving its members of one of their privileges; and second, that appointment or election to the nominating committee could be used to prevent a member from becoming a nominee.

Approval of the proposed amendment would mean that ZI bylaws are silent on the question of a nominating committee member's eligibility for nomination. Each district would then have the latitude to decide how to handle the question of eligibility of nominating committee members for nomination. Districts could opt to follow the advice in *Robert's Rules* or to incorporate the restriction currently in ZI bylaws into their district bylaws or rules of procedure.

Not recommended for adoption by the Zonta International Board.

Rationale: Due to potential conflicts of interest, members of the district nominating committee should not be candidates for the slate of candidates at district level, as they will be part of the discussions and selection of candidates for the slate, including their own nomination. Should a member of the nominating committee be asked to submit their name for nomination at the district level, they should recuse themselves from the committee if they wish to accept the nomination.

Amendments to the Rules of Procedures of Zonta International

1. Operation Manuals, Page 39

Present Wording	Proposed Wording
<p>2. Operation Manuals. The operation manuals of Zonta International, as approved by the Zonta International Board, shall provide general guidelines. These operation manuals include, but are not limited to, the Zonta Club Manual, the Zonta District Manual, the Zonta International Manual, the Zonta International Marian de Forest Membership Manual and the Convention Manual.</p>	<p>2. Operation Manuals. The operation manuals of Zonta International, as approved by the Zonta International Board, shall provide general guidelines.</p>

Proposed by the Zonta International Bylaws and Resolutions Committee

Rationale: Pursuant to Article VIII, SECTION 2(f) of the Zonta International Bylaws, the Zonta International board has the authority to revise, retire, rename and create new Zonta International Manuals. It is unnecessary to list the manuals in the Rules of Procedure.

Recommended for adoption by the Zonta International Board.

PROPOSED RESOLUTIONS

1, Resolution regarding the “Zonta Says NO to violence against women” Campaign

Proposed by District 27.

The campaign “Zonta says NO to violence against women” shall be continued in the biennium 2024 – 2026.

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

1. The campaign “Zonta Says No to violence against women” is a Zonta-owned instrument that will further enhance Zonta’s credibility and visibility.
2. Also, it is a tool that helps all clubs to work on Zonta’s mission. It combines local action with the International Service Projects run by ZI. “Zonta says No to violence against women” links the local work to ZI and helps to promote at a wider range.
3. The campaign involves all main Zonta fields of activities (Advocacy, Service, PR & Communication, UN and Council of Europe, Membership). Furthermore, it helps Zontians on all levels to get connected and work together. Consequently, the campaign supports the exchange and networking of all members within the Zonta world.
4. Many Zonta Clubs around the world already take part in “Zonta says No to violence against women”. This can be seen at zontasaysno.com. This fruitful work should not be jeopardized by discontinuing the campaign. All clubs should have the opportunity to benefit from lessons already learned.

Recommended for adoption by the Zonta International Board

Board Note: During the 2022–2024 Biennium, Zonta International developed and issued a strategic plan, *Zonta, Gender Equity and a Vision for 2030 and Beyond (2030 Strategic Plan)*, which sets out the Goals and Strategies for Zonta for 2023 to 2030.

The focus of Goal One (Credible and Visible Voice) is that Zonta acts as a credible and visible voice on gender equity and delivers initiatives addressing education equality, climate justice, **ending gender-based violence**, and ensuring women are represented in decision-making positions on an equal basis with men.

One of the important initiatives under Goal One is the commitment to strengthening our efforts to end gender-based violence. The 2030 Strategic Plan specifically states: *‘Zonta will build upon the long-term success of Zonta Says NO as the campaign for our international, national and local activities for addressing gender-based violence.’*

This is also included in the 2024 – 2026 Biennial Goals where a new working group will be established to support planning and following up the Zonta Says NO to Violence Against Women campaign as Zonta's proprietary advocacy campaign.

The Zonta International Board acknowledges this resolution from District 27, and the commitment from Zontians globally to the Zonta Says NO campaign, and notes that because this is embedded within the 2030 Strategic Plan, future such resolutions will not be required.

2. Resolution to extend Women in STEM Scholarship for another biennium. Proposed by Districts 1, 8, 13, 14, 16, 23, 27, 28, 29, 30, 31

The Women in STEM Scholarship should be continued as a fourth pilot cycle on club, district, and international level for women in all STEM fields. A final comparison and evaluation shall be presented at the 2026 Convention.

Rationale: The Women in STEM Scholarship, former Women in Technology Scholarship, was set up as a pilot program for three biennia because women are still largely underrepresented in technology and other STEM fields. To give women equal opportunities as men in technological developments, Zonta launched this pilot scholarship program in 2018. In 2020 the Scholarship was limited to international applications only. In 2022 it was expanded to STEM field.

Women are still underrepresented in all engineering and STEM fields. The scholarship has already demonstrated a positive effect at local level empowering women to step in male dominated technology and engineering field. Young women educated in STEM will work in these areas and will be role models for more other women to follow their steps.

The Zonta Women in STEM scholarship is the perfect complement, and a crucial addition if we want to meet the challenges of the future, to the other Zonta educational programs: Amelia Earhart Fellowship, JMK Women in Business Scholarship and Young Women in Public Affairs Award.

Not recommended by the Zonta International Board

Rationale: The Zonta International Board recognizes the importance of encouraging women and girls to take up professions in the STEM area of study. To this end, the Zonta International Board recommends the adoption of a new award - the Zonta Women in STEM Award.

The Zonta International Board celebrates excellence in STEM education and is dedicated to ensuring this STEM program continues under the strategic plan. Continuing to propose the current STEM scholarship as a pilot program does not reflect the enthusiasm expressed across the Zonta world regarding women in STEM.

3. Resolution regarding a Statement on *Women's Reproductive Health* Proposed by District 21

Rationale: District 21 proposes that Zonta International issues a *Women's Reproductive Health Statement* with the proposed wording so that Zonta International calls on governments to ensure access to safe, legal abortions.

Proposed wording:

STATEMENT

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

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

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

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

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

Not recommended for adoption by the Zonta International Board

Rationale: The Zonta International Convention body approved a resolution at the 2022 Zonta International Convention in Hamburg, Germany. In addition, Zonta International's Statement on Women's Sexual and Reproductive Health, issued in 2019, supports universal access to sexual and reproductive health and rights, including for family planning, free of coercion, discrimination, and violence. These statements are printed below and can be found on www.zonta.org under Zonta Statements. The approval of a third statement with the same demands of governments would be redundant.

Women's Reproductive Health Policy Statement

Approved by the Zonta International Convention, June 2022

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

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

Statement on Women's Sexual and Reproductive Health

Adopted by Zonta International Board April 2019

Equality and empowerment of women are global issues. Women's rights are human rights and a prerequisite for poverty eradication and for positive sustainable development. Reproductive rights are human rights.

Background

Zonta International is an organization pledged to empower women at the global and local levels, and to promote justice and universal respect for human rights and fundamental freedoms.

Zonta International, districts and clubs advocate at the international, national and local levels on issues related to human rights and gender equality. At the international level, Zonta International advocates primarily through the United Nations (UN) and the Council of Europe. At the national level, Zonta districts, areas and clubs take action in support of, or in opposition to, legislation on issues affecting women and girls. At the local level, Zonta clubs monitor laws and policies and their impact on women, participate in hearings and meetings with local politicians and administrators, and host speakers and panels to raise awareness about issues affecting women in their local communities.

In accordance with the UN Human Rights Commission statement reproductive rights are human rights and human rights are fundamental to women's reproductive health. Zonta International has longstanding relations with the UN and has been a steadfast partner to UN agencies. Zonta's support of UN projects and programs has been critical to their success.

The Statement

Zonta International endorses the values expressed in the UN Universal Declaration of Human Rights and focusses on status of women issues according to Articles 1-16 of CEDAW, the UN Convention on the Elimination of all forms of Discrimination against Women.

Every person should have the freedom to make decisions about their bodies and to safely and privately access healthcare.

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

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

Zonta International supports the agreed conclusions of CSW63, March 2019, whereby, among other things,

The Commission urges governments at all levels and as appropriate, with the relevant entities of the United Nations system and international and regional organizations, within their respective mandates and bearing in mind national priorities,to take the following actions:

Strengthen women's and girls' access to social protection

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

4. Resolution regarding Golden Z Club Membership Proposed by the Zonta International Board

During the 2024–2026 Biennium, a pilot program will be instituted whereby Golden Z club members will become youth members of the sponsoring club, and Golden Z clubs will no longer be considered a “service project.”

- Youth members will be counted as youth members of the club, area, and district for statistical purposes, but not for credentials or voting.
- The sponsoring club will be responsible for entering the youth member information in the Zonta International database in the same manner as other club members.
- No dues will be paid at any level of Zonta International during the pilot, but Golden Z clubs may collect dues or fees for services provided by the Golden Z club to its members.

- Youth members will have access to Zonta International website information in the same manner as Zonta club members as determined by the Zonta International Board, as appropriate.
- Youth members will be allowed to participate, without voting rights, in club activities, area meetings, district conferences, and Zonta International convention, events, and programs.
- Youth members are eligible for Zonta scholarships and awards at all levels.
- Youth members could serve on committees at all levels of Zonta.
- Prior to graduation, the sponsoring club or a member of the Zonta International headquarters team will send the youth member an invitation to join a Zonta club.
- Only youth members that are of legal age will appear in the website directory.

Rationale: Zonta International and sponsoring clubs desire to enhance the experience of Golden Z club members and promote continuing in Zonta membership. Allowing the Golden Z club members to become youth members of sponsoring clubs will accomplish these goals by (i) giving Golden Z club members access to information and tools on the Zonta International website; (ii) making the Golden Z club members feel more a part of the organization instead of a club service project; (iii) keeping in contact with the youth members to assist in a smooth transition of membership from a Golden Z club to a young professional or other member in a Zonta club; (iv) having contact information to communicate with youth members about future events and to provide information about opportunities as they arise, such as participation in CSW and NGO CSW or Zonta sponsored events. Allowing the Golden Z club members to become youth members of the sponsoring clubs will also give the Golden Z club members an opportunity to develop valuable leadership and interpersonal skills. Instituting this pilot program is in direct line with the strategic plan by promoting membership to younger generations and establishing a succession path for the future of Zonta.

Recommended for adoption by the Zonta International Board.