

# The Zontian

*Membership Voice of Zonta International*

A portrait of Dianne K. Curtis, International President 2010-2012. She is a woman with short, light brown hair, smiling warmly. She is wearing a blue patterned jacket over a black top. The background is dark with a soft orange glow in the upper right corner.

“Membership is vital to our ability to influence the status of women in the future.”

*-Dianne K. Curtis*  
International President  
2010-2012

2010-2012 Biennial Issue One July 2010

## 2010-2012 BIENNIUM

*Advancing the Status of Women Worldwide*

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Dear Zontians and Friends of Zonta,

To be President of this great organization is a privilege and with that privilege come responsibilities. I look forward to the challenges ahead and the opportunity to work with all of you to further the mission of Zonta International.

Throughout my years in Zonta, I've had the privilege to know great leaders - leaders who have encouraged, stimulated and guided me by their example. Past International President Josephine Cooke gave me a speech that she presented to the Rotary International Convention in Glasgow, Scotland. The panel topic was "Volunteerism in the Future". Her speech taught me that volunteerism is a service that one provides to those in need, expecting nothing in return. Yes, it is true that we provide service to those in need, but is it true that we expect nothing in return?

We want the lives of those to whom we provide service to improve. That improvement can mean many things, such as: living free of fear, living healthy lives, ending violence against women and children and building a better world full of love and peace. Remember, Zonta is not a service club that just serves us, but one that gives us the opportunity to serve.

I know that every one of you have a deep personal commitment to Zonta. If you are proud of your membership in Zonta, you will not hesitate to offer the opportunity to others. I wish that I could wave a magic wand and increase our membership, but only you can perform that magic. **Membership is vital to our ability to influence the status of women in the future.**

It seems strange to me that at a time when Zonta is being called upon more and more to help women, we do so in the face of a stagnant membership. Membership must be a high priority!

It is evident that we cannot talk about membership without talking about retention. While we continue to welcome new members, an equal number of members are leaving the organization. We need to devise a plan and method that will reduce attrition and ensure retention. We must get back to basics to strengthen our clubs. We must listen to our members and understand their needs.

How many members stay for one meeting, one month or one year? When we recruit, we must think of retention. Be positive in your approach to new members, but let them know what is expected. It is difficult "being the new kid on the block," not knowing what is expected of you and not knowing if Zonta is the right organization for you.

### **Can we get back to basics? What exactly does that question mean?**

- **Orientation** - We must fully prepare a new member. Once you have invested time and money in recruiting, you must do everything possible to ensure the new member is a member for life. Zontians are eager to start their development and understand what it means to be a member of this great organization. Their decisions and actions are based on their own perception of what is expected, their personal experiences and what they overhear other Zontians say and do. Yes, even seasoned Zontians need an orientation. Repetition is the key! Having a member read a manual and thinking they'll understand everything they read is naïve. Policies, procedures, practices and expectations change over the years, and members must be re-educated through proper orientations.
- **Leadership** - Leadership must begin at the club level, which in turn influences the area, district and international levels. Please get back to the basics of training club, area and district officers. Effective leadership is crucial not only to make a difference in the organization, but to satisfy the members working within the organization.

*...Continued on page 4*



PHOTO COURTESY Gary Choppe

*"A candle loses nothing if it is used to light another one."*

# PRESIDENT'S MESSAGE

...Continued from page 3

- **Meetings** - I once asked a friend why she resigned from Zonta. Her answer was, "I don't have time to sit around and do nothing." Let's not be guilty of pushing away members because we are not offering meaningful meetings and activities. Women of today are very busy. We don't want to sit at a club meeting, discussing what salad dressing we want on our salad at the next club event. You must prepare an agenda and use parliamentary procedure and protocol at your meetings. Not only will your members learn something, but they may actually get out of the meeting at a reasonable time.
- **Mentoring** - Mentoring is the key! As a new member sponsor, you must understand that you have to continue to mentor new members throughout their development in Zonta. Does the mentoring process stop after a few months? No, you are always willing to help your fellow Zontian. Most people give up when they have to dig for answers. It's not because they didn't want to do the work, or they didn't know how. The problem is the lack of communication. Be thoughtful and considerate, remembering that good manners aid good communication.

## Club Self-Evaluation/Achievement Form

I am developing a club self-evaluation or achievement form for the biennium. A similar form was developed under Past International President Cornelia Hodges (1982-1984). My club used this form as a gauge for years to make sure that we were on the right track. Past International President Cornelia gave me permission to revitalize her achievement form, which will guide you to get back to basics.

This form will not be mandatory, nor will it be difficult to fill out. I do not want to burden you with more paper work, but want to provide you with a tool that may help evaluate your club's direction.

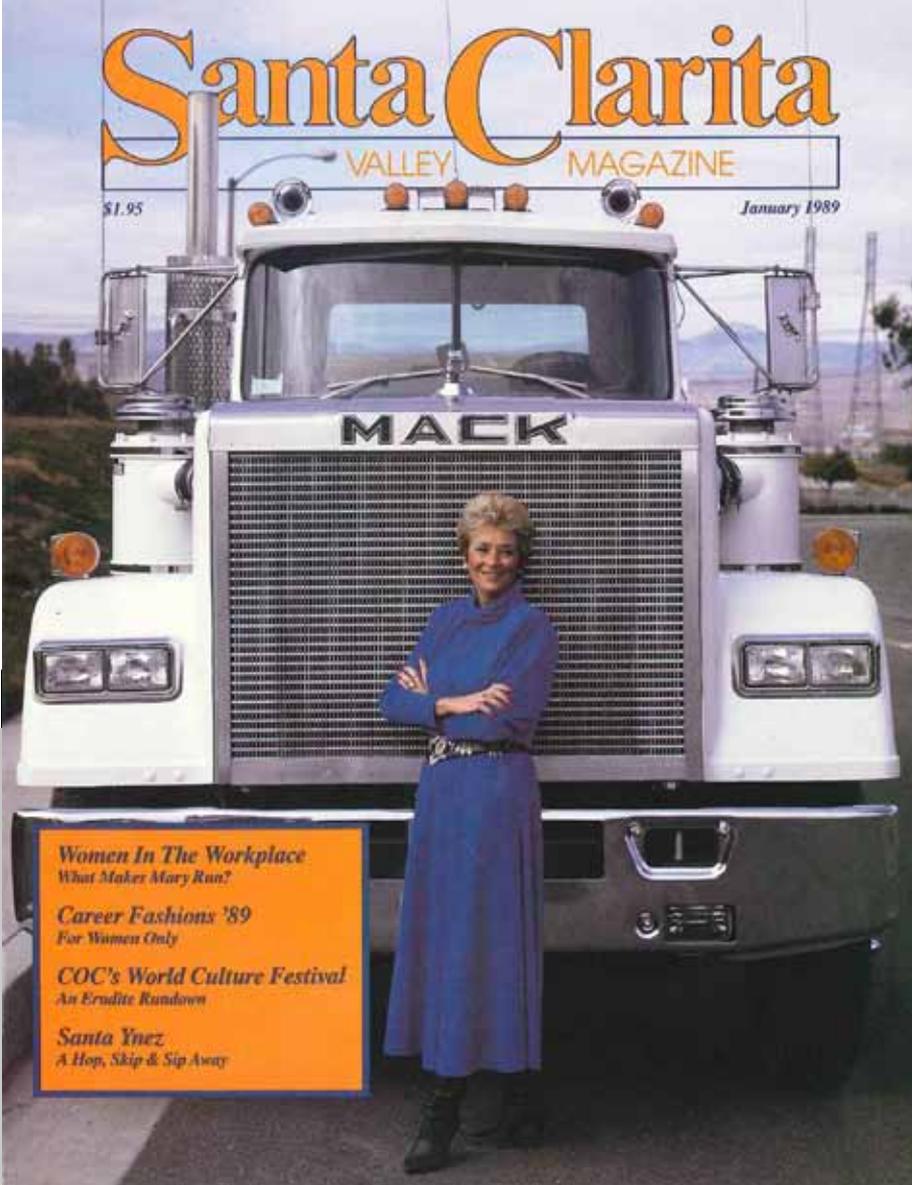
We have a very aggressive 2010-2012 Biennium ahead of us, and I need your help. Please look to the elected ZI/ZIF Boards, appointed International Committee Chairmen, elected District Officers and appointed District Chairmen for guidance. Develop your strategic plans with the help of the "Course for the Future" and the 2010-2012 Biennial Goals. Districts and clubs must know their target areas, not just for next biennium, but for the next two or three bienniums. As the proverb says, "A candle loses nothing if it is used to light another one." When we give of ourselves, nothing is lost. When one candle lights another, the light never diminishes, and the light given off together is greater than the light of one.

## Dianne K. Curtis

Zonta International President

Zonta International Foundation President





# MEET *the* PRESIDENT

"I hope that in my own way, I contributed to breaking the glass ceiling and bringing gender equality to business."

Dianne's interest in business, particularly the transportation business, came naturally to her. Born in Spokane, Washington, USA to Doris and Ray Wallen, an engineer for the Spokane International Railroad, Dianne would often ride the train with her father as a child. When she was just a baby, her older brothers, Ray Jr. and Neil, charged the neighborhood kids to push her up and down the street in her baby carriage; however, as was typical of the times, Dianne, the only girl, did not receive any of the money from this joint venture.

She has many fond memories of growing up in the Spokane area where she learned the value of family and friendships. To this day, Dianne remains friends with a girlfriend whom she has known since she was four years old, talking to her at least once a month, and looks forward to class reunions where she has the opportunity to reconnect with all her friends.

Like most families in the 1950's and 1960's, Dianne's parents did not have an excess of finances, but they still managed to send Dianne to dance classes starting when she was four years old. Dancing soon became a way of life for Dianne. She started with tap lessons and rapidly expanded to ballet, jazz and flamenco dancing. Posters and pictures of famous dancers filled her bedroom, while dreams of being a ballerina filled her mind.

The reality of the 60's was that Dianne was much more likely to become a wife and mother. While her girlfriends left Spokane to attend college to become nurses, teachers and secretaries, Dianne remained in Spokane where she attended college majoring in business. This education was to serve her well in the coming years; however, Dianne's dream of becoming a ballerina would not be completely denied. She won several dance scholarships – one

to the Du Boulet School of Dance in Chicago, Illinois and another to the Banff School of Fine Arts in Banff, Canada. These opportunities were instrumental in furthering her dance career, and she was selected to perform with the Canadian Ballet Company. In addition to performing with the Company, Dianne worked weekends at a local department store, went to school and took two to three dance classes at night. Obviously, all these commitments kept Dianne on her toes...literally! Although dance meant the world to Dianne, she realized that her career as a dancer would be short-lived and she would not be able to make a living as a dancer.

In the late 60's, Dianne married her high school sweetheart, and they moved to Oxon Hill, Maryland. Her husband enlisted in the US Air Force. As a member of the Air Force's Bagpipe Band, he traveled to all parts of the world, and Dianne had time to

explore a new life away from family and dance. She began by getting a job at Garfinckles Department Store in Washington, D.C. She started out as a sales clerk, but put her business acumen to work and was soon promoted to Junior Sportswear Buyer. This experience proved to be the catalyst that started her on a course of business and leadership. She had the opportunity to assist many of the prominent political figures in Washington, D.C., including President Lyndon Johnson's two daughters when they shopped at the store. "I made good money as a Buyer," Dianne recalled with a smile. "Of course, my paycheck didn't go very far though.

Who could resist taking advantage of the sales, plus getting my employee discount?"

Being in Washington, D.C. in the turbulent 60's exposed Dianne to the empowerment of the people through demonstration. "This was the first time I witnessed demonstrations and learned that people could affect politics through demonstrations," she states. "I often look through my photo albums and laugh at the pictures. Yes, I got into the psychedelic clothes... imagine Dianne, the hippie!"

After her husband was released from active duty, they returned to Spokane; however, it wasn't long before they moved to Santa Clarita,

them. That comment sparked Dianne's business sense, and she formed her own trucking company, Canyon Bulk, Inc. From dance teacher to trucking company owner, Dianne never hesitated to seize an opportunity to further the positions of women.

Dianne soon experienced the "glass ceiling" in ways she never thought she would. After buying her first truck in 1980 and growing her company to eleven trucks, she was unable to purchase the basic needs for her fleet of trucks on account – something that men in the business were allowed to do without a second thought. Essentials such as fuel, tires and insurance had to be paid for in cash. Dianne was the

"It is a thrill, yet very humbling to be the International President. I can't begin to tell you how important this job is to me, but I would have a difficult time doing the job without the support of my family and friends."



California, so that her husband could work in the family business. At that point, Dianne was able to combine her two passions – business and dance. She got a job teaching at a local dance studio. Dianne loved working with the young students and decided to get her Royale Academy Dance credentials. She put in several months of hard training and classroom work, but it paid off. Dianne not only earned her credentials; she passed her examination at the top of the class.

In the 1980s, the term "glass ceiling" became a significant concept in the workplace. The metaphor was an accurate description of the reality women faced when working in non-traditional roles and at senior levels of management. Dianne soon faced the glass ceiling and gender discrimination in her professional life. It began when her husband, working for the family business, complained about having materials to sell but no way to deliver

first women to receive fleet pricing from Mack Trucks, yet she was repeatedly told that she would need her husband to cosign to open accounts with various vendors. Dianne, however, was determined to do this on her own so she continued to do business on a cash basis for more than a year until she was given the open accounts. "I hope that in my own way, I contributed to breaking the glass ceiling and bringing gender equality to business," Dianne stated.

Running a trucking company was very satisfying, but Dianne felt that there was more she could do to help her community in general and women in particular. She heard about a group of women in Santa Clarita whose mission was to advance the status of women. Dianne sought membership in this organization. "The Zonta Club of Santa Clarita Valley was always a major contributor in the community, and I wanted to help others and continue





to make Santa Clarita a great place to live," she said. "To my delight, I received a letter of invitation." So, in 1980, Dianne joined the Zonta Club of Santa Clarita Valley. "It didn't take me long to understand that Zonta extended beyond Santa Clarita, and the idea of helping women all over the world was a great inspiration," Dianne said.

Zonta has been a significant part of Dianne's life for the last 30 years, giving her the opportunity to be of service to and advocate for women worldwide. She has progressed through Zonta International, serving as club president, vice area director, area director, lt. governor, governor,

If those who come after us are better than we are, then we have been a good leader and mentor," said Dianne. "I belong to a club that always strives to build leadership. Through their support and encouragement, I served at every level of Zonta. I want to give a big thank you to my club for giving me the opportunity to serve the women of the world."

"I look forward to the challenges ahead and the opportunity to meet and work with all of you to further the mission of Zonta. My journey through Zonta has brought me to this place, this time and this position and has filled my life with many memorable occasions. Of course, none quite like today!"



Photo by Cary Choppe



international director, international vice president and international president-elect. She has done all this while running a transportation company, raising her two sons Dale and Jason and spending quality time with her two grandchildren, Kaden and Tyler. She loves to attend Kaden's soccer games and Tyler's lessons in...what else, ballet.

When asked how she felt about being the 2010 – 2012 International President, she said, "It is a thrill, yet very humbling to be the International President. I can't begin to tell you how important this job is to me, but I would have a difficult time doing the job without the support of my family and friends. I have been given an opportunity through Zonta International to help women throughout the world continue to achieve the mission created by those who have served before me."

Dianne is fortunate to have had many mentors in her life. "We all need mentors in our lives, and we should always look for ways to be a mentor.

"It didn't take me long to understand that Zonta extended beyond Santa Clarita, and the idea of helping women all over the world was a great inspiration."

# Meet the 2010 – 2012 International Committee Chairmen

Committees play a vital role in ensuring that the biennial goals of Zonta International are achieved – planning, implementing and evaluating programs that advance the status of women worldwide. Chairmen and members of Zonta International committees are appointed for the next biennium by the President-Elect, with the approval of the Zonta International Board.

## Bylaws and Resolutions Committee

The Bylaws and Resolutions Committee considers proposed bylaws amendments and resolutions, makes recommendations to the International Board and submits a report to convention. The Committee may also propose bylaws amendments and develop resolutions designed to further the Objects of Zonta International.



**Margit Webjörn**, Chairman  
Zonta Club of Trosa, Sweden

Margit Webjörn has been a practicing architect for nearly 50 years. In 1985, she opened her own office where she

has worked on a variety of architectural projects, including both new developments and the maintenance of historic buildings. Her attention to details and her ability to coordinate with others to make her visions a reality in her professional life also helped her in the leadership positions she has held within Zonta.

A member of Zonta for more than 30 years, Margit has served at all levels of the organization, including as Charter President of the Zonta Club of Trosa and Past International President for the 2002 – 2004 Biennium. In these leadership roles, she has learned how to work with volunteers to maximize their contributions. She says, “Volunteers, unlike employees, cannot be requested to take actions. They need motivation and inspiration. This makes leadership difficult but also very rewarding.”

According to Margit, “The Bylaws of Zonta International are the constitution of our organization. They express our values and provide rules to protect them. With the other governing documents, they are important tools for Zonta’s work.” As Chairman, Margit will focus on the ongoing goals of the Bylaws and Resolutions Committee – to consider proposed bylaws amendments and resolutions, to make proposals as needed, to present a report to the next convention, to assist in interpretation of the bylaws, to review and propose changes to the rules of procedure and operation manuals and to answer questions and solve problems associated with the governing documents. In doing so, the Committee will allow members to focus their time and energy on Zonta’s mission to advance the status of women worldwide through service and advocacy.

## Organization, Membership and Classification Committee

The Organization, Membership and Classification Committee encourages and supervises the organization of new clubs and promotes continuing membership growth. The Committee may consist of, but is not limited to, the Committee Chairman and the District Organization, Membership and Classification Committee Chairmen.



**Ragna Karlsdóttir**, Chairman  
Zonta Club of Embla, Iceland

Ragna is an engineer and is now the deputy head of reservoir and geophysics in an institute in Reykjavik, Iceland that primarily focuses on geothermal research both in Iceland and around the world. As a scientist, she takes an analytical approach to situations which she has also found to be valuable in her work with Zonta.

Since joining Zonta nearly 20 years ago, Ragna has served as club president, district governor and international director. These experiences have broadened her horizons and given her a better insight into the diversity of the world. “In Zonta, I have met people from all over the world – people with different

backgrounds, from different societies. I hope that this has taught me to listen to people and bring them together to a joint conclusion,” says Ragna.

As Chairman of the OMC Committee for the 2010 – 2012 Biennium, Ragna would like to convey to each and every Zontian that membership growth is the responsibility of all members.

## Finance Committee

The Finance Committee reviews monthly financial reports, prepares for the annual audit, prepares and submits a proposed budget for the next biennium to the Zonta International Board and reports on the financial position of Zonta International at convention. The Committee includes, but is not limited to, the Zonta International Finance Committee Chairman, the Zonta International Treasurer, the Zonta International President-Elect and the designated Zonta International Finance Committee Chairman for the following biennium.



**Gloria Wristen**, Chairman  
Zonta Club of Auburn, USA

Gloria opened her own accounting firm in 1982 after passing the CPA exam on her first sitting. Her firm focuses on

income tax preparation for individuals and small businesses; however, Gloria also consults on bookkeeping and computer matters related to tax or accounting.

Throughout her 21 years of membership in Zonta and the various leadership positions she has held at the club, district and international levels, Gloria has learned more about the organization's operations, mission and effect on issues facing women around the world. "As a member of the International Board, you really see that Zontians care about the same issues but deal with them differently in other parts of the world. You forge professional and social friendships as you work as a liaison to districts and travel to conferences and meet the grassroots members of our organization in other cultures. You learn that our passion for equal rights

and eradication of violence against women are worldwide. You learn about cooperation with others who look different or talk different than you but share your ideals," says Gloria.

As a certified public accountant with 35 years of experience in her field, Gloria has used her accounting training in her roles as club treasurer, district treasurer and international treasurer to simplify systems and cut costs so that Zonta can maximize its efforts to advance the status of women worldwide. This biennium, Gloria's goal is to continue to find ways to lower costs and increase efficiencies in Zonta's systems and operations. She wants to be a resource to the Board and staff on financial matters while clearly and transparently communicating Zonta's financials to members.

## Convention Committee

The Convention Committee plans and hosts the biennial International Convention and encourages the host district to take a direct and active role in the convention planning activities.



**Simone Overt**, Chairman  
Zonta Club of Pinerolo, Italy

Simone has a Master's Degree in International Economics and 30 years of professional experience. As the manager of a machine company

specializing in mechanical systems for automobile and aeronautical industries, Simone is responsible for all related international, commercial and economic issues.

Her professional life has given her special insight into issues women face in the workplace. "Considering my experience as a woman occupying leadership positions which are generally held by men, I had the chance to better understand the difficulties met by women in the context of gender equality," says Simone. Her experiences as a member of Zonta have also helped her professionally. "It is important to pay attention to others and listen to them, being always ready to learn, leaving any overconfidence. Being a Zontian helped me keep my mind open, always ready to overcome difficulties," she says.

Since joining Zonta in 1990, Simone has held leadership positions at the club, district and international

levels of the organization and is proud to say that she has attended all district conferences and international conventions during her 20 years of membership. As a leader, she has had the opportunity to learn more about Zonta and has been able to share her own expertise to benefit the organization.

As Chairman of the Convention Committee, Simone is excited to introduce her fellow Zontians to Torino, an international city rich in culture and art and, as the capital before Rome, one of the most important cities of Italy. She and her Committee will focus on providing excellent quality experiences at attractive, affordable prices so that many Zontians can discover the history, architecture, culture and rich cuisine of Torino.

## Public Relations and Communications Committee

The Public Relations and Communications Committee promotes the Objects of Zonta International, develops a comprehensive plan to create external and internal awareness of Zonta International and encourages positive international relations.



**Judy Johnston**, Chairman  
Zonta Club of Fairfax County, USA

Judy started her own website design business after retiring from a 30-year public relations career with the United States government. During her career,

she held a number of senior-level PR positions within the Department of the Army, including serving at one point as the Chief of Media and Community Relations for the Army at the Pentagon. After retiring, she was looking for ways to continue using her writing skills, public relations instincts and talent for digital photography and found that website design allowed her to apply all three.

Judy joined Zonta in 1982 and has since served at all levels of the organization, including as Acting Executive Director of Zonta International. "I know how hard the leadership of Zonta works and how much they sacrifice to keep this wonderful organization vital. It's a full-time job and an extremely important job. The results of their work are to ensure that Zonta continues to contribute to improving the status of women worldwide," says Judy.

The communications and interpersonal skills she developed in her professional life enabled her to manage effectively as she took on additional responsibilities within the organization. "Learning how to get professional women who are used to being in charge, who are volunteering and who have very little spare time, to devote that spare time to working for Zonta is an invaluable skill," she says.

As Chairman of the Public Relations and Communications Committee for the 2010 – 2012 Biennium, Judy wants to make Zonta more widely known and appreciated for its work. "I am hoping to expand the public knowledge about Zonta by drawing on the public relations assets throughout the Zonta world and by enhancing both the internal and external communications of the organization," she says.

## Amelia Earhart Fellowship Committee

The Amelia Earhart Fellowship Committee is comprised of members with expertise in aerospace-related sciences and engineering, knowledge of Fellowship requirements and recipient responsibilities, and an interest in Fellowship promotion. Responsibilities of the Committee include recommending Fellowship eligibility criteria, evaluation standards and scoring of applicants; evaluating applications and recommending candidates and alternates for International Board approval; setting guidelines on the use of money by Fellows; and suggesting improvements to the Fellowship program.



**Sharon Langenbeck**, Chairman  
Zonta Club of Santa Clarita Valley, USA

Sharon, a former Amelia Earhart Fellow, received her Ph.D. in Mechanical and Aerospace Engineering from the University of

Missouri - Columbia. After graduating in 1979, Sharon spent the first eleven years of her aerospace career at the Lockheed-California Company. After leaving Lockheed, she managed more than 200 mechanical engineers in the design and development of spacecraft, instruments and rovers at the Jet Propulsion Laboratory, a research institute managed by the California Institute of Technology for NASA, until her retirement in 2008.

The professional and managerial skills Sharon developed in her professional life have been applied to the various leadership positions she has held in Zonta during her 31 years of membership. "I worked in a highly technical, highly diverse environment in a primarily male-dominated field. Being a member of Zonta gave me the opportunity to meet women with diverse backgrounds from all over the world. It has broadened my understanding of

other cultures and educational systems and provided new and different perspectives on issues," says Sharon.

Sharon was pleased to have the opportunity to give back to Zonta after receiving two AE Fellowships from the organization to support her post-graduate studies. From 1988 to 1992, she was a member of the Amelia Earhart Fellowship Committee and then from 1992 to 2000 she served as Chairman. Sharon is looking forward to once again serving as Chairman for the 2010 – 2012 Biennium. Her goals for this biennium include selecting the most qualified Fellows, working with districts and clubs to reach out to past Fellows, updating contact information for more recent past Fellows, promoting the Fellowship and fundraising efforts for the program and defining roles and responsibilities for the program at all levels of the organization.

## Jane M. Klausman Women in Business Scholarship Committee

The Jane M. Klausman Women in Business Scholarship Committee is comprised of members with special knowledge of business and a commitment to helping undergraduate and graduate women enter careers and seek leadership positions in business fields. The Committee is responsible for recommending eligibility criteria, evaluation standards and scoring of applicants; evaluating district scholarship applications and recommending recipients for international scholarships; and suggesting improvements to the Scholarship program.



**Karen Macier, Chairman**  
Zonta Club of Auburn, USA

Karen is the Chief Development Officer for a community college in New York. She is responsible for cultivating and soliciting individual donors, prospect research, researching and writing

corporate proposals and foundation grants, developing and managing campaigns, alumni programs and special events. She also serves as the executive director of the college's foundation which has more than \$6 million in endowments and more than \$48 million in total assets. Karen has used her marketing, public relations and fund raising skills to further her work with Zonta and her passion to advance the status of women.

Karen joined Zonta in 1984 and has since served as club president, area director, lieutenant governor, governor and member of the International Nominating Committee. "Zonta has helped me expand my professional networks locally and globally, afforded me opportunities to enhance my leadership skills, and connected me with a wide range of diverse individuals, ideas and experiences all in a supportive, caring environment.

All of these experiences have allowed me to build upon my teamwork, communication, problem solving, project planning, task management and organization skills, while learning from and collaborating with other wonderful leaders," says Karen.

Jane Klausman was a personal friend and mentor of Karen's. She is particularly excited about the opportunity to work with the Jane M. Klausman Women in Business Scholarship and expand its impact throughout the world. This biennium, Karen's goals are to promote and disseminate information about the scholarship. The committee will also work to encourage clubs and districts to provide local awards, to encourage the participation of award winners in club and district events and to promote ongoing donations to the Jane M. Klausman Women in Business Scholarship Fund.

## Young Women in Public Affairs Award Committee

The Young Women in Public Affairs Award Committee is comprised of members with knowledge of public affairs and youth development who are also dedicated to encouraging young women to pursue careers in public affairs, public policy and community service. The Committee recommends eligibility criteria, evaluation standards and scoring of applicants; evaluates district award applications and recommends recipients for the international awards; and suggests improvements to the Award program.



**Jane Wilson O'Brien, Chairman**  
Zonta Club of Redcliffe, Australia

Jane has a Bachelor of Pharmacy degree from the University of Queensland Australia and has been

a practicing pharmacist for 46 years. She is the owner of a Priceline Pharmacy – the first woman owner in the franchise. She works full-time as a pharmacist and naturopath. In addition to dispensing prescriptions and counseling people on the proper use of medications, Jane also suggests vitamins, herbal and homeopathic medicines when appropriate.

As a member of Zonta for the last 30 years, Jane has held leadership positions at the club, district and international levels of the organization, including numerous committee chairmanships. "All my experiences have been great learning experiences and the friendships I have made all over the world have been and are a continuing inspiration and support to me. Through the various roles I have undertaken, I have had the opportunity of continuous communication and

understanding with women from all over the world. This is invaluable experience about life in the world at any particular time," says Jane.

During her Zonta career, Jane has been actively involved in the formation of many new clubs in her own country and in Africa. With the formation of her most recent club, one of her daughters Jane is the Charter President and one of her granddaughters Matilda is an active member.

The Young Women in Public Affairs Award Committee, under Jane's leadership, will promote the YWPA Award Program, encourage clubs to sponsor club awards, encourage clubs and districts to maintain contact with award recipients as future, prospective members, to encourage recipients to participate in Zonta events and to promote funding for the Award as needed.

## Z and Golden Z Club Committee

The Z and Golden Z Club Program provides opportunities to develop leadership skills, explore career alternatives and improve global understanding through service and advocacy. The Z and Golden Z Club Committee promotes and disseminates information about the Program internally and externally and encourages clubs to organize and mentor Z and Golden Z Clubs in their local areas.



**Maria Victoria "Virma" Vergel de Dios**, Chairman  
Zonta Club of Mandaluyong San Juan,  
Philippines

Virma is a hospital administrator and college president. As the Chief Operating Officer of a private level 4 hospital, she is responsible for implementing strategic administrative and financial plans set forth by the hospital's governing board and for ensuring that efficient and quality medical care is provided to all patients. She is also President of the Our Lady of Guadalupe Colleges, which she helped organize in 2002. As President, she reports to the college governing board and maintains the College's commitment to offering affordable quality education that produces globally-competitive graduates.

A second generation Zontian, Virma progressively rose through the ranks of Zonta International. During her more than 20 years of membership, Virma has served at the club, district and international levels of Zonta

International. "Serving with much devotion and commitment with many distinguished and experienced Zontians in the different Zonta positions I have accepted has truly inspired, deepened and sharpened my knowledge of Zonta's mission and objects," she says.

As Chairman of the Z and Golden Z Club Committee for the 2010 – 2012 Biennium, Virma will promote and disseminate information about the Z and Golden Z Clubs both internally and externally. She will encourage clubs to organize and support Z and Golden Z Clubs and will encourage Z and Golden Z Club members to participate in all Zonta events. She will also promote mentoring of Z and Golden Z Clubs to sustain and grow membership.

Virma will be closely working with her committee members Margo Smith, Sally Rankin, Felecia Gbesemete, Lulu Sese and Lynn Goodhue.

## Service Committee

The Service Committee recommends action in accordance with the Objects of Zonta International to improve the status of women through international service projects and shall encourage and support local service projects that are aligned with Zonta International's goals.



**Beryl Sten**, Chairman  
Zonta Club of Växjö, Sweden

Beryl has been a member of Zonta International for 25 years and has held leadership positions at every

level of the organization. Most recently, she served as President of Zonta International and the Zonta International Foundation for the 2008 – 2010 Biennium.

As Chairman of the International Service Committee, Beryl will develop the Committee into a working tool for encouraging financial contributions from Zontians, as well as through fundraising efforts in the community at large. She and her Committee will provide district foundation ambassadors with information about the international service projects to support them as they implement fundraising ideas and tools provided by the Development Committee.

Under her leadership, the Service Committee will work closely with the International Legislative Awareness and Advocacy, UN and Council of Europe Committees to expand global awareness of Zonta's achievements

for women's rights through service and advocacy.

The Committee will also work with and assist district service committees and district foundation ambassadors to promote understanding at the club level of the importance of supporting the international projects. Through its support for these international projects and its strategic partnerships with UN agencies, Zonta maintains its general consultative status with ECOSOC and its consultative status and NGO affiliation with other UN agencies. The Committee will also assist clubs in raising awareness of Zonta as one of the most recognized organizations for achievements in service and women's rights in their local communities. By making Zonta more visible for its international achievements at the local level, clubs can attract and recruit new members for mission-focused projects implemented at the local level.

## Legislative Awareness and Advocacy (LAA) Committee

The Legislative Awareness and Advocacy Committee works with Zontians to combine service and advocacy efforts; learns how laws are made and by whom, how they are implemented and how to engage in the advocacy process; advocates on key status of women issues; and effects changes to benefit women.



**Denise Conroy**, Chairman  
Zonta Club of Brisbane East Inc.,  
Australia

Denise has served in many roles in Zonta including, at the international level, on the OMC Committee (1990-1992) and the Sub-Committee to review the occupational classification system for Leneen Forde, a role repeated in 2001-2003 for Mary Magee and Margit Webjorn. She served on

the Status of Women Committee 2000-2004, was Coordinator for the LAA Sub-Committee in 2002-2004, and Chairman of the LAA Committee for 2008-2010. During 2008-2010, a number of advocacy actions were initiated. "New resources were developed during the 2008 – 2010, and we will continue to develop some more in the coming biennium," Denise said.

Denise has been an academic for more than 30 years, having worked for the Australian Government prior to joining the Queensland University of Technology in Brisbane, Australia. Her expertise is in management, policy formulation and evaluation and statistics. She has held positions on state, national and international bodies of professional organizations associated with public policy/public administration and has visited many parts of the world to research, publish and participate in this field. She will officially retire from full-time work on 1 July 2010 and so will have additional time to give to Zonta this biennium.

Denise has been an advocate for improving women's status throughout

her professional life, advocating for equal pay, greater representation of women in senior management roles, partnerships and company boards. She has conducted research and published journal articles and book chapters on these issues. Her latest research and publications are on women elected to local government following the amalgamation of local councils in her home state in 2007. Since joining Zonta in 1989, she has been an advocate for improving the status of women worldwide – a challenging but rewarding task.

The major goal Denise would like to see achieved during the 2010 – 2012 Biennium is that ALL service projects undertaken by clubs, areas and districts link to one or more of Zonta's Objects and also promote advocacy. Denise believes that "Zonta needs to be strategic in every action we undertake so that we maximize our efforts in advocacy as well as our outcomes. This is the aim of the LAA Committee and we invite members to join with us in advocacy at a level at which they feel comfortable."

### DONATE ONLINE

**Help us sustain and grow our efforts to advance the status of women worldwide.**

Make a donation to the Zonta International Foundation today. It's quick and easy – just click on the donate now button on the Zonta International website [www.zonta.org](http://www.zonta.org) to make your donation online.

**OUR GOAL**  
**US\$3,758,000**



## United Nations Committee

The United Nations Committee consists of, but is not limited to, representatives appointed to the various United Nations sites. The Committee receives and disseminates pertinent information to the Zonta International Board and the membership at large, suggests international advocacy initiatives to advance the status of women and promotes relations between the United Nations, its agencies and Zonta International.



**Mary Ann Tarantula**, Chairman  
Zonta Club of Northern Valley, NJ, USA

As a professor of English for a private Jesuit college with a diverse student population, Mary Ann sees a lot of

correlation between her professional life and her work with Zonta. "My involvement with the Zonta United Nations Committee has helped me to understand the complexity of issues, especially those involved with violence against women. I am better able to lead my students through these complex issues and hope that in the process they become better critical thinkers and that they understand that they have an obligation as future citizens and voters to help make the world a better place and to be "active" participants," she says.

Since joining Zonta in 1993, Mary Ann has held numerous leadership positions at the club and district levels. "My passion for Zonta has grown exponentially as I proceeded through various leadership levels. The Zontians I have met along the way, in my club, at district conferences and ZI

Conventions, have become friends. They inspire me because of their zeal and commitment to Zonta," says Mary Ann.

As a member, Mary Ann had little knowledge of the United Nations and Zonta's United Nations Committee; therefore, as Chairman of the UN Committee for the 2010 – 2012 Biennium, Mary Ann will focus on making sure that the members are aware of what is happening at the UN and what progress is being made. She and her Committee will take part in meetings and discussions at the UN and will become knowledgeable about service and advocacy issues that need to be brought to the attention of all Zontians so that they may become better informed and therefore better advocates.

## Council of Europe Committee

The Council of Europe is the oldest intergovernmental organization in Europe which aims to protect human rights, pluralist democracy and the rule of law. Established in 1949, it has 47 member states and represents 800 million Europeans. Zonta International enjoys "participatory status" with the Council of Europe. This official category of relationship with international non-governmental organizations is unique in the world and can be seen as a "role model" for other intergovernmental bodies. It is crucial that Zonta takes advantage of the opportunities to more effectively influence women's issues.



**Karin Nordmeyer**, Chairman  
Zonta Club of Freiburg-Schauinsland,  
Germany

Karin works with the Conference of International Non-Governmental Organizations of the Council of Europe,

which groups some 400 International Non-Governmental Organizations. She is the Chair of the Committee on Gender Equality and represents the Conference in relevant consultations and other fora.

Currently, she is contributing to the preparation process of the "European Convention on preventing and combating violence against women and domestic violence." She held the same position on the "European Convention on action against trafficking in human beings" which came into force on 1 February 2008. "European Conventions are binding international law after ratification by member states," says Karin.

Karin also works as the President of the National Committee for UNIFEM Germany. In that position, she is working with local and national authorities and like-minded Non-Governmental Organizations like Zonta

International to advocate for women's rights and gender equality through CEDAW, the Beijing Action Plan and the Millennium Development Goals.

Karin has been a member of Zonta International for 40 years and has served at all levels of the organization. As Chairman of the Council of Europe Committee, Karin wants to make all Zontians aware of the power they have through advocacy to make a difference in the lives of women. She also wants to show Zontians how to use their individual expertise to participate in the intergovernmental framework of advocacy to advance women's rights and gender equality. Her Committee will give members the tools to get involved in activities, find possibilities for participation in decision-making, be heard in expert committees and contribute to major projects or campaigns such as those to end violence against women or equal pay for men and women.

# 2010- 2012 Biennial Goals

*Proposed for adoption by the 2010 Convention, San Antonio, Texas*

These biennial goals are aligned to Zonta International's objectives and strategic goals. They are intended to provide the structure for districts and clubs to develop their own biennial goals and strategic goals, while taking into account the context of Zonta International's mission and responding to local needs.

## **GOVERNANCE**

The governance of a non-profit corporation is the responsibility of the Board of Directors who is authorized by state law to manage the business and affairs of the corporation. The officers, as well as directors, must act in accordance with ethics and action appropriate to the fiduciary and legal responsibilities to Zonta International and Zonta International Foundation. We must keep ever before us that good governance relates to decisions that define expectations, grant power and verify performance.

### • **Fiduciary**

The fiduciary owes an obligation to carry out the responsibilities with the utmost degree of good faith, honesty, integrity, loyalty and undivided service.

### • **Legally**

Good governance requires a fair legal framework that is enforced impartially. It also requires full protection of human rights.

### • **Accountability**

Accountability is the cornerstone of leadership. Decisions must be made with the upmost degree of clarity, communication and timely reporting.

### • **Evaluate**

Evaluate strengths and weaknesses of programs, policies, procedures, personnel and technology.

## **FINANCIAL**

- Zonta International has sustainable financial resources that support current activities and provide for long-term growth.
- Provide adequate and sustainable financial resources through membership dues.
- Ensure that appropriate fiduciary practices that are in accordance with applicable financial reporting standards are in place and are followed.
- Provide appropriate, comprehensible and timely financial information.

## **CREDIBILITY AND VISIBILITY**

- Promote externally and internally the Objects, goals, advocacy, programs, projects and accomplishments of Zonta International.
- Use of media to advance the Objects and mission of Zonta International.
- Develop and implement at all levels of Zonta communication and marketing plans.
- Use communication and marketing plans to connect with

donors, governments and authorities that Zonta wishes to influence.

## **MEMBERSHIP**

- Achieve a net increase in the number of members.
- Ensure that the members of each club represent a wide variety of occupations.
- Promote responsible recruiting, rejuvenating, retaining, classifying and orienting of new members.
- Encourage clubs to recruit qualified members with an interest in the global mission of Zonta International.
- Continue review to achieve a more effective district division.
- Promote mentoring for a sustainable membership.

## **UNITED NATIONS (UN)**

- Actively promote and support the programs and advocacy of the UN, its agencies and Zonta International for the advancement of women.
- Contribute to the development and implementation of the UN Committee's work by disseminating information from the Zonta International UN Committee observers in Geneva, New York, Paris and Vienna.
- Utilize briefings, meetings and conferences such as the Commission on the Status of Women to engage more effectively in women's rights globally.
- Develop concrete methods in which districts and clubs could support UN efforts to advance the status of women, such as UN Convention on the Elimination of All forms of Discrimination against Women (CEDAW), Millennium Development Goals, and Beijing Platform for Action.

## **LEGISLATIVE AWARENESS AND ADVOCACY (LAA)**

- Promote LAA activities which improve the status of women at the local, district and global levels.
- Expand resources to assist members and clubs to be effective advocates in their communities.
- Ensure that all service projects promote advocacy by linking to one or more of Zonta's Objects.
- Report on successful advocacy activities through the Zonta International website.
- Work closely with all International Committees to emphasize the benefits of advocacy which enhance the status of women.
- Encourage districts to check their country's reports to CEDAW as well as "shadow" reports to identify advocacy opportunities.
- Disseminate information to members through newsletters via governors and district LAA chairmen and via the Zonta International website.
- Become the "leading advocate" on status of women issues by focusing on advocacy which embraces CEDAW Articles 1-16.

*...Continued on page 16*

# 2010- 2012 Biennial Goals

## SERVICE

- Promote international service projects that improve women's legal rights, health, education, economic status and end violence against women and enhance women's self esteem.
- Promote international projects that combine service and legislative awareness and advocacy.
- Honor our commitment to the United Nations and its service-providing agencies.
- Promote and disseminate information externally and internally about the projects.
- Promote funding to sustain the Zonta International service projects.

## AMELIA EARHART FELLOWSHIP AWARDS (AE)

- Promote and disseminate information externally and internally about the Fellowships.
- Recommend changes to program procedures as needed, including updates and changes to the application forms and guidelines.
- Encourage clubs and districts to keep in touch with current and past AE Fellows for prospective membership.
- Encourage current AE Fellows to participate in Zonta events.
- Promote funding to sustain the AE Fellowship program.

## JANE M KLAUSMAN SCHOLARSHIPS (JMK)

- Promote and disseminate information externally and internally about the Scholarships.
- Recommend changes to program procedures as needed, including updates and changes to the application forms and guidelines.
- Encourage clubs and districts to make club/district scholarships.
- Encourage clubs and districts to keep in touch with current and past JMK Scholarship recipients for prospective membership.
- Encourage current JMK Scholarship recipients to participate in Zonta events.
- Promote funding to sustain the JMK Scholarship program.

## YOUNG WOMEN IN PUBLIC AFFAIRS (YWPA)

- Promote and disseminate information externally and internally about the Awards.
- Recommend changes to program procedures as needed, including updates and changes to the application forms and guidelines.
- Encourage clubs to have awards for the club YWPA participants.
- Encourage clubs and districts to keep in touch with current and past YWPA Award recipients for prospective membership.
- Encourage current YWPA Award recipients to participate in Zonta events.
- Promote funding to sustain the YWPA Awards program.

## Z AND GOLDEN Z CLUB

- Promote and disseminate information externally and internally about Z and Golden Z Clubs.
- Recommend changes to program procedures as needed, including updates and changes to the Emma Conlon application forms and guidelines.
- Encourage clubs to organize and support Z Clubs and Golden Z Clubs to promote the Objects of Zonta International, develop leadership skills, serve the community, and improve global understanding through service.
- Encourage Z Club and Golden Z Club members to participate in Zonta events.
- Promote mentoring for a sustainable Z Club and Golden Z Club membership.

## AS THE CORPORATE MEMBER OF ZONTA INTERNATIONAL FOUNDATION

- Promote contributions to the Zonta International Foundation through club and personal contributions and planned gift giving and donor development by:
  - Encouraging every club to contribute annually to the Zonta International Foundation one-third (33%) of local funds raised.
  - Encouraging Zontians to make an individual annual gift to the Zonta International Foundation.
  - Encouraging Zontians to investigate and consider a planned gift to the Zonta International Foundation.
  - Securing strategies for external donors when appropriate.

## 2010-2012 Foundation Fundraising Goals

<b>Total</b> .....	<b>US\$ 3,758,000</b>
International Service Fund.....	US\$ 1,500,000
ZISVAW.....	US\$ 630,000
Rose Fund.....	US\$ 650,000
Amelia Earhart Fellowship Fund.....	US\$ 700,000
Jane M. Klausman Women in Business Scholarship Fund.....	US\$ 184,000
Young Women in Public Affairs Fund.....	US\$ 94,000

\*The minimum Foundation goal for this biennium is to raise a total of US\$3,758,000 to support the programs and projects of Zonta International. To sustain the future of the women we are committed to help, we need to surpass this goal.

# INTERNATIONAL SERVICE PROGRAM IN THE BIENNIUM 2010-2012



The Zonta International Service Program (ISP) seeks to improve the legal, political, economic, educational and/or health status of women in developing countries or countries in transition. The International Service Program projects are administered and monitored by Zonta International and funded through contributions to the International Service Fund of the Zonta International Foundation.

**Total biennium 2010-2012  
ISP funding of 1,500,000  
USD is apportioned as  
follows:**

- 500,000 USD to **Prevention of Mother-to-Child Transmission of HIV and Gender-Based Violence in Rwanda**, a project in cooperation with UNICEF
- 500,000 USD to the **Elimination of Obstetric Fistula and the Reduction of Maternal and Newborn Mortality and Morbidity in Liberia**, a project in cooperation with UNFPA
- 500,000 USD to **Safe Cities for Women Project in Guatemala City, Guatemala and San Salvador, El Salvador**, a project in cooperation with UNIFEM.

## Background/Summary

The challenges facing Rwanda's women and children are in many aspects unique. Rwanda, after the 1994 genocide and war, was largely a country of women and children; 16 years after the genocide many women and children are still vulnerable. Treating HIV-positive women, preventing transmission of the virus to their offspring, and giving women access to health care and reproductive health services, as well as preventing and responding to the violence awoken by the brutalization of the society during the genocide, are critical issues for the development of the country. Any additional vulnerability of women has serious repercussions for the country and its children. Rwanda already has one of the world's highest concentrations of orphans due to the genocide, and deaths of HIV-positive mothers have created a second wave of orphans. Linked to the transmission of HIV is domestic and gender-based violence (GBV), worsened by the loss of social capital and protective structures in the genocide. The consequences of domestic and GBV can span generations, and the effects of violent behavior tend to stay with children long after childhood. Insufficient medical, psychosocial and legal care also creates lifelong physical and mental trauma for survivors. Equally of concern is transmission of the virus from a HIV-positive mother to her infant during pregnancy, childbirth or through breastfeeding. To meet the urgent needs of Rwanda's women and children, this project proposes to focus on:

- prevention of mother-to-child transmission of HIV (PMTCT) by supporting evidence-based programming, modeling interventions to demonstrate elimination of vertical HIV transmission to infants at district level, and provision of the family package services in 20 UNICEF supported PMTCT sites;
- further support and expanded modeling of holistic care and support centers for survivors of domestic and GBV in collaboration with UN sister agencies and the government of Rwanda in order to have comprehensive and well-functioning support structures, including medical, legal, psychosocial and police support

that can be replicated nationwide. Adding another dimension to the prevention of the transmission of the virus and the support given to those who are positive, holistic services to survivors of domestic and gender-based violence, with accurate medical, psychosocial, legal and police response, advocacy and awareness-raising in communities with local authorities and government, will have several positive effects, including prevention of the transmission of the virus through accurate medical response, lessening the trauma of domestic and sexual abuse, preventing risky sexual behavior, ensuring legal redress and bringing an end to the impunity for domestic and GBV. These effects, in turn, will contribute to reduced vulnerability of young people to HIV infection resulting from rape; it will also help prevent unintended pregnancies among HIV-positive women and prevent violence against HIV positive women who disclose their status.

The strategic vision is to collaborate with the government, UN agencies and donors to set up so called "One Stop Centers" providing holistic care and support to survivors of domestic and gender-based violence in all 5 provinces in Rwanda. These "One Stop Centers" will be centers for referral, and the program will include training of a multitude of different stakeholders to give them the ability to support survivors when they can and to know when referral is needed. This proposal proposes to support the newly established pilot center at Kacyiru Hospital in Kigali and to support the center initiated in Rusizi District in the southwest on the border of the Congo.

Conditions in Rwanda are currently ideal for expansion of HIV programs, especially for PMTCT services. Rwanda is also extraordinary for its national commitment to gender equality and is in a good position to put laws and policies on gender into practice. After the cataclysm of 1994, the country has made significant progress. Its democratically-elected government has a leadership committed to reconciliation, justice and development and an unprecedented representation by women with the Constitution of 2003 referencing CEDAW and including a provision for the equal rights of men and women. Infrastructure is improving, as is efficiency through decentralization.

2010-2012 Funding: US\$500,000

## Goals/Specific Objectives

### Overall Project Goals

To focus on prevention of mother-to-child transmission of HIV by supporting evidence generation for result-based programming, modeling interventions for the elimination of vertical transmission of HIV to infants at district level, strengthening the EID (early infant diagnosis) program, ensuring routine provision of family package services in 20 UNICEF supported PMTCT sites, and supporting the newly established pilot center at Kacyiru Hospital and the center initiated in Gihundwe Hospital in piloting a sustainable system for prevention and holistic support to survivors of domestic and gender-based violence.

### PMTCT specific objectives are:

1. Support evidence-based programming through evaluation of impact of the national PMTCT program on rates of mother-to-child transmission (MTCT) of HIV at 6-weeks postpartum and through comprehensive assessment of family package program.
2. Model and document the elimination of vertical transmission of HIV to infant at district level.
3. Strengthen the EID program through improved transportation system for DBS (dried blood spot) sample and PCR (polymerase chain reaction) results between sites and NRL (National Reference Laboratory) and mentoring to sites staffed by TRACPlus (Treatment and Care AIDS Research Centre).
4. Support the PMTCT family package services model and ensure routine provision of comprehensive PMTCT services in 20 UNICEF supported PMTCT sites.

### Domestic and gender-based violence specific objectives are:

1. Increase access for cases of GBV (gender-based violence) seeking services through increased knowledge and increased quality of services to survivors of violence.
2. Strengthen the capacity among key service providers in one stop center and in surrounding health centers and hospitals, particularly among PMTCT service providers, and improve referral of cases and quality of services to survivors of violence.
3. Improve the capacity for resilience among survivors and families and decrease the incidence of acute traumatic stress developing into post-traumatic stress disorder among survivors of violence.

## Rwanda's Response to the HIV/AIDS Epidemic

Rwanda's leadership is committed to fighting the HIV/AIDS epidemic, and numerous structures and policies support a commitment to solutions that will take years and greater resources than currently exist to implement them. Rwanda has been working with international and local development partners to increase access and improve service quality. The president's office supervises the National AIDS Control Commission. The Treatment and Research Aids Center (TRAC) was created within the Ministry of Health to define treatment and care standards and to provide training and certification in HIV/AIDS prevention and care. In addition, Rwanda's decentralized

administrative structure will provide better management, and the government is addressing transitional issues in coverage and staff. The President and First Lady are personally involved in public-awareness and anti-discrimination campaigns, as well as in improving programs.

Key HIV/AIDS policies and frameworks are in place. Rwanda has made its 2009-2012 National Strategic Plan to fight against HIV/AIDS more results-based and is emphasizing better prevention, increased mitigation, and improved coordination, monitoring and evaluation. Several ministries have developed HIV/AIDS plans; the Ministry of Health's National Treatment Plan includes free access to antiretroviral

therapy for vulnerable groups. Umbrella groups have been created to improve coordination among the HIV/AIDS donor-government cluster, nongovernmental organizations, people living with HIV/AIDS, faith-based organizations, the media, the National Youth Council and the National Women's Council. A condom policy highlights equity of access, neutrality by religious bodies regarding condom use, and integration of condoms in a reproductive health package. A policy for orphans and vulnerable children defines mechanisms for socioeconomic support.

### Project Activities / Prevention of Mother-to-Child Transmission of HIV Activities

**Objective 1** Support the evidence-based programming through evaluation of impact of the national PMTCT program on rates of mother-to-child transmission of HIV at 6-weeks post-partum and by comprehensive assessment of family package program

#### Activity 1: Evaluation of the facility-based impact of national PMTCT program

While Rwanda has achieved progress in scaling up PMTCT interventions, data from routine PMTCT reports (2008) showed that the rate of MTCT was still high (6.8 %) at 9 months. With the introduction of more efficacious ARV (anti-retroviral) regimens and early infant diagnosis using DBS/PCR, it is anticipated that the 6-week transmission rate of HIV will significantly decrease, and hence the 9 to 18 months transmission rates will also decrease. This evaluation will be the first national-level evaluation of the effectiveness of the PMTCT program at 6-weeks post-partum. An official request for support of this evaluation was expressed to UNICEF by the Rwandan government.

#### Activity 2: Evaluation of the family package approach to PMTCT services

UNICEF has supported the family package project since 2005, in 5 and then 7 PMTCT sites implemented through Imbuto Foundation, the First Lady's NGO. The family package builds on the success of routine PMTCT services to provide services aimed at mitigating the socioeconomic and psychosocial impact of HIV/AIDS at the family level through capacity building and access to loans for income-generating activities, and community mobilization for partner participation in the PMTCT program. UNICEF will provide technical and financial support to IMBUTO Foundation to conduct an evaluation of the family package project in order to document its processes and results, as well as inform the ways forward regarding its potential for expansion.

**Objective 2** Model and document the elimination of vertical transmission of HIV to infant at district level

Rwanda is on track toward universal access to HIV

testing and to ARV prophylaxis for pregnant women and children in need by 2010. In 2008, 75% of pregnant women attending ANC (anti-natal clinic) were tested for HIV, and about 68% of HIV+ women received ARV prophylaxis for PMTCT. Most importantly, about two-thirds of pregnant women eligible for HAART (highly active antiretroviral therapy) received it during pregnancy. Considering these achievements, Rwanda would like to model this program at the district level and document the elimination of vertical HIV transmission to infant in order to guide a national elimination program within the next three years.

#### Activity 1: District-wide coverage of comprehensive PMTCT services

The focus will be on ensuring full coverage of all health facilities in a district with comprehensive PMTCT interventions. A mapping of PMTCT and ART (anti-retroviral therapy) service coverage will guide the identification of gaps (rehabilitation, capacity building and equipment for initiation of routine PMTCT and ART services, tools and job aids for program implementation, systems for CD4 assessment and HAART initiation, routine follow-up of mother-infant pairs including early infant diagnosis of HIV and cotrimoxazole prophylaxis, etc.).

#### Activity 2: District-wide surveillance system for HIV infection in children

Surveillance data will be critical to assess trends in new HIV infection in infants and children, tracking and assessing missed opportunities, and further targeting interventions. An active district-wide surveillance system will be established and coordinated by the district health team, with one focal point per participating health facility.

#### Activity 3: Partnership building and community participation

Under district health authority leadership, all HIV partners in the district will participate in the initiative through a joint district elimination plan, defining roles and responsibilities of each stakeholder and mechanisms for accountability. Synergy among partners will be critical to reach full coverage and ensure standardization during implementation. Community participation is critical to ensure uptake of services and non-stigmatization of HIV+ individuals enrolled

...Continued on page 20

in the PMTCT services. Involvement of local authorities and community leaders will be critical in sustaining momentum toward defined goals.

**Objective 3** Strengthen the EID program through improved transportation system for DBS sample and PCR-results between sites and NRL, and mentoring to sites staffed by TRACPlus

**Activity 1:** Support of NRL in establishing an effective transportation system for DBS samples from health facilities

UNICEF will support, in collaboration with other partners, the design of an effective, safe and locally feasible transportation system to reduce delay between sites and the national laboratory for samples and results transmission. The transportation system will broadly benefit other biological samples (tuberculosis, etc.).

**Activity 2:** Support of NRL and TRAC-Plus in revising tools and job aids for EID and mentoring health providers for implementation of routine EID services

UNICEF will support updating of the laboratory training modules for EID to align them with the most up-to-date

PMTCT/pediatric guidelines, including tools (algorithms, patient charts, registers, wall chart, DBS form, sample transportation form, etc.). UNICEF will also advocate for integration of EID module into the Integrated Management of Childhood Illness (IMCI) module. UNICEF will also ensure that the mentoring of EID services is integrated into the PMTCT/pediatric mentoring package (checklist, SOP, Modules, etc.).

**Objective 4** Support the PMTCT family package services model and ensure routine provision of comprehensive PMTCT services in 20 UNICEF supported PMTCT sites

UNICEF will continue to provide technical and financial support to 20 PMTCT sites and respective districts for the routine provision of the PMTCT package. In addition, the 7 existing family package sites will be supported, and rehabilitation of the antenatal and maternal and child health unit for two sites (Ruhengeri Muhoza and Matyazo health centers) will be completed. The family package program will introduce exchange programs for Mother Support Groups, locally and in the neighboring countries to allow generation of new ideas for IGAs (income generating activities).

## Responses to Domestic and Gender-Based Violence

Rwanda is remarkable for its national commitment to gender equality.

The government has also shown strong commitment to preventing and responding to gender-based violence and violence against children, evidenced by a newly adopted GBV law; a GBV policy is on the way and the law on violence against children is being revised. Practical measures to protect women and children include:

- 70 Gender Desks at police stations set up to provide rapid response and prevention of GBV,
- Establishment of a toll free telephone number for reporting gender-based violence cases,
- Special police staff trained to follow up on gender-based violence cases at 69 police stations in the country,
- Campaigns on child rights and protection against gender-based violence carried out through

workshops between local leaders and security organs,

- Gender Focal Points in 34 government hospitals.

Moreover, the urgent need for efficient response to violence has been recognized by the Rwanda National Police and UN agencies. In 2009, the Rwanda National Police Health Services, in partnership with the United Nations in Rwanda, signed an agreement to open a pilot "One Stop Center" in a hospital in Kigali. Located inside a hospital to avoid stigmatization, this pilot "One Stop Center" supported by UNIFEM, UNFPA and UNICEF offers coordinated medical, legal and psychosocial services to violence survivors in one place at no cost. Early statistics from the center indicate the magnitude of the need for support for survivors of violence in Rwanda, with children as the main victims. The "One Stop Center Project" uses a multitude of ways to address

gaps with regards to prevention and to respond to gender-based violence and violence against children. Program components include: the creation of a safe space within a hospital with medical, psychosocial, legal and police capacity to give accurate and timely services to survivors of violence; to build capacity of key service providers such as health center personnel, police, psychosocial service providers, legal service providers, district and sector authorities to ensure knowledge on how to handle GBV and violence against children (interview techniques, medical examination, evidence collection, psychological help, legal aid, etc.) and how to make referrals; awareness-raising on gender-based violence and violence against children in order to change social norms and behaviors; and research and data collection systems.

## Project Activities / Prevention and Response to Domestic and Gender-Based Violence Activities

**Objective 1** Increase access for cases of GBV seeking services, through increased knowledge and increased quality of services to survivors of violence

**Activity 1:** Support the already existing hotline at the Kacyiru Hospital to cover a larger area and to function more effectively.

**Activity 2:** Conduct awareness-raising on domestic and gender-based violence in order to change social norms and

behaviors.

**Activity 3:** Organize awareness-raising campaigns using participatory methods in communities and with local authorities in Rusizi and Kigali Districts.

**Objective 2** Strengthen the capacity among key service providers in one stop center and in surrounding health centers and hospitals, particularly among PMTCT service providers, and improve referral of cases and quality of services to survivors of violence

UNICEF will support capacity building of key service providers, such as health center personnel, police, psychosocial service providers, legal service providers,



PHOTO COURTESY: UNICEF

and district and sector authorities to ensure knowledge on how to handle GBV and violence against children (interview techniques, medical examination, evidence collection, psychological help, legal aid, etc.) and how to make referrals. Particular attention will be given to training people at the health center in order to establish a pool of trainers in the country with expertise on how to handle domestic and GBV, with particular focus on children. The project will also give specific attention to building a link between ANC and PMTCT services, training personnel and documentation for further scale-up.

**Activity 1:** To build capacity of 20 core staff at Kacyiru one stop center in Multidisciplinary Investigative Techniques, including training, teamwork exercise and the development of materials for well carried out interviews, examinations and psychological help to all survivors with specific focus on children and infants (pre-verbal).

**Activity 2:** To build a pool of 10 trainers in Multidisciplinary Investigative Techniques able to carry out trainings and function as experts in the country.

**Activity 3:** To pilot trainings with health center personnel

in at least 10 sites (5 in Rusizi and 5 in Kigali Districts), with particular focus on ANC and PMTCT clinics.

**Activity 4:** To build capacity of the multidisciplinary team to conduct forensic interviews and ensure that perpetrators are tracked and convicted.

**Activity 5:** To develop research and data collection systems for effective monitoring and evaluation and evidence-based planning.

**Objective 3** Improve the capacity for resilience among survivors and families and decrease the incidence of acute traumatic stress developing into post-traumatic stress disorder among survivors of violence

**Activity 1:** To set up a fund for vulnerable women in order to give all survivors coming to the center services free of charge and to be able to pilot group psychosocial counseling with survivors of violence using the model of the PMTCT group counseling, including transport costs and hospital fees for women suffering from fistula and other domestic and gender-based violence injuries that the one stop center does not have the expertise to treat.

### **UNICEF Headquarters Project Support**

With support from Zonta, UNICEF - through this project - will contribute fuel for the already existing vehicles to enhance monitoring visits and administrative support of the project, including site visits and trainings. The grant will also support procurement of computers, office supplies and fuel, and provide partial support towards the contract of the administrative staff and project officer for technical, financial and logistical support.

Technical and administrative project support covers the standard seven (7) percent administrative cost for UNICEF Headquarters. This will also ensure the provision of oversight from HIV section at UNICEF, New York

# Elimination of Obstetric Fistula and the Reduction of Maternal and Newborn Mortality and Morbidity in Liberia

*a project in cooperation with United Nations Population Fund (UNFPA)*

## Background/Summary

Obstetric fistula is a hole in the birth canal caused by prolonged obstructed labor without prompt medical intervention, usually a Caesarean section. Fistula results in chronic incontinence and, in most cases, a stillborn baby. Like maternal mortality, fistula is almost entirely preventable. However, at least 2 million women in Africa, Asia and the Arab region are living with the condition, and some 50,000 to 100,000 new cases develop each year. The persistence of fistula is a signal that health systems are failing to meet the needs of women. Obstetric fistula occurs disproportionately among impoverished girls and women, especially those living far from medical services and as a result has been a long neglected health issue.

Liberia has an estimated population of 3.8 million with a high maternal mortality ratio estimated at 1200 deaths per 100,000 live births. According to the Liberia DHS (Demographic and Health Survey, 2007), more than 50% of deliveries are done outside of health facilities, and the contraceptive prevalence rate is low at approximately 11%. While the exact obstetric fistula prevalence rate is unknown, available data on key indicators and initial information gathered as part of a 2006 fistula situational analysis provides indicative information that fistula is a major problem. Key quantitative and qualitative data gathered in the 2006 situation analysis include that prolonged labor accounted for 87% of fistula cases, more than 55% of patients lived with fistula for more than 2 years before receiving treatment and 57% of women living with fistula were rejected by their husbands.

As a major contributing factor, the country has recently emerged from fifteen years of civil crisis, which has negatively affected the country's

social and economic development.

As the country rebuilds, it faces major challenges, including the rebuilding of health infrastructure. For example, by 1997, the Liberian civil war that started in 1989 had destroyed the functionality of 74% of the hospitals and 71% of the health centers and clinics.

In response to findings and recognized need, the Liberia Ministry of Health and Social Welfare, in collaboration with UNFPA, launched a fistula program in April 2007. The programmatic efforts commenced with renovations of the fistula ward at JF Kennedy Hospital in Monrovia, with fistula services also provided at Redemption Hospital (Monrovia). Additionally, outreach service provision was planned at 5 outreach centers. The program design also included key elements on outreach and education that linked to prevention efforts, training of health providers in EmOC (emergency obstetric care) and fistula management, and rehabilitation of fistula patients following treatment.

The Zonta funding of the fistula program has been catalytic in nature and supported the transition of the program from its "pilot" phase toward a "tipping-point." This transition is illustrated through the rapid growth of the project - starting with one ward at JFK Hospital in Monrovia; the program is now active in 9 of the 15 Liberian counties. Additionally, the support from Zonta and corresponding results encouraged other donor investment in the Liberia fistula program. Specifically, Johnson & Johnson has pledged funding to support this project from 2009 – 2011. The capacity to increasingly provide high quality prevention, treatment and reintegration services has been and is continually being developed. The national momentum is now at a high level, and continued funding will ensure ongoing progress and growth of this program.

2010-2012 Funding: US\$500,000

## Sustainability

The sustainability of the program will be achieved through the provision of viable solutions for scaling up activities and the replication of these activities throughout the country. The national momentum to deliver high quality fistula prevention and treatment services can be seen in the rapid growth and expansion of the efforts. With the ongoing government commitment to revitalize the health sector, the program continues to serve as an excellent entry point to accelerate the reactivation of the National Health Service delivery throughout the country.

## Awareness-Raising & Behavior Change

Develop information and advocacy materials (e.g. posters, flyers and billboards) on fistula prevention with community participation. Identify baseline and increase knowledge about perceived fistula-related harmful practices and prevention among TBAs (traditional birth attendants), community leaders, caregivers, husbands, students in 9 medical institutions & 9 high schools, female journalists and fistula survivors. As part of this area of work, the project will also document the activities carried out in the country, developing communication/ advocacy products for target audiences, including a documentary; gather evidence about fistula in the country and the work carried out with the support of UNFPA and its partners, registering changes over time, testimonies of fistula survivors, successes and challenges.

## Human Resources

Well-trained and available human resources are integral to the fistula program implementation. As detailed above, this program addresses fistula prevention and treatment through training of providers in basic and comprehensive EmOC and fistula surgical skills. The training of human resources will take place in 10 counties. To ensure progress in the implementation, monitoring and reporting, the program recommends the continued engagement of the fistula program manager, a national accountant and a driver.

## Training Needs

An external training will be conducted for 2 doctors and 1 anesthetist in Nigeria for the treatment of complex fistula cases. Ongoing training and opportunity to exchange skills with providers is important to build regional capacity and facilitate south-south cooperation.

Training will also be conducted in Liberia to ensure quality fistula case management. Doctors and anesthetists in at least 10 counties will receive training in fistula treatment and management. One part of the training will focus on the upgrade of skills and knowledge of at least 30 rotating professional medical staff (nurses, midwives) in pre- and post-operative care and clinical management of rape to address those cases resulting either directly or indirectly from sexual violence.



## Drugs & Medical Supplies

In order to ensure quality care and treatment, essential drugs and medical equipment, including plastic aprons and sheets, syringes and needles, sutures, antiseptics and detergents, will be provided to 12 selected hospitals in at least 9 counties.

## Skills Training & Starter kits

A proportion of the women receiving fistula treatment will receive skills training to empower them to reenter their communities and have economic opportunities in the future. As part of this training process, women will be provided lodging, literacy and vocational skills and medical care at the Rehabilitation Center in Monrovia. Women will receive post-training starter kits to facilitate their engagement in income-generating activities and their reentry into their communities. A sub-set of these women (15) will be trained as community and national maternal health advocates.

## Partnership

Within the context of the RH (Reproductive Health) Program, support will be provided for the development of a sub-committee tasked with coordination of maternal health, with a specific focus on obstetric fistula program efforts. This programmatic component will strengthen key partnerships and inter-agency collaboration, including the collaboration between the fistula project team, the Ministry of Health and the county health teams from the counties and LPMM.

## Monitoring & Evaluation

The agreed upon monitoring framework is included in the annual work plans for the overall Liberia fistula program. The annual work plan is prepared at the close of each calendar year. The monitoring plan is agreed upon by the MOH&SW, UNFPA and JFK Hospital. A short set of global indicators, agreed upon within the context of the global Campaign to End Fistula (2005), is reported upon annually. The results of the monitoring and evaluation will inform decision-making and contribute to shaping policies and improving interventions.

The County Health Teams conduct monthly monitoring of progress made in the facilities providing basic and comprehensive emergency obstetric care and send reports to the Family Health Division, MOH. The Family Health Division shares reports with partners during quarterly coordination meetings.

Monitoring and supervision from the central level is conducted quarterly through team visits, including the Chief Medical Office (MOH) and the project manager (UNFPA).

The fistula surgeon at JFK will make a presentation of fistula treatment results to the members of the RH Committee every 6 months. One of these presentations will correspond with the Annual Project Review (scheduled in October) that is chaired by the MOH.

## Goals/Strategies

The proposal outlines the implementation of the Liberia fistula program, within the context of the Reproductive Health Component of Liberia UNFPA and with a focus on the Poverty Reduction Strategy (PRS) of Liberia. The plan focuses on activities to prevent, treat and manage obstetric fistula and also to rehabilitate and reintegrate patients who have been treated with the focus of empowering them economically. This approach will continue to contribute to the national efforts for the reduction of maternal and newborn morbidity and mortality.

The Liberia fistula program will build upon the experiences and progress to date and will continue to focus on key strategic interventions. These activities will be implemented in at least 9 (nine) counties in Liberia: Montserrado, Bomi, Grand Bassa, Bong, Nimba, Grand Gedeh, Maryland, Sinoe and Grand Kru Counties. The main areas of work will be:

1. Continue to raise awareness and conduct outreach among communities and health care providers;
2. Continue to train and strengthen capacity of health care providers in the provision of basic and comprehensive EmOC;
3. Continue to support the delivery of fistula treatment (through equipping of facilities and training of medical providers);
4. Continue to support reintegration of treated fistula survivors; and
5. Strengthen partnerships

## Project Activities

### Objective 1

Raising awareness among communities and health care providers

Activity 1: Meet with influential groups and discuss maternal newborn health (MNH)

Activity 2: Identify the cultural beliefs and practices as they relate to MNH

Activity 3: Select and improve cultural practices that enhance/promote safe MNH care

Activity 4: Increase IEC/BCC (information, education and communication/behavioral change communication) on the elimination of harmful practices

Activity 5: Develop IEC & BCC materials on obstetric fistula

Activity 6: Identify and train youth leaders, women groups, community leaders and religious leaders

Activity 7: Mobilize Community Health Committees to establish transport plans

Activity 8: Distribute family planning supplies to communities

### Objective 2

Training health care providers in the provision of basic and comprehensive emergency obstetric care (EmOC)

Activity 1: Reinforce the use of the partograph at MNH facilities

Activity 2: Upgrade knowledge of 30 Medical Staff from 10 project sites in pre and post operation fistula case management

Activity 3: Provide family planning commodities and services at MNH facilities

### Objective 3

Support for the delivery of fistula treatment (through equipping of facilities and training of medical providers)

Activity 1: Operational and administrative cost for outreach facilities

Activity 2: Operational cost of fistula wards at Obstetric Fistula (OF) Centers

Activity 3: Equipment for fistula wards

### Objective 4

Support for reintegration of treated fistula survivors

Activity 1: Training of survivors in life skills

Activity 2: Starter kits and toiletries

Activity 3: Operations and logistics

### Objective 5

Strengthening of partnerships

Activity 1: Coordination meetings

Activity 2: Advocacy meetings and campaigns

## UNFPA Headquarters Support

Technical and administrative support covers the standard seven (7) percent administrative cost for UNFPA Headquarters. This will ensure the provision and oversight from UNFPA.

## Problem Definition/ Background

Urban violence in Latin America is an increasing phenomenon, with a murder rate 114 percent higher than the world average. Urban violence in Guatemala and El Salvador has rates of violent homicides even above the regional average. As these nations urbanize, there is a growing sense of insecurity among the population — especially among women, who are particularly vulnerable to violence in private and public spaces.

The root causes of increasing violence against women (VAW) in Guatemala and El Salvador are complex. Recently ended civil wars have contributed to a culture of violence in which armed violence is used to resolve conflict and disputes. Worsening economic conditions, lack of employment opportunities, and repatriation of gang members and criminals compound the situation, resulting in an increase in drug trafficking and violent gangs. Amidst this social insecurity, women are at even higher risk of violence due to the subordinate position of women in society.

In Guatemala, more than 3,200 Guatemalan women have been kidnapped, murdered, and in many cases, raped, tortured and mutilated in the last seven years. This phenomenon has recently accelerated, resulting in more than 600 murders of women in 2006 alone. In El Salvador, the second most violent country in the region, an estimated 1,000 women were murdered between 1999 and 2005. Victims in both countries are often young women from low income families who have relocated to cities during times of conflict or economic hardship, and are forced to live in densely populated and dangerous slums while they seek work or any means of subsistence. These rising rates of violence against women have alarmed women's organizations, national governments and the international community.

While these circumstances are challenging, they do not diminish women's capacity to make their cities and their lives safer. Measures can be taken to adapt urban planning and policies to meet the particular needs of women in an urban environment and help ensure that women living

in big cities are not at additional risk of violence simply due to their urban environment.

### UNIFEM's 'Safe Cities for Women' Project

UNIFEM is proposing to build on the progress and results achieved from the first phase of the program in Guatemala City and in San Salvador that is part of a Regional Program to promote "Safe Cities for Women". The main objective of the Regional Program and the proposed project is to strengthen women's right to active citizenship in order to reduce public and private violence against them.

The focus of this program is on urban security as a gender issue, given that in cities women are vulnerable to gender-based violence (GBV) in the private and the public sphere, where already high GBV rates are exacerbated by social violence. The project will work in close coordination with women's organizations and networks and with local government to develop and implement public policies on urban security that include women's issues and views, in order to prevent and address VAW in urban spaces. It implements a participatory model that has already been developed, and builds the capacity of local women's organizations to form coalitions to identify risks and advocate for their right to lives and neighborhoods free from violence, and to participate in the planning of safe neighborhoods with local authorities.

The project will also increase awareness on the issues of GBV and urban security among the public, including women and local decision makers, using media campaigns as well as existing information to inform public debate among policy makers and advocacy among the communities' women's organizations and networks.

For this second phase, the program will deepen the work done in the local communities in Guatemala and El Salvador and focus its efforts on the most violent districts of Guatemala City and San Salvador to increase visibility and impact with the dissemination of information on violence against women in urban spaces. In addition, there will be efforts to replicate the experience in all districts of capital cities and incorporate the issue of violence against women and HIV/AIDS.

2010-2012 Funding: US\$500,000

## Sustainability and Replication

This proposal is part of the aforementioned Regional "Safe Cities for Women" Program implemented by UNIFEM and its local and regional partners in Rosario, Argentina; Santiago, Chile and Bogotá, Colombia and Brazil. The coordination of this program sits in UNIFEM's Subregional Office for Brazil and the Southern Cone. The Regional Program is supported by the Spanish Development Cooperation (AECI).

## Primary Partnerships

The project works with women's organizations and networks to strengthen their coalitions and advocacy skills. Partnerships have been established with key municipal authorities (mayor, planning and security offices, police, etc.) responsible for planning, implementing and monitoring urban security policies and programs and key national authorities. Communications media are important partners for public outreach and awareness-raising about gender discrimination and security risks in urban areas, as well as for promoting safe neighborhoods in Guatemala City and San Salvador. UNIFEM will also continue and strengthen its collaboration with other UN and international development agencies.

## Population Served by Project

The project will be implemented in areas of poorest neighborhoods of these capital cities, including some 600 families in each or a total population of approximately 3,000 to 3,500 people in each city neighborhood. Women and NGOs in the inner cities and surrounding areas will directly benefit from capacity-building efforts, and entire neighborhoods of women, men and their families will benefit from improved urban planning and policies.





PHOTO COURTESY: UNIFEM

## Project Summary

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The increases in rates of violence against women in Guatemala and El Salvador have alarmed the national and international communities. UNIFEM is proposing to address this situation, while strengthening women's rights to active citizenship in order to reduce public and private violence, particularly urban violence. The Safe Cities for Women initiative has been implemented in the capitals of these countries where the highest incidence of violence occurs: Guatemala City with the Municipality of Guatemala y de Livingston and San Salvador with the municipalities of San Salvador, Santa Tecla and Suchitoto.

Through the proposed project, UNIFEM has increased knowledge on the link between urban violence and gender-based violence (GBV) to inform ongoing debates on urban security, ensure that GBV is included in urban security plans and policies and that development of these plans includes the active participation of women's organizations and a gender perspective, and strengthen the capacity of women's networks and organizations to influence local governments.

In Guatemala, women's organizations have submitted proposals to local authorities to improve public spaces taking into account their needs and have made exploratory walks

in 3 districts to identify insecure spaces. The proposals of the women have been presented by them, not only to local police authorities but also to congressional representatives. Among other results, through the work in Guatemala, an abandoned house used by drug addicts and alcoholics has been transformed into a day shelter for people living with HIV/AIDS.

In El Salvador, among other results, the diagnosis of unsafe spaces has been developed in Suchitoto, creating a map that highlights the perceptions of local women of the places where they feel they may suffer violence. The results were presented to local authorities, the Minister of Justice and Public Security and the National Director of the National Civil Police, who are committed to advance the implementation of the recommendations.

For the next phase, 2010, the program will focus its efforts on the most violent districts of Guatemala City and San Salvador to increase visibility and impact with the dissemination of information on violence against women in urban spaces. There will also be efforts to replicate the experience in all districts of capital cities and incorporate the issue of violence against women and HIV/AIDS.

*...Continued on page 26*

## Goals/Objectives, Strategies and Activities

The goal is to strengthen the rights, citizenship and participation of women in San Salvador and Guatemala City, in order to reduce public and private violence against them. The strategic lines are:

1. Production of knowledge on gender and urban security. This includes analysis of criminal trends to effectively incorporate a gender perspective into urban safety policies, as well as developing gender-disaggregated data and statistics on gender-based violence to provide inputs for criminal trends as a tool to influence public policy.
2. Public outreach and campaigns regarding women's security situation and their human rights through the web and media.
3. Implementation and adaptation of the program's participatory model to incorporate a gender perspective in security policies of Guatemala City and El Salvador.
4. Empowerment of women's networks and organizations to influence authorities and security policies, forming coalitions and building capacity to advocate for urban security and safe cities for women.
5. Disseminate knowledge and best practices of the program at international and regional levels, through seminars, publications, the media and electronic platforms. This includes systematization and dissemination of methodological tools to influence urban policy-making.
6. Revision of penal codes and discriminatory legislation. This includes addressing sexual violence through the criminalization of men's attitudes and behaviors that are offensive to women in public spaces and which are not typified as violence against women.

## Strategies and Outcomes

The project will be based on the following strategies:

1. Documentation and production of knowledge and information on gender and urban security to be used by networks, organizations, governments and international agencies. This includes
  - Analysis of criminal trends to effectively incorporate a gender perspective into urban safety policies, as well as developing gender-disaggregated data and statistics on gender-based violence to provide inputs for criminal trends.
  - Systematization and dissemination of methodological tools to influence urban policy-making.
2. Launch public sensitization campaigns about women's rights and the gender and security situation in the most violent districts of Guatemala City and San Salvador.
3. Empowerment of networks and women organizations to form coalitions, use information, assess security in neighborhoods (walk through assessments) and build skills to influence governments and the institutions in charge of public policies on security.
4. Revision of penal codes and discriminatory legislation. This includes addressing sexual violence through the criminalization of men's attitudes and behaviors that are offensive to women in public spaces and which are not typified as violence against women.

Outcomes of this project are:

1. Increased knowledge on the link between urban violence and gender to inform ongoing debates on violence and urban security.
2. Gender-based violence is included in the agendas of stakeholders from social organizations and governments in Guatemala City and San Salvador

3. Urban development plans are formulated with the active participation of women's organizations, civil society and local authorities, and include a gender perspective.
4. Women's networks and organizations have the capacity to influence local governments to include gender issues and women's safety in public policies.

## UNIFEM Administration Fee

The UNIFEM administration fee is 7 percent.

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# ZONTA INTERNATIONAL STRATEGIES TO END VIOLENCE AGAINST WOMEN

(ZISWAV)



The Zonta International Strategies to End Violence Against Women (ZISVAW) Program seeks to reduce the incidence of violence against women and girls by changing personal and/or political knowledge, attitudes and behaviors contributing to violence against women. Projects must be focused on preventing and ending violence against women.

In its Resolution 50/166 of the UN Trust Fund to End Violence Against Women of 22 December 1995, the General Assembly gave the United Nations Development Fund for Women (UNIFEM) the mandate to strengthen its activities to eliminate violence against women in order to accelerate the implementation of recommendations set out in the Beijing Declaration and Platform for Action. The Resolution also established the Trust Fund to End Violence against Women as a key inter-agency mechanism to advance actions to address violence against women. The Trust Fund was set up in 1996 and became operational in 1997, with UNIFEM as the Fund's administrator (Source: A Life Free of Violence is Our Right! UN Trust Fund to End Violence Against Women: 10 Years of Investment, 2007 UNIFEM).

The objectives of the ZISVAW Fund, UNIFEM and UN Trust Fund to End Violence Against Women match each other.

## **Total biennium 2010-2012 ZISVAW funding of 630,000 USD is apportioned as follows:**

- 430,000 USD towards a comprehensive strategy to end burns violence against women in Cambodia, Nepal and Uganda, a project in cooperation with the United Nations Development Fund for Women (UNIFEM) (administrator of the UN Trust Fund to End Violence against Women)
- 200,000 USD to Security and Empowerment for Women and their Families: Ensuring a Gender-Responsive Humanitarian and Early Recovery Response in Haiti, a project in cooperation with UNIFEM

## Background

Acid violence and other forms of burning are prevalent forms of violence against women and girls, especially in countries where regulatory monitoring and controls are weak, and where the judiciary, lawyers and the police have limited knowledge on the appropriate laws to prosecute perpetrators. Acid Survivors Trust International (ASTI), the only organization working internationally on this issue, will collaborate with national Acid Survivor Foundations (ASF) in Cambodia, Nepal and Uganda to pilot an innovative and holistic community-based approach to address these forms of violence.

Acid violence and other forms of burning are premeditated acts that involve throwing corrosive acid at victims, a large majority of whom are women and girls. These forms of violence rarely kill but always destroy lives. In addition to the physical pain and psychological trauma, survivors face social isolation and ostracism, further damaging self-esteem and well-being, and seriously undermining their professional, economic and personal futures.

It is known that acid and burns violence are widespread in Cambodia and tolerated by society. Cambodia's penal code contains provisions against "torture and barbarous acts", but these provisions do not extend to specific penalties for acid and burns violence. In Nepal, a 2005 study conducted by the Family Planning Association in eight selected districts revealed that 35 percent of women experienced burns violence. While the Nepalese Civil Code (Muluki Ain) does contain provisions related to gender-based violence, they are subject to interpretation and have shown to be ineffective in convicting perpetrators. In Uganda, existing legal provisions to arrest, prosecute and convict those who use corrosive substances to harm others are either little known or inconsistently applied in courts of law or by police.

In this context, ASTI will pilot an intervention to reduce acid and other forms of burns violence against women and girls by improving response from the justice, police and health sectors; mobilizing communities to monitor implementation of legislation and advocate for legislation reform; and encouraging individual responsibility to

end this form of gender-based violence. The pilot is based on earlier initiatives of ASTI and ASFs in Bangladesh and Pakistan that have demonstrated the effectiveness of a holistic approach to address acid and burns violence.

The proposed intervention will commence with a comprehensive situational analysis, supported by the **Leeds Metropolitan University**, to verify the occurrence of burns related to gender-based violence and identify potential partners in up to nine selected communities. This research will also be used to foster debate and collaboration among a wide range of stakeholders, including international and national non-governmental organizations, national and local authorities (police, judiciary, health officials and elected representatives, including women councilors and local leaders), and community members (survivors, neighbors of victims, local community-based organizations, acid vendors, journalists etc.). Working with these partners, ASTI will engage community members, focusing on empowering women to represent and take leadership in this process. Community regulatory committees will be set up to monitor the effectiveness of existing legislation and to advocate for legislation reform. Capacity of relevant sectors for improved legal aid and referral systems for survivors at community level will be strengthened.

Through its network of international professionals, ASTI is well-positioned to enhance knowledge and capacity of ASFs, as well as of other national and local stakeholders in Cambodia, Nepal and Uganda, thus enabling each country to manage and provide its own responses to acid and other forms of burns violence against women and girls. ASTI shall also provide an information sharing platform to enhance learning experience and facilitate dissemination of lessons learned and successful efforts, along with any emerging medical, legal or social knowledge, across its entire network of ASFs. Once the project is evaluated, it is intended for adaptation and replication in other countries such as India and the Democratic Republic of Congo where burns violence is rampant.

### Summary

ASTI and its partners - Acid Survivors Foundations (ASFs) in Pakistan and

## Project Context, Opportunities & Challenges

Burns violence is a global phenomenon, but is more prevalent in countries where regulatory monitoring and control processes are weak. This is the case in many South and Southeast Asian countries. Acid violence is premeditated and while it rarely kills it always destroys lives. In addition to psychological trauma, survivors can face social isolation and ostracism, further damaging self-esteem and seriously undermining their professional, economic and personal futures. Burns violence requires in depth research to determine common issues that can be resolved by concerted action to change or introduce legislation and implementation of international conventions such as CEDAW, to give women effective protection against discrimination and all forms of violence. The focus of this project is the prevention of burns violence against women and girls.

### Cambodia

According to a government spokesperson in 2009, up to 40% of women in Cambodia are affected by domestic violence. Burns violence is widespread and tolerated by society. Available statistics only reflect the number of registered incidents, yet many cases are not reported to the authorities, medical agencies or to the media due to fear of reprisals and abuse. An estimated 100 cases of acid-related burns violence cases occur per year. A total of 40.7% of all acid burn survivors recorded by CASC were the victims of violent attacks or 'unfortunate accidents' within Kampong Cham Province. 16% of the survivors on the CASC register were burnt in Phnom Penh, and while cities such as Phnom Penh and Siem Riep have a high incidence of attacks, CASC's findings indicate a higher incidence of attacks in rural communities, especially among people who work in the rubber trade (where acid is in common use). The Cambodian government has enacted the following legislation following ratification of CEDAW: Prevention of Domestic Violence Against Women Law, 2005; Bill on the Suppression of Human Trafficking and Sexual Exploitation 2007; Law on Commune Election – which has a general provision on the rights of women and men to be elected but no specific provisions enabling greater women's participation. There is penal code provision against 'Torture and barbarous acts', but it lacks penalties for acid violence. CASC has addressed this issue but needs more leverage for actual success. However, there is no gender equality legislation.

The Cambodian Women Report 2004vi describes the women's situation in the country, and the Ministry of Women's Affairs commissioned a study on violence against women in Cambodia. Recently, a new government committee has been established in response to growing public outrage

Bangladesh - have been instrumental in reducing the incidence of acid attacks, changing laws and societal attitudes, and treating survivors. In Uganda, Cambodia and Nepal, burns violence is widespread and tolerated by society so ASFs there wish to have similar success by learning from and adapting some of the successful strategies used by their sister organizations.

The overall goal is to reduce acid and other forms of burns violence against women and girls.

Other anticipated outcomes are:

- Collection of reliable statistics on the regional distribution of the incidence of acid and other forms of burns violence and a greater understanding of its causes;
- Increased awareness of the incidence and repercussion of burns violence;
- Attitude changes within local communities leading to adoption of strategies to reducing incidence;
- National recognition of the problem leading to full implementation of existing legislation and development of specific legislation where needed;
- Continuation of multi-pronged approach to reduce incidence of burns violence and to deal with its repercussions;
- Provide a framework to allow implementation of model communities in other countries where acid and other forms of burns violence are prevalent or for further implementations in the focus countries of Nepal, Cambodia and Uganda;

Taking place over a period of two years consecutively in Cambodia, Nepal and Uganda, the project will include piloting new approaches, as well as the

scaling up and adoption of successful strategies already undertaken in Pakistan and Bangladesh. It will involve:

- A situational analysis on a regional basis of the magnitude of incidence;
- Exploring root-causes of burns violence against women and girls using trained facilitators through consultation with community members - survivors of acid burns, family members and neighbors of victims, local government representatives, village leaders;
- Use of a research methodology that actively involves all stakeholders not only in preventing acid burn behavior and associated violence, but also in empowering and re-integrating the victims into the society;
- Piloting the methodology in 'model' village neighborhoods where burns violence is known to be high, with a total sample of 3,000 villagers for each country;
- Involving local NGOs as well as INGOs and their local counterparts;
- On-going discussions and liaison with all key line ministries, as well as with the police and the judiciary, where relevant;
- Training and awareness sessions with key personnel in ministries, police, judiciary, media and others;
- Working closely with the media to improve publicity given to burns violence, thereby spreading awareness of its incidence, causes and repercussions, and publicizing successful prosecutions of perpetrators;
- Greater understanding by women and girls of their rights and access to justice made easier for them.

**Grantee organization:** Acid Survivors Trust International (ASTI), the only organization working internationally on this issue, in collaboration with national Acid Survivor Foundations (ASF) in Nepal, Uganda and Cambodia.

Acid violence and other forms of burning are prevalent forms of violence against women in countries where regulatory monitoring and controls are weak, and where the judiciary, police and lawyers lack sensitization on the appropriate laws to prosecute perpetrators. Acid Survivors Trust International (ASTI), the only organization working internationally on this issue, will pilot an innovative community-based approach in Cambodia, Nepal and Uganda to promote individual responsibility to end gender-based violence. In selected communities, ASTI, through its national counterparts, will set up regulatory committees to monitor the effectiveness of existing legislation and to advocate for legislation reform. ASTI shall also provide an information sharing platform to enhance learning experience and facilitate dissemination of lessons learned and successful efforts, along with any emerging medical, legal or social knowledge, across its entire network. Capacity of relevant sectors for improved legal aid and referral systems will be strengthened. Once the project is evaluated, it is intended for adaptation and replication in other countries such as India and the Democratic Republic of Congo.

about acid attacks. Its mandate is to draft a legal framework to regulate the sale and distribution of acid and to make acts of acid violence a criminal offense. It is hoped that the Committee's findings and proposals will be used to guide the Cambodian Government's response.

## Nepal

Burns violence cases in Nepal include suicides, which is the leading cause of death among women in Nepal aged 15-49, outranking other causes such as accidents and diseases. 16% of all women's deaths are suicide - half following burns violence. A study of 150 suicide burns cases at Kathmandu Hospital (2004-08) found that 83% were of women of low socio-economic status; 50% just literate; 96% had suffered kerosene burns.

A UNFPA gender equality report stated that despite some improvements for women, there have been no specific attempts to address gender inequalities and violence; victims of domestic violence have little legal recourse. Despite having ratified international and regional conventions including CEDAW, the government has not introduced national or local measures to protect women from violence, and no specific law criminalizes perpetrators. The National Civil Code (Muluki Ain) does address the issue directly, but being subject to interpretation, it has proved insufficient in most cases to convict perpetrators.

## Uganda

Acid attacks form a substantial and neglected proportion of burn injuries. 17% of all burns requiring admission over an 18-month period to New Mulago Hospital, Kampala resulted from acid assault; just over 50% of victims were women. Two common patterns of assault were noted: attacks during robberies (46.7%) and attacks associated with domestic disputes (33.3%). ASFU registered 35 new acid attacks annually, 57% affecting women. Of these victims, 16% have died, 52.3% have severe injuries, and the rest had either considerable or mild injuries. Recent data from a radio phone-in program indicates that many cases are not reported.

Causes of acid attacks include: relationship conflict (35.5%), business and property conflicts (14.2%), innocent bystander (10.5%), theft (2.3%), mistaken identity (2%), other (7.7%) and unknown (29%). In acid attacks related to domestic violence, women suffer economic hardship when they are abandoned by their husbands but left with the children to support alone. Although acid violence is a criminal offense and the penal code is clear on punishment for perpetrators, the law is not applied consistently by judges or by police. The judiciary, police and lawyers need training in the laws relating to acid violence to ensure that perpetrators are punished. Research as to the underlying causes of relationship conflicts is needed; some evidence indicates that women also instigate the crime. Systems are needed to prevent women from committing the crime, as well as rehabilitation systems to reduce the effect of attacks.

## Summary

This program responds to the urgent humanitarian and early recovery imperatives in the immediate aftermath of the earthquake in Haiti. It also builds on the foundation of the current UNIFEM programming around gender responsive governance, economic security and advancing women's rights.

The scope of programming proposed is informed by the:

1. Emergency plan of action agreed to between the Ministry of Women's Condition and Rights and UNIFEM; and
2. UNIFEM component of the UN Flash Appeal which was launched on the 15th January 2010.

The most affected cities are Port-au-Prince, Léogane, Petite Goave and Jacmel because the epicenter of the earthquake was 15 km from Port-au-Prince. According to preliminary estimates, a million people had been affected; 250,000 needing urgent assistance. The authorities estimate that more than 50,000 people died, and more than 3 million people live in the most affected zones. Port au Prince and the other affected areas are characterized by widespread destruction of the infrastructure and the consequential disruption of already limited basic services. The population is mainly without shelter, electricity, water, food, health care, means of transport and security services. The most affected populations, in districts most physically damaged, lost all their tangible properties including their papers of civil identification. In addition, survivors can barely access financial resources and many sectors are paralyzed – health, education, energy, or being reactivated too slowly – banking and markets.

Survivors of the disaster without shelter have gathered spontaneously in the public places or all other spaces in the open air. They are trying to survive without means, structures, in generally unhygienic conditions. These concentrations of population if not attended to, increase; moreover, the risk of panic responses and other risks, including violence over limited resources despite the remarkable courage and the widespread grass root solidarity observed so far.

Women of Haiti carry the disproportionate burden of care for

children and other family dependents. They do so, despite lower educational and labor force participation rates. These two factors also explain the high levels of poverty of women's households. Yet still communities depend on women's social and reproductive work as a central component of wellbeing. Apart from their differential experience of poverty, rigid gender roles and inequalities make women vulnerable to gender-based violence and to exclusion from political decision making. In time of emergencies, whether political or natural disaster-related, Haitian women and girls have experienced heightened exposure to acts of violence and in particular sexual violence.

In this context, Haitian women are demanding the end of impunity for gender-based violence and for an equal voice and influence over political and economic governance processes. Some significant progress has been made towards these goals since 2004. And, so in the midst of the earthquake tragedy, UNIFEM with its partners has prioritized processes that will ensure that women both contribute to and benefit from in equitable measure the humanitarian response and that the gains that have been made to eliminate the culture of acceptance of harm against women are not reversed.

The principles which guide the UNIFEM program include:

1. The imperative of a gender-responsive humanitarian response that takes into account gender differentials in need, responsibilities, vulnerabilities and strengths;
2. The need for women, women's organizations and civil society to participate in decision-making over priority areas of action and in the allocation of resources;
3. The importance of strengthening the Ministry of Women's Condition and Rights and women's organizations/civil society institutions through capacity support for ownership of the humanitarian and early recovery efforts;
4. The link between immediate humanitarian response and the consequential early recovery actions in order to strengthen the fabric of democratic governance, participation and equality;

## Program Strategies

The achievement of results in the area of gender equality and women's empowerment in the context of the humanitarian and early responses requires strong institutional capacity at the level of our national partners. The program will contribute to enhanced local capacities in the following areas:

- Increased capacity to assess, respond and monitor the gender differential impacts of the earthquake and humanitarian crisis and responses
- Increased capacity to provide services to victims of gender-based violence
- Increased capacity to deliver support for women's economic livelihoods
- Increased capacity to promote, support and ensure women's empowerment and participation to early recovery.

The overall objective is to ensure gender-responsive humanitarian and early recovery responses within the framework of three projected outcomes as follows:

### Outcome 1

The coordinated humanitarian and early recovery response to the earthquake takes account of women's differential needs and advances women's human rights.

#### Output 1.1

Measures needed to respond to women's needs and to protect women are identified and inform multi-sector humanitarian and early recovery planning and programming

##### Activities

- 1.1 Preparation of a gender-aware, multi-sector early recovery needs assessment
- 1.2 Development of response framework which integrates the differential needs of women and girls
- 1.3 Gender expertise in humanitarian response and early recovery available to the UN system for the next 12 months

### Outcome 2

Women's centers and temporary shelters providing services to victims of gender-based violence and their families are functioning and have the capacity to respond to women's needs and protect their safety and rights.

#### Output 2.1

Women's shelters and organizations resourced and managed to ensure increase in level of services available to women victims of violence and women and their families dislocated by the earthquake

##### Activities

- 2.1.1 Infrastructural assessment, repair of existing centers, if possible, and emergency women's shelter expansion where necessary and possible

UNIFEM's input into the Flash Appeal, prepared by the UN system, will focus on the need for immediate relief for basic physical needs such as shelter, for protection against gender-based violence and for ensuring gender-responsive humanitarian planning and recovery to restore self-reliance and reduce dependence. In this context, the Ministry and UNIFEM have agreed to work along three main axes:

- Strengthened capacity of the Ministry to ensure gender-responsive humanitarian interventions
- Increased resources and tools to provide services for women and their families, especially shelter
- Improved means and structures to work on prevention of violence against women

UNIFEM is well-placed to contribute to the implementation of the priorities of the Ministry and of women in Haiti given its active cooperation framework with key partners and its ongoing program with the NGO sector in some of the most affected regions. More particularly, in 2008-2009, UNIFEM developed a gender tool for responding to crises: "Towards Early Recovery in Haiti: Gender Aware, Multi-Sectoral Tool". The primary expected outcomes are:

- Strengthened capacity of Ministry staff to ensure transparent and effective delivery of humanitarian assistance to people living in temporary camps
- The prevention of any escalation of gender-based violence
- Strengthened capacity of state and civil society organizations in techniques to provide psychosocial support and the management of stress particularly for those dislocated to temporary camps
- Strengthened capacity of state and civil society organizations to deliver services and support to women who are victims of violence
- Resource mobilization for the assistance of victims and survivors during the immediate aftermath and early recovery stages.

All activities to be undertaken will meet immediate needs of the affected population, directly or indirectly, or will contribute directly to the preservation of life, health or safety. In the early recovery stage, UNIFEM will work with partners to focus on ensuring

attention to meeting women's economic livelihood needs. Haitian wellbeing, of families and communities, is in great measure dependent on women. Roughly 35% of households are headed by women who carry the burden and joy of caring for children and for other family dependents. In the aftermath of the earthquake, this responsibility will increase as women seek out the most basic of services to keep their families intact and to assist their communities in making the hardest of adjustments, to the loss of loved ones, to the loss of the security of the known. In both the humanitarian and early recovery efforts, attention must be given to ensuring that those who carry the responsibility of the care for others are given the needed resources and opportunities. UNIFEM will establish a basket fund to ensure the flow of resources to civil society organizations and/or women's groups who are working with women producers. This fund will be complemented by capacity building of women for restoring, strengthening or imparting new livelihood/entrepreneurial skills linked to market access. Workshops, trainings and seminars will be provided on management, small business administration, community organizing and networking, as well as trainings on non-traditional skills which will be needed during reconstruction process.

### **Context Analysis and Justification**

Since 2004, UNIFEM has prioritized programming in Haiti in response to the demands of both state and non state actors to address the challenges of gender equality and women's empowerment. In collaboration with key national partners, including the Ministry on the Status of Women and Women's Rights (MCFDF) and key organizations within the women's movement, UNIFEM is contributing to building institutional capacity around gender mainstreaming and the promotion of women's human rights as well as supporting processes which focus on women's political participation. However, the main thrust of the work to date has been in the area of gender justice and security given the importance of addressing systematic violations of women's security rights as well as the prevalence of gender-based violence exacerbated in times of crisis.

All these programmatic approaches

2.1.2 Resource support, as appropriate, to existing women's shelters to provide humanitarian response (emergency supplies, staff and counseling services)

2.1.3 Dissemination of Special Measures, development of additional communication materials as appropriate, and monitoring of application in selected temporary shelters in Port au Prince and Jacmel

### **Output 2.2**

Shelters run by women's organizations and by agencies have the tools and resources to provide gender-responsive psychosocial counseling and stress management.

#### *Activities*

2.2.1 Training and deployment of multi-sector dedicated response teams to respond to SGBV in selected temporary shelters in Port au Prince and Jacmel and ongoing monitoring

2.2.2 Provision of technical expertise in violence prevention, psychosocial services, de-victimization and trauma counseling, including through mobile units

2.2.3 Improved management of temporary shelters.

### **Output 2.3**

Managers of temporary shelters and camps trained to ensure the surveillance and prevention of gender-based violence and exploitation

#### *Activities*

2.3.1 Training of shelter managers in Special Measures: Prevention of gender-based violence in Humanitarian Situations

### **Outcome 3**

Ministry of Women's Condition and Rights actively participates in the humanitarian and early recovery efforts.

### **Output 3.1**

Ministry of Women's Condition and Rights has the internal mechanisms and tools to participate in the humanitarian response.

#### *Activities*

3.1.1 Creation of Emergency/Crisis Unit within the Ministry of Women's Condition and Rights

3.1.2 Formulation of a gender-responsive intervention plan by the Ministry for temporary camps to meet the specific needs of women and their families

3.1.3 Establish a communication team within the Ministry's crisis unit.

### **Output 3.2**

Ministry of Women's Condition and Rights has resources and the systems in place to deliver key services to women and their families dislocated as a result of the earthquake.

#### *Activities*

3.2.1 Outreach to donors to assist the ministry in meeting the needs of victims, the injured and survivors

*Continued on page 34...*

take on heightened urgency in the aftermath of the earthquake because of the expected economic, social and psychological dislocations which are being faced by the population. There is a need to ensure an equitable and transparent distribution of the humanitarian resources and later on, an effective, responsive and equitable early recovery action. Haitian women have the dual roles of reproduction and production. Their daily efforts are therefore central to rebuilding both the population's resilience given that some 42% of households are headed by women. Yet, as previous crises have shown, post-catastrophe specific risks increase for women. They are more likely to become victims of various types of violence and/or discrimination especially in the context of resource limitations. Given their centrality to community well-being, it is important that women, through community structures, decentralized governance processes or women's organizations, can have a strong voice in the planning and implementation of short-term relief efforts as well as in the processes of rebuilding. UNIFEM's actions will concentrate on four areas in collaboration with the Ministry of Women's Condition and the Women's Rights (MCFDF), women's organizations and civil society organizations.

1. Ensuring gender responsive planning and implementation of humanitarian and early recovery efforts.
2. Ensuring the participation of women in the development, implementation and follow-up work of rebuilding the country and the recapitalization of the economic activities of women.
3. Delivery of financial and technical resources through a basket fund (Livelihood Facility Fund) to build and/or strengthen women's economic livelihood capacity.
4. Reorientation of existing UNIFEM programs to meet the needs of the emergency/crisis not only in Port au Prince but also in other affected areas and in geographic zones that will be receiving displaced populations.

This proposed scope of work emphasizes practical support to women and their families, to women's organizations, as well as

to the Ministry as it meets its role of ensuring that women's differential needs and responsibilities are taken into account in the humanitarian and early recovery responses. Given the massive dislocation because of the destruction of housing and the effect that this will have on all of Haiti, UNIFEM has highlighted the need for consolidation of efforts aimed at strengthening the capacity of key organizations to provide safe houses and protection for women victims of violence. Despite the widespread nature of gender-based violence, and the danger of exacerbation during this current crisis, at present only three formalized shelters in Port au Prince exist, two of them run by non-governmental organizations. It is very likely that these shelters will experience a dramatic increase in demand for their services, not only in relation to the violence response, but also just as shelters. This approach to shoring up the capacity of women's shelters will be complementary to the provision of technical support and oversight to shelters generally through the sensitization of the imperative of special measures to protect women and children from violence and exploitation in shelters and temporary camps. The basket fund will allow for support to restore and build women's economic livelihood/entrepreneurial skills linked to market access. This support will include the facilitation of market access through linkages to markets, trainings on management, small business administration, community organizing and networking, as well as trainings on non-traditional skills those of which will be needed during reconstruction process.

#### **Program Partnerships**

This program is being implemented in the context of UNIFEM's existing agreements with women's organizations that manage shelters and run programs aimed at ending violence against women in Port au Prince, Jacmel and Cap Haitien. The program will also be implemented in close collaboration with the Ministry of Women's Condition and Rights with whom UNIFEM has a memorandum of understanding on technical cooperation and with whom UNIFEM has developed an emergency plan for the current humanitarian response. UNIFEM also has an active and ongoing functional

3.2.2. Distribution of aid for victims/injured and survivors within the camps, including those that may be run by the Ministry of Women's Condition and Rights

3.2.3 Create support centers for survivors in Port au prince and Jacmel and environs

### **Outcome 4**

Women – particularly those who are heads of households – are able to re-generate their livelihood options and economically benefit from solidarity worldwide by expanding opportunities and skills for economic production.

#### **Output 4.1**

UNIFEM has established a basket fund (Livelihood Facility Fund) to secure resources dedicated to support women's economic security in the early recovery stages.

##### *Activities*

4.1.1 Outreach to UN system, donor countries/agencies and to UNIFEM national committees to secure financial commitment to the creation and sustaining of a basket fund for women's economic security

4.1.2 Establishment of a Livelihood Facility Fund, including Advisory Committee comprised of representatives of the Ministry, select women's organizations, UN system and donor community

#### **Output 4.2**

Women producers and groups are resourced to strengthen the capacity of women to meet the livelihood needs of their families.

##### *Activities*

4.2.1: Assessment of economic livelihood needs and opportunities of women most affected by the earthquake- women heads of households, especially those temporarily residing in shelters

4.2.2 Development/strengthening of livelihood/entrepreneurial skills linked to market access (e.g. workshops, trainings on management, small business administration, community organizing and networking, as well as trainings on non-traditional skills those of which will be needed during reconstruction process).

4.2.3 Livelihood Facility Fund providing grants to women's groups to rebuild livelihoods

4.2.4 Ongoing technical support and monitoring of grantees of the Livelihood Facility Fund

#### **Output 4.3**

Economic development programs prioritize involvement of women – particularly those most vulnerable – in both traditional and non-traditional skill areas

##### *Activities*

4.3.1: Technical support to efforts undertaken by the UN system, INGOs and multilateral and bilateral organizations to strengthen components related to the specific needs of women in the early recovery and reconstruction phases.

cooperation with the Ministry of Justice to strengthen state accountability in the prevention and punishment of gender-based violence. Through this cooperation, UNIFEM has provided 16 motorcycles for police which will be delivered within the coming period. In the establishment and implementation of the Livelihood Facility Fund, UNIFEM will work with women's organizations and international organizations working in the area of women's livelihood support. In addition, through the establishment of an Advisory Committee, UNIFEM will ensure the participation and guidance of key UN agencies such as UNDP, FAO and the donor community.

### Program Management

The UNIFEM Caribbean office and the Haiti Country Program will ensure the overall program implementation. Based on the principles of national ownership and alignment, the implementation of the program will prioritize the participation of key national partners

who are already involved in substantial activities in these areas. The key partners involved in the implementation of this program include both state and non state actors as sustainable progress requires concerted effort and collaboration between duty bearers and rights holders. The key state partners would include:

- The Ministry on the Status of Women and Women's Rights (MCFDF)
- The Ministry of Justice; the police - PNH

### Monitoring, Evaluation and Learning

Ongoing program monitoring will be provided by the UNIFEM staff in the UNIFEM Office in Haiti which is currently composed of eight staff members including a Country Program Coordinator. Monitoring will take place through regular field-based visits to partners to document program implementation, through analysis of

progress reports submitted by partners and through periodic meetings between program partners to assess the progress made, identify the obstacles, and share the lessons learned.

The monitoring will be informed by the use of a monitoring tool of early recovery actions developed for UNIFEM: Towards Early Recovery in Haiti: Gender Aware, Multi-Sector Tools. This multi-sector tool provides a means to monitor and assess the extent and ways in which emergency interventions identify and address the multi-sector humanitarian needs of women and girls, and facilitates their participation in response. A results-based framework will be used and will provide a baseline against which progress will be measured. An evaluation, informed by the ongoing monitoring assessments, will be completed at the end of the two-year period.

### UNIFEM Operations

It is important to recognize that the UNIFEM presence in Haiti will have to be scaled up to give the level of technical support to partners, many of which have experienced death of leaders and members. In addition, because the UN compound has been condemned, the UNIFEM Haiti program will have to be resourced to meet relocation needs- office space, equipment, supplies.

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# MEET THE GOVERNORS



PHOTO COURTESY: Jasmin Shah

In February 2010, governors-elect from 31 of the 32 districts traveled to Zonta International Headquarters in Oak Brook, Illinois, USA for a three-day Incoming Governors' Orientation.

Zonta International President-Elect Dianne Curtis, President Beryl Sten, members of the Zonta International Board, and newly appointed international committee chairmen for the 2010 – 2012 Biennium gave presentations on a variety of topics during the three-day orientation and

provided the incoming governors with valuable tools and information to use as they assume leadership of their districts in the new biennium.

Orientation sessions included governance, service, public relations, district financial management, international fellowships, scholarships and awards, Zonta's work with the United Nations, legislative awareness and advocacy and the Zonta International Foundation. During question and answer and break-out

sessions, the incoming governors took the opportunity to discuss challenges faced within their districts and to share best practices and solutions for addressing those challenges with one another.

The governors are equipped with the necessary tools and information to effectively manage their districts and are dedicated to working together to advance the status of women worldwide during the 2010 – 2012 Biennium. Please meet your 2010 – 2012 governors.

## JOIN ZONTA



**Join the more than 31,000 members of Zonta International in 66 countries around the globe.**

Click on the join us button on Zonta International's website [www.zonta.org](http://www.zonta.org) and submit your information. A representative from Zonta will contact you to discuss membership opportunities. Zontians, do you know someone who is interested in joining Zonta? Get them started by asking them to submit their information online!

[www.zonta.org](http://www.zonta.org)



## DISTRICT 1

### Mary Ann Rubis

Zonta Club of Quaboag Valley  
Massachusetts, USA

Lt. Governor – Denise Deshane

Treasurer – Shirley Perry

Secretary – TBD

Area 1 Director – Sharon Leavitt

Area 2 Director – Debbie Wood

Area 3 Director – TBD

Area 4 Director – Susan Thomson

Mary Ann is a Doctor of Optometry with more than 20 years of experience in her field. In addition to providing state-of-the-art, comprehensive eye care to patients that visit her practice, Mary Ann has volunteered her services to Volunteer Optometric Services for Humanity where she provided eye care to the citizens of five Armenian villages in 2007. "Despite poverty and the lack of basic services that many of us take for granted, the literacy rate is close to 100% and the population is committed to a brighter future. I was able to gain insights into the challenges that women face in Armenia and the importance of education in achieving their goals," said Mary Ann.

Her various leadership positions within Zonta have made her realize the importance of advancing the status of Zonta's own members. According to Mary Ann, "It is vital for the growth of our organization to encourage Zontians to enhance their own skill sets, challenge themselves and assume leadership roles."

Thus, one of Mary Ann's goals for the upcoming biennium is to promote and build leadership skills at the district, club and Z

and Golden Z club levels. Her other goals include educating members about all aspects of Zonta, stabilizing and then growing membership numbers, and increasing the visibility of the organization within local communities.



## DISTRICT 2

### Sue Ann Cunliffe

Zonta Club of Auburn  
New York, USA

Lt. Governor – Kathleen LaBelle

Treasurer – Susan Waterschoot

Secretary – Inge Zimmerman

Area 1 Director – Debbie Otlowski

Area 2 Director – Candace Edwards

Area 3 Director – Maureen Costello

Area 4 Director – Pam Neal

As a professional actor, business owner of Sue Ann Cunliffe PromoPlus Thinking, and marketing consultant, Sue Ann's excellent communication skills, knowledge of recruiting and retaining customers, and creative approaches to meeting goals have served her well professionally and in the leadership roles she has held within Zonta.

It is through these leadership roles that Sue Ann has gained better understanding of Zonta's mission and what it means to be an advocate for women. The women she has met through Zonta and the experiences they have shared have inspired her and given her a broader view of cultures and experiences which in turn has helped her professionally. These same leadership roles have helped her reach membership and retention goals set for this past biennium in District 2.

This biennium, Sue Ann will

focus on commitment to the international mission, long term financial planning for the district, and efficient and effective administration that will support individual club health and growth.

"Shakespeare's phrase 'All the world is our stage' particularly resonates with me when meeting Zonta's mission. I have been in theatre for 35 years. This is what I know...you need a good script, and Zonta International makes for an amazing script. You need a talented cast, and we have thousands of very diversified, talented and committed Zontian cast members. And you need an audience...Our audience is a world of women. It is a privilege to work for them," says Sue Ann.



## DISTRICT 3

### Lisa Fraser

Zonta Club of Hampton Roads  
Virginia, USA

Lt. Governor – Paulette Chatman

Treasurer – Cathy Paul

Secretary – Linda Butler Livesay

Area 1 Director – Kathleen Rau

Area 2 Director – Elizabeth Smith

Area 3 Director – Alice Kirchner

Area 4 Director – Margo Sheridan

Lisa is a Vice President of National Accounts for a global health service company whose mission is to help their customers improve their health, well-being and sense of security. Her ability to assist her clients in unique ways and provide solutions that meet and exceed her clients' expectations has also helped her respond to the varying needs of the clubs within her district.

Her experiences within

Zonta have made her a more compassionate, caring and patient person and have helped her appreciate differences in background, culture and points of view. "If you allow yourself to look at another person's perspective, it helps you to grow as a person and also makes you more understanding of others. Being a member of Zonta for 12 years has advanced the status of my own life as a woman, mother, wife, daughter and friend," said Lisa.

Lisa's goals for her district for the 2010 – 2012 Biennium are to achieve 100% club participation in donations to the Zonta International Foundation and net growth in membership and number of new clubs. She would also like to align district and international committee activities to ensure that district objectives are in line with Zonta International's objectives.



## DISTRICT 4

### **Bonnie Crogan-Mazur**

Zonta Club of Niagra Falls  
New York, USA

Lt. Governor – Lee Fogarty  
Treasurer – Jill Colburn  
Secretary – Pam Kilmer  
Area 1 Director – Cathie Wheeler  
Area 2 Director – Rosita Hall  
Area 3 Director – Kate Wehrmeyer  
Area 4 Director – Donna Ketchum-Colletta  
Area 5 Director - Sylvia Stenander  
Area 6 Director - Cheryl Hopper

Membership in Zonta International has helped Bonnie in her professional life as an immigration lawyer. "I think that I have greater compassion than most

immigration lawyers because I have been introduced, through Zonta, to the needs of women in many 3rd world and impoverished countries. Zonta's service projects have opened my eyes to the real economic, social and political issues facing women outside of North America," said Bonnie.

As a leader at the club and district levels, Bonnie was inspired by the opportunities Zonta provides for women in the global community. She said, "Change and improvement for women starts with opportunity, and I believe that Zonta provides opportunities for women in the global community. Zonta's service programs give underprivileged women in the world a chance to hold their heads up, a chance to make a small improvement in their lives that will in turn make huge changes for the good in their personal lives and the lives of their children."

As governor, Bonnie's goal is to get the name and mission of Zonta International into the public's mind as a service organization that is making a difference in the world, making Zonta the lead service organization in her own community and the go-to service organization for women's advancement.



## DISTRICT 5

### **Patricia Roby**

Zonta Club of Springfield  
Ohio, USA

Lt. Governor – TBD  
Treasurer – Lois Jones  
Secretary – Lois Pierce  
Area 1 Director – Joyce Combs  
Area 2 Director – Ellen Spaeth  
Area 3 Director – Alanna Arnold  
Area 4 Director – Traci Stotts

Trained more than 30 years ago in Alzheimer's and dementia care, Pat, a registered nurse, has worked with the Miami Valley Chapter Alzheimer's Association for 10 years and is the Director of Training and Family Education where she develops and presents programs and trainings to professionals and families who work with those with dementia. Seeing firsthand the struggles families face when dealing with a devastating illness has given her compassion for the difficult situations that people are facing in her local community and around the world.

After joining Zonta in 2004, Pat quickly answered the call to leadership and has served as club president, area director and now governor. She says, "I never thought I would aspire to move up in Zonta. But when you join a service club, you should serve when asked. Every time I return home from a meeting where Zontians gather, I am struck by the care and camaraderie of the women in the club."

This biennium, Pat's goals are to increase membership in all the clubs in her district, to help the clubs become more visible, and to bring District 5 together as a cohesive, proud and productive district. Pat believes that the future of Zonta is in the young women aspiring to help their communities. "I would like to see all clubs in District 5 have a personal mentoring program for the girls in their area. I would also like to see as many Z-Clubs as possible in the District," says Pat.



## DISTRICT 6

### **Yvonne Chalfant**

Zonta Club of Kankakee  
Illinois, USA

Lt. Governor – Linda Hiltabrand  
Treasurer – Vicky Bladl  
Secretary – Mary F. Baudino  
Area 1 Director – Lynn O’Shea  
Area 2 Director – Sylvia Armstrong  
Area 3 Director – Mary Thomas  
George  
Area 4 Director – Marlene Brant  
Area 5 Director – Gwen Hopkins

Yvonne is the Foundation President for a small community hospital. As a fund raising professional with twenty years of experience, Yvonne interacts extensively with the community and has formed relationships that have been invaluable in identifying both the areas of greatest need in her community and opportunities for partnership and outreach for the Zonta Club of Kankakee. Her strong communication skills, honed by years of interaction with hospital donors, have been helpful in communicating throughout the Zonta world.

Likewise, her membership in Zonta has also made her a better professional. “My membership in Zonta has reinforced my interest in international relationships, diversity, and the need to assist women in reaching their greatest potential. This interest in assisting women has guided my work with the local rape crisis center, the center for domestic violence, a not-for-profit fund to assist underserved women, and a finance seminar to guide women in personal finance. Healthcare is largely populated by women, and it has been a joy to engage many of our professional

health care employees in the work of our local Zonta club,” said Yvonne.

This biennium, Yvonne plans to establish one new club and wants to educate the members of her district and raise awareness about the importance of leading across generations.



## DISTRICT 7

### **Barbara Jirges**

Zonta Club of Bismarck  
North Dakota, USA

Lt. Governor – Sonja Jacobsen  
Treasurer – Sue Berry  
Secretary – Peggy Irmen  
Area 1 Director – Brigid Langseth  
Area 2 Director – Polly Holten  
Area 3 Director – Alice Smith  
Area 4 Director – Sherrill Mulhern

Barbara is a Visual Arts Instructor at Bismarck State College and owner of Prairie Art Glass, a home-based business where she creates and markets her custom stained glass designs and glass and metal jewelry. In addition to teaching, Barbara is Chair of ArtsQuest, a five-week celebration of arts on campus. This role and other leadership roles she has held on campus-wide committees have helped her to learn how to organize events, work with others and lead a group to achieve a common goal. She has also learned to be self-motivated and a problem solver as a small business owner for the last 25 years.

“I believe membership in Zonta enriches our professional lives because of the network it provides. Over the years I have gone to my Zonta sisters for professional advice and/or services. They have supported me, challenged

me and been my mentors. The greatest resources Zonta has are its members. Zonta has given me the chance to meet other women in different occupations, countries and life experiences, and it has enriched my life professionally and personally,” says Barbara.

Barbara joined Zonta in 1990 and has since held numerous leadership positions at the club and district levels. As governor, her goals are to establish a new club in Iowa or South Dakota, to implement a training seminar in the Fall of 2010 and to restructure the area meetings by Spring of 2011 to encourage greater attendance.



## DISTRICT 8

### **Carol Dreyse**

Zonta Club of Everett  
Washington, USA

Lt. Governor – Shelli Cutting  
Treasurer – Gail Trimble  
Secretary – Katy Stark  
Area 1 Director – Francie Jeffery  
Area 2 Director – Jan Suess  
Area 4 Director – Genelle Hanken  
Area 5 Director – Pat Allen

As an accountant with almost 25 years of experience in her field, Carol’s financial background has helped her in preparing budgets for her club and district and in understanding the financial statements presented by the Zonta International Board. Professionally, she has also had to learn to work with many different people and personalities – a skill she has carried over into her work with Zonta.

However, she credits her membership in Zonta with making her a better public speaker and

teaching her how to motivate and lead others. "I tend to think that my professional life and Zonta life are two different things, but I think learning to speak in public, learning to motivate and lead, come from my Zonta experiences. The satisfaction I get from my Zonta work has made me a more complete and fulfilled individual which certainly carries over into my professional life. My mother once asked me what made me a more confident person, and I believe it is my involvement with Zonta," Carol said.

During the 2010 – 2012 Biennium, Carol's goals are to increase membership, educate the clubs in her district about global women's issues, increase advocacy efforts at the club level and develop a dynamic public relations brochure and program about Zonta for her district.



**DISTRICT 9**

**Laura Peters**

Zonta Club of Newport Harbor Area  
California, USA

- Lt. Governor – Lori Montiguel
- Treasurer – Becky Cutler-Gunn
- Secretary – Cindy Kittle
- Area 1 Director – Beth Minear-Rex
- Area 2 Director – Mickey Manning
- Area 3 Director – Patricia Thomas-Scribner
- Area 4 Director – Eileen Brewer
- Area 5 Director – Debbie Waltzer
- Area 6 Director – Chris Bleckart
- Area 7 Director – Mele Spencer

As CEO of a successful software consulting company, Laura is responsible for every step of a project, including sales, installation, implementation, training, custom

report writing, troubleshooting and ongoing support. These project management skills have transferred well to her appointments on Zonta committees and task forces. "I understand the need to delegate, bring consensus and teamwork to the project at hand, as well as following action items and deadlines," she said.

Zonta, in turn, has helped her professionally. "The leadership opportunities I have been given as a Zontian have taken me out of my comfort zone and made me step up to whatever task given to me. I have grown as a leader with each step in my Zonta life, and those leadership skills that have been enhanced in Zonta have fallen into my professional life and allowed me to have continued success in both areas," said Laura.

For the 2010 – 2012 Biennium, Laura plans to focus on addressing communication gaps, fostering collaboration between the district board and the members, and encouraging compassion among members at the club level. "I hope to communicate the need for all of us to treat each other well and with that will come more members, more attendance at the conference and convention and building leaders for the future of Zonta," Laura said.



**DISTRICT 10**

**Janis Wood**

Zonta Club of Central Oklahoma  
Oklahoma, USA

- Lt. Governor – Donna Dodgen
- Treasurer – Carolyn Smith
- Secretary – Priscilla Truesdell
- Area 1 Director – Sheryl Flanagan
- Area 2 Director – Debra Silverthorne
- Area 3 Director – Sharon Illhardt

Membership in Zonta has taught Janis that to manage volunteers you must have good communication skills and build a firm foundation of trust to accomplish goals and objectives. This knowledge has helped Janis in her professional life as the Director of the KC-135 Tanker Maintenance Squadron for the United States Air Force. "You cannot 'direct' a volunteer to perform a service or duty but rather involve, empower, impassion and unite them in a common goal. This skill has been extremely helpful in my leadership style in my professional life as I strive not to 'direct' employees but get them on board and going in the same direction as organizational goals," says Janis.

Through her leadership roles at the club, area and district levels, Janis has learned a great deal about Zonta and has been inspired by the women she has met along the way. She says, "I have been awed and inspired by the caliber of women I interact with throughout the world and the actions they have taken or are currently taking to advance the status of women. I have learned that we truly are making a difference and are the voice for those who cannot speak on their own behalf."

As governor, Janis's goals are to achieve growth in membership and number of clubs, increase legislative awareness and advocacy efforts, train new members and stimulate and revitalize struggling clubs.



## DISTRICT 01

### Jane Adams

Zonta Club of Boca Raton Area  
Florida, USA

Lt. Governor – Tamara (Tami) Page  
Treasurer – Alice Chick  
Secretary – Helen (Honey) Gardiner  
Area 1 Director – Charlene A. Thomas  
Area 2 Director – Cherry Temple  
Area 3 Director – Yvette Ingraham  
Area 4 Director – Paulette Kevlin  
Area 5 Director – Mary Gonzalez  
Area 6 Director – Karen Pati

Jane is a retired health care administrator. During her 48 years in health care administration, she managed operations at two health care facilities – as a vice president of a hospital and as an executive director of a free standing assisted living community.

Jane joined Zonta in 1974 and found that her professional experiences, including her ability to manage and work with people of different backgrounds, cultures and motivations were helpful in Zonta as well. The events she witnessed in her professional life underscored the value and importance of Zonta’s mission. “During my work life, I experienced women as victims of abuse coming for treatment and recognized the value of my impact as a Zontian to begin to eradicate violence, and thus improve the status of women,” Jane said. Membership in Zonta also provided Jane with the opportunity to interact with executives and professionals from widely diverse backgrounds and experiences, providing her with a wider referral base for patients or staff needing financial, housing,

physical or emotional support.

As governor, Jane’s goals are to increase membership through recruitment and retention, guide clubs in resolving member issues, encourage the organization of new clubs, assist members in understanding Zonta International’s structure, operations and processes, and encourage clubs to focus on Zonta’s mission through related service and advocacy projects.



## DISTRICT 12

### Kathryn (Kay) Meyer

Zonta Foothills Club of Boulder  
County, Colorado, USA

Lt. Governor – Sheila Davis  
Treasurer – Bridget Masters  
Secretary – Carol Leffler  
Area 1 Director – Jocelyn Prang  
Area 2 Director – Mary Walker  
Area 3 Director – Marcy O’Toole  
Area 4 Director – Laura Stamp

Kay and her husband Dan Gould own and manage the 500 acre Missouri farm that has been in Kay’s family since 1845. In addition to managing the farm, Kay has also worked in a number of different sectors that enabled her to develop a broad range of skills that have been beneficial in helping build Zonta’s organizational capabilities.

Kay has previously worked for the Colorado Legislative Oversight Committee, the University of Colorado Board of Regents, the Colorado Department of Revenue and the Ft. Logan Mental Health Center in Denver, Colorado. In these roles, she was responsible for program evaluation, policy research, budgeting and professional staffing, internal

auditing, and rehabilitation counseling and supervision.

Zonta has helped Kay professionally in developing new ideas. According to Kay, “Because of the diversity and breadth of Zonta, I am constantly introduced to new perspectives and ways of thinking. This affects my own creativity. It forces me to integrate different concepts with my previous knowledge base to create something new.”

This biennium, Kay’s focus is to improve organizational communication and achieve Zonta’s goals through building District 12’s structural capacity and working collaboratively at all levels to get results that cannot be achieved alone.



## DISTRICT 13

### Ragnheidur Hansdottir

Zonta Club of Akureyri  
Akureyri, Iceland

Lt. Governor – Brit W Haave  
Treasurer – Fjola Björk Jonsdottir  
Secretary – Ragnheidur Gestsdottir  
Area 1 Director – Lisse-Lotte Rosenkilde  
Area 2 Director – Regina Raulickiene  
Area 3 Director – Bryndis Bjarnarson  
Area 4 Director – Randi Lium

Ragnheidur is a dentist and specialist in temporomandibular disorders with more than 40 years of experience in her field. She owns her own clinic and practices in Akureyri and Reykjavik, Iceland.

As a member of Zonta International for 35 years, Ragnheidur has served as club secretary, club president, area director and lieutenant governor. She has gained more self

confidence and now finds it easy to make a speech, chair a meeting and communicate with people. She has learned to think internationally and has developed great respect for cultural differences while becoming acquainted with many interesting and talented Zontians.

From these experiences, Ragnheidur has come to the conclusion that the world is not as it should be. "There is poverty, violence, illiteracy and discrimination everywhere. The mission and goal of Zonta to advance the status of women is a method to help make the world a better place. Gender equality seems to be far away but that is our goal," she says.

As governor, Ragnheidur's goals include recruiting and retaining new members and clubs. She will also focus on Zonta's mission by supporting the international service projects and will ask every member of her district to personally give \$10 per year to the Zonta International Foundation, in addition to 1/3 of the profits of local club projects. "I want District 13 to support the international service projects in a way that makes a difference," says Ragnheidur.



DISTRICT 14

## Gabriella Samara Paphitis

Zonta Club of Nicosia Region  
Lefkosia, Cyprus

Lt. Governor – Gertraud Ribitsch  
Treasurer – Carmen Zillmer  
Secretary – Maria Kandolf-Kuhne  
Area 1 Director – Beatrice Svoboda  
Area 2 Director – Evelin Fischer-Wellenborn  
Area 3 Director – Ille Prockl-Pfeiffer  
Area 4 Director – Kyproulla Charalambides  
Area 5 Director - Beata Farkas-Horvath

As the Client Services Director for one of the top three advertising agencies in Cyprus, Gabriella's extensive responsibilities include marketing, PR and communication strategizing, budget monitoring, acquisition of new business, creative concept development and client services. Coordinating between the different departments in the agency and making presentations to clients has helped Gabriella develop excellent leadership, communication and presentation skills.

Her work with Zonta has helped her develop another side of herself that has also been helpful in her professional life. Gabriella says, "I have become a more understanding and a more patient person and I know this to be a fact, as I am always the person my colleagues talk to when they are facing a problem."

During her 15 years of membership in Zonta, Gabriella has served as secretary, vice president and president of her club, area director and lieutenant governor. "The years I have invested as part of the Zonta family have made me a better and more caring person with great respect toward those not so fortunate in this world and have made me more determined in contributing toward making the world a better place to live in," said Gabriella.

This biennium, Gabriella will focus the majority of her efforts on recruiting and retaining new members to strengthen the organization.



DISTRICT 15

## Denise Quarles

Zonta Club of Michigan Capitol  
Area, Michigan, USA

Lt. Governor – Karen Armaly  
Treasurer – Patricia Johnson  
Secretary – Martha Belfour  
Area 1 Director – Christine Myers  
Area 2 Director – Cheryl Hall  
Area 3 Director – Joy Smith  
Area 4 Director – Linda Nabers

Denise retired in 2002 from the State of Michigan Department of Corrections. Prior to her retirement, she held a number of executive-level positions within the Department throughout her 31 year career. In these roles, she was responsible for penal system administration, parole, probation and halfway house services, supervision of adult criminal offenders and establishment of rehabilitative programs.

Managing large, complex operations and supervising a very large number of employees required the development and oversight of a budget of millions of dollars. This experience has been an asset to Denise as she has assumed leadership positions in Zonta. "I understand the importance of policy development, managing finances and appropriate communication with the public and persons for whom services are provided, as well as appropriate oversight of projects," said Denise.

Since joining Zonta in 1998, Denise has learned a lot about the issues facing women around the world and Zonta's work with the United Nations to address these issues. She says, "I am very proud to be a member of an organization which has a proven record of

significantly improving the lives of women throughout the world.”

Denise’s goals for this biennium are to increase membership through concrete strategies for recruitment, retention and revitalization, to expand members’ knowledge of Zonta International’s service projects and work with the United Nations, and to enhance professionalism in club and district operations.



## DISTRICT 16

### **Anne McMurtrie**

Zonta Club of Christchurch South  
Christchurch, New Zealand

Lt. Governor – Maureen Heine

Treasurer – Judith Ray

Secretary – Wendy Almond

Area 1 Director – Anne van der Straaten

Area 2 Director – Aisla Allen

Area 3 Director – Wendy Rockhouse

Area 4 Director – Janette Irvine

Area 5 Director – Jeanette Corson

Anne is a lawyer specializing in property law, family law and residential tenancy law. With nearly 25 years of experience, Anne manages her own practice in Christchurch where she provides a broad spectrum of legal services to a largely suburban client base. She also works in the District Court as a Residential Tenancies Adjudicator.

Since joining Zonta in 1994, Anne has served as club president, chair of numerous committees, including Chair of her District Status of Women Committee for three biennia, area director and lieutenant governor. These leadership roles have given her insight into the unique needs of her district. “I am knowledgeable

about Zonta, and I am aware of the strengths and weaknesses of the clubs. I have hands on knowledge of the current issues facing women in my district and the work clubs are undertaking. I am aware of the enormous amount of voluntary work undertaken by Zontians and the cost to individual members. I am aware of the need for fiscal responsibility and accountability to all members,” said Anne.

As governor for the 2010 – 2012 Biennium, Anne’s goals are to increase membership while retaining existing members, to increase contributions to the Zonta International Foundation, to encourage local advocacy and increase Zonta’s profile in the community and to provide a good communication channel between her district and Zonta International.



## DISTRICT 17

### **Georgitta Puyat**

Zonta Club of Makati & Environs  
Makati City, Philippines

Lt. Governor – Winnie Teoh

Treasurer – Primitiva Perez-Sison

Secretary – Carolina V. Balotro

Secretary – Lourdes A. Sese

Area 1 Director – Ofelia C. Bautista

Area 2 Director – Keng Wah Quay

Area 3 Director – Florencia T. Miel

Area 4 Director – Susan A. Carag

Area 5 Director – Angelina M. Lopez

Area 6 Director – Lalivan Karnchanachari

Georgitta is Chairman and Treasurer of Philippine Orchard Corporation, a family-owned company founded by her husband that manufactures and invents agriculture products. The company also specializes in crop fertilization

management to achieve maximum crop harvest while ensuring environmental sustainability and reducing operating costs of small to medium-sized farms.

In addition to her 29 years in agribusiness, Georgitta has spent the last 40 years volunteering for women’s causes and socio-civic projects. She is currently Chairman of the UNIFEM Philippine National Committee and Chairman of the Ladies Committee of the Philippine Philharmonic Orchestra Society. During her 24 years of membership in Zonta, Georgitta has had the opportunity and privilege to serve in leadership positions at the club, district and international levels. She says, “It is the infectious zeal of the members that helps me go further as it is because of this enthusiasm and pride in their work that it has inspired me to lead and promote the projects of all the clubs that I have gotten to know.”

As governor, Georgitta’s goals are to increase membership, organize new clubs, concentrate on mission-focused service projects and advocacy efforts, create a leadership development program for district and club leaders, enhance Zonta’s visibility and encourage clubs and members to contribute to the Zonta International Foundation.



## DISTRICT 18

### **Stella Bentsi-Enchill**

Zonta Club of Accra II  
Accra, Ghana

Lt. Governor – Chantral Trenou  
Treasurer – Esther Amoah  
Secretary – Florence Ohene-Kyei  
Area 1 Director – Jennifer Renner-Thomas  
Area 2 Director – Sally Anzan Delbegue  
Area 3 Director – Hortense Chekete

Stella is a lawyer and advocate with more than 40 years of experience in her field. She is currently a Director and Partner in the first wholly female-owned law firm in Ghana. The firm specializes in corporate, mining, intellectual property and family law.

Since joining Zonta in 1996 as a charter member of Zonta Accra II, Stella has served as vice president and president of her club, as chairman of the district nominating committee, chairman of the District 18 YWPA Committee, area director and Lt. governor of her district. She has also been a member of the Zonta International OMC Committee under the Chairmanship of Past International President Olivia Ferry, during which period she gained an insight into the inner workings of the organization. These roles and experiences gave her a better understanding of the issues facing clubs and districts and gave her the opportunity to learn from other Zonta leaders in her district and at the international level.

As governor, Stella's goals for the 2010 – 2012 Biennium are to revitalize the clubs in District 18, to re-instate old clubs especially in old Zonta countries, to increase membership and retain current

members, to form new clubs in new Zonta Countries and to increase Zonta knowledge, service and awareness of Zonta's participation in the many UN/Zonta service/aid projects in her district.



## DISTRICT 19

### **Ana Maria Lopez de Neil**

Zonta Club of Rio Gallegos  
Rio Gallegos, Argentina

Governor – Ana Maria Lopez de Neil  
Lt. Governor – Jacqueline Dide  
Treasurer – Ana Maria Gonzalez  
Secretary – Nidia Vera  
Area 1 Director – Alicia Barrios  
Area 2 Director – Adriana Otero

Ana Maria is an Independent Executive Sales Director for Mary Kay Cosmetics – USA. She is responsible for sales and application instruction for Mary Kay's full line of cosmetics. In addition to her 27 years in sales, Ana Maria also spent 31 years as a school teacher, primarily at the elementary school level but also as a secondary school teacher and for the last ten years before her retirement as a kindergarten teacher.

For more than 25 years, she has been working on self esteem and Neuro Linguistic Programming (NLP), as a way to help discover hidden skills in people, especially women. Before becoming a Zontian, Ana Maria was a member of different parents' associations in her children's schools and other non-profit organizations such as the Argentine League to Fight Against Cancer (LALCEC in Spanish).

Since joining Zonta in 2002, Ana Maria has served as treasurer, vice president and president of

her club, district treasurer, area vice-director and area director. As governor, her goals for the 2010 – 2012 Biennium are to increase membership, create a new Z Club in District 19, spread the spirit of Zonta through actions and advertising, and to work to increase women's self esteem as a way to feel confident in their rights and not to tolerate violence.



## DISTRICT 20

### **Tuija Heikkilä**

Zonta Club of Tampere I  
Tampere, Finland

Lt. Governor – Marja Koivula  
Treasurer – Tellervo Mäkelä  
Secretary – Marja Manninen  
Area 1 Director – Salla Tuominen  
Area 2 Director – Leena Laine  
Area 3 Director - Marja-Liisa Ojala  
Area 4 Director – Sirkka Sainio  
Area 5 Director – Marjaana Moring  
Area 6 Director - Maire Nigul

Tuija is a freelance journalist, publicist and entrepreneur with her own communications agency which she opened in September 2004. As a freelance journalist, she writes articles for newspapers and magazines on a wide range of topics ranging from television, wine and opera to senior health and trade union politics. As a publicist, she develops communication strategies and plans, writes brochures and helps her clients with their communication and PR efforts.

Her professional expertise has been extremely helpful in her work with Zonta. "I am always ready to talk and spread information about Zonta. My networks with media and other journalists help to make Zonta better known. It is also easier

to communicate with other Zontians when you are accustomed to do so in many ways,” says Tuija.

Tuija’s goals as governor are to inspire members to be more active and to encourage them to attend district conferences and international conventions, to make all Zontians of District 20 feel that they are members of an international organization and help them see the importance of our international service programs, and to make Zonta more visible and better known. “By open and more active communication, networking and PR, we can secure the future of our fundraising and service programs and also get new members,” says Tuija.



### **Ruth Brunner**

Zonta Club of Hassleholm  
Hassleholm, Sweden

- Lt. Governor – Liisa Sulin-Elmqvist
- Treasurer – Sysse Hardenby
- Secretary – Ingegerd Wennerbeck
- Area 1 Director – Ann Rydén
- Area 2 Director – Marianne von Hartmansdorff
- Area 3 Director - Ann Margreth Hellberg
- Area 4 Director – Kristina Alexis
- Area 5 Director – Carolyn Belgrave Rappestad
- Area 6 Director - Velta Raudzepa

Ruth is the Executive Assistant to the president and CEO of a food, fashion and home decoration business in Hassleholm, Sweden. Her 30 years of professional experience has given her the ability to organize and lead in a variety of areas. These skills and her enthusiasm have made her an

effective leader in Zonta as well.

Ruth’s interests are travel, fashion, culture, friends and family, and she is looking forward to becoming a grandmother – for the first time – by the end of September!

Ruth has taken an active part in her home club, and she has been club secretary and president of the Hassleholm Zonta Club. Hassleholm hosted the District 21 Conference in 2009 where Ruth was deeply involved as the responsible project coordinator of this great event.

As governor of District 21 for the 2010 – 2012 Biennium, Ruth’s goals are to increase membership in Sweden and Latvia. To do so, she will make public relations a priority for her district in order to increase Zonta’s visibility and recruit new members.



### **Patricia (Trish) Collins**

Zonta Club of Rockhampton  
Queensland, Australia

- Lt. Governor – Kelly Stokes
- Treasurer – Anne Grant
- Secretary – Judith A Anderson
- Area 1 Director – Bev Bellett
- Area 2 Director – Barbara Huff
- Area 3 Director - Judith Trevan-Hawke
- Area 4 Director – Heather Hall
- Area 5 Director – Janice Micola

Trish is Principal Advisor Regional Services for the Central Queensland Region Department of Education and Training, a government organization whose purpose is to engage Queenslanders in lifelong learning through education and training to enrich their lives. As Principal

Advisor, Trish supports the Regional Director by providing policy advice, strategic planning, portfolio management and supervision and management of staff.

Her strategic planning and operational skills have strengthened her commitment to relational leadership and have been assets as she has assumed leadership roles in Zonta at the club and district levels. “The leadership positions I have held in Zonta have provided me with the opportunity to transfer my leadership skills to a very different context and reinforced my understanding of the need to identify and apply the most appropriate responses to circumstances,” said Trish.

As governor, Trish wants to support clubs as they explore and develop individual identities in their local communities while remaining true to the goals and mission of Zonta International. She aims to further explore effective marketing and public relations strategies and innovative recruitment and retention strategies to increase membership and promote the public life of Zonta. To achieve these goals, Trish will work with her board members to provide sound and appropriate governance to the district by moving forward with the strategic direction articulated by Zonta International and the inaugural D22 Board.



## DISTRICT 23

### Jane Smith

Zonta Club of Port Lincoln Inc.  
South Australia, Australia

Lt. Governor – Cintra Amos  
Treasurer – Carolyn Colquhoun  
Secretary – Nan Martella  
Area 1 Director – Robyn Scholes  
Area 2 Director – Erica Majba  
Area 2 Vice Director – Anna Siebert  
Area 3 Director - Leanne Sultan  
Area 4 Director – Margaret Hinks  
Area 5 Director – Carol Fuller

Jane retired after 50 years of professional experience in PR, television production, management, administration and retailing. Community involvement has played an important part in her life, and many leadership and life skills have been gained from numerous volunteering roles.

Since joining Zonta as a charter member in 1994, Jane has served as club president, chairman of a number of committees, area director and lieutenant governor. Jane says Zonta has enriched her life, improved her self confidence, helped her develop her leadership skills and increased her knowledge and understanding of Zonta International and its mission.

District 23 is geographically one of Zonta International's largest districts. Jane's role as governor is unique as she lives on a farm 80km from her home club and has a 650 km trip before accessing transportation to travel within the district. She would be unable to perform the role of governor without modern technology and internet access.

This biennium, Jane will focus on increasing the visibility of Zonta as an international organization

and implementing leadership development programs aimed at encouraging members to take on leadership roles. She will aim to attract new members, especially younger women, and to retain current members by encouraging clubs to run stimulating and interesting meetings and quality service programs that accomplish the Zonta mission while providing fun and fellowship.



## DISTRICT 24

### Carolyn Evans

Zonta Club of Sydney Breakfast  
New South Wales, Australia

Lt. Governor – Kerrie Bigsworth  
Treasurer – Dorothy Koukari  
Secretary – Olivia Sarah-Le Lacheur  
Area 1 Director – Marie Dayton  
Area 2 Director – Janette Curtis  
Area 3 Director - Maree Ham

After leaving her first career as an officer in the Royal Australian Air Force, Carolyn has been focused on helping organizations achieve desired outcomes. In 2002, she and her husband founded ThinkEvans, a boutique management consultancy based on a multidisciplinary team approach that includes engineers, lawyers, scientists, creative professionals, sociologists, accountants, statisticians and others. ThinkEvans now has team members in several countries and a diversity of clients including governments, private sector/ commercial business and not-for-profit organizations. Carolyn serves as Chief Executive and Special Consultant on performance measurement, governance and industry analytics.

In her nearly 20 years of

membership in Zonta, Carolyn has held numerous leadership positions at the club and district levels and has been inspired by her experiences. "I am very often inspired by other women who are willing to use whatever talents and resources they may have, large or small, to the very best of their ability, knowing that we are often united by nothing more than the idea that we can advance the status of women together," said Carolyn.

As governor, Carolyn's goals are to inspire members and the community to provide service and advocacy to advance the status of women, to collaborate extensively with other clubs and the community, to embrace a range of membership models, to draw on members' talents in district activities and to develop tools to facilitate internal and external communications.



## DISTRICT 25

### Naheed Moyeen

Zonta Club of Dhaka IV  
Dhaka, Bangladesh

Lt. Governor – Dr. Marlene Abeywardene  
Treasurer – Nazma Islam  
Secretary – Robaida Khan  
Area 1 Director – Chitra Ragulan  
Area 2 Director – Hasna Maudud

Naheed is a fashion designer and owner of a boutique in Dhaka, Bangladesh where she designs, manufactures and sells garments. As a business-owner, she has the opportunity to meet and interact with many different people and has found that the networking and interpersonal skills she has developed in her professional life

have been enhanced by her work with Zonta. Her interactions with clients have also given her the opportunity to introduce Zonta to new audiences and have helped her recruit new members.

Naheed joined Zonta in 1995 and has since served as club president, area director, lieutenant governor and governor-elect. "My leading positions have made me more patient and strong. They enabled me to reach out and make a difference in the lives of those less fortunate than us," says Naheed.

This biennium, as governor, Naheed's goals are to increase membership, charter new clubs in India and implement a Zonta Village where people have access to education, health care and micro-credit facilities – a plan envisioned by the former governor of District 25.



**Tokue Ueda**

Zonta Club of Nara  
Nara, Japan

- Lt. Governor – Sadako Miyake
- Treasurer – Hatsu Osuka
- Secretary – Shizue Matsumoto
- Area 1 Director – Yoshiko Okabe
- Area 2 Director – Yukiko Toyota
- Area 3 Director – Kuniko Hayakawa
- Area 4 Director – Kumiko Ojima

Tokue is Vice President of a hotel, shops and estate management that she started with her husband in Nara, Japan. The business, which targets women's lifestyle factors – food, clothing and living items – was just the epoch-making business in Nara, a historical place where many old fashioned ways of life remained.

Tokue's 32 years of business experience enabled her to develop unique service projects and charity events for Zonta. Likewise, her leadership experiences in Zonta have helped her in business. "The strong leadership, common among founders of organizations in a vertical system, is liable to make them selfish and overbearing in society as a whole. Zonta society, gathering outstanding professional women in a lateral leadership structure, taught me how interesting and important it is to look at the different sides," says Tokue.

As Governor of District 26, Tokue's goals are to improve member satisfaction, to deliver a strategic district service program focused on Zonta's mission, to raise awareness of Zonta in the community, to participate more positively in Zonta's international educational programs, to encourage collaboration among clubs, to celebrate Zonta Rose Day throughout the district, to charter a new club in each area and to stabilize membership with at least 20 members in each club in her district.



**Frieda Demey**

Zonta Club of Brussel Zavel  
Tervuren, Belgium

- Lt. Governor – Christa Timmerman
- Treasurer – Rita Reed
- Secretary – Liesbet Van Landegem
- Area 1 Director – Florence Fisher
- Area 2 Director – Dominique Royer-Villaume
- Area 3 Director – Anneke Schröder-Dijkstra
- Area 4 Director – Kateryna Bizila
- Area 5 Director – Myriam Troubleyn-Floru
- Area 6 Director – Ann Naets
- Area 7 Director – Lydia Daniel

Frieda spent the first 20 years of her career as day manager and coordinator of a day nursery. As a trial coordinator nurse for the last 10 years, she oversees the initiation of new clinical studies on site in collaboration with the investigator conducting each study. She is also responsible for ensuring that the protocol established by the pharmaceutical companies and the medical staff are followed throughout a study.

Since joining Zonta International in 1986, Frieda has served as club president, area director and district committee chairman (United Nations). These leadership roles and her nearly 25 years of membership in Zonta International have not only taught her a lot about the organization; they have also helped her discover talents she never knew she had. During the two years of her area directorship, her first goal was that every club service project be a project concerning women and girls.

"Give Women Wings" is Frieda's motto for the next biennium. As governor, she will focus on coaching the areas and thus all the clubs of her district unto a better understanding of LAA and its systematic implementation in the local service projects. Therefore, she aims to strengthen the role and participation of the district committees. "We will work collaboratively to give District 27 a strong voice in Europe and in Zonta International," says Frieda. In addition to coordinating advocacy efforts with local service projects, Frieda will also focus on promoting donations to the Zonta International Foundation.



## DISTRICT 28

### Anita Schnetzer-Spranger

Zonta Club of Mainz  
Mainz, Germany

Lt. Governor – Sonia Albanese Carotti  
Treasurer – Daniela Monaco  
Secretary – Silvia Meuli  
Area 2 Director – Wiltrud Walther  
Area 3 Director – Laura Turrisi Torricella  
Area 4 Director – Annemarie Loosli-Locher

As marketing manager for an international cosmetics company, Anita had a wide range of responsibilities including strategic and financial planning, market analysis, communication, advertising and public relations. She left the company after 15 years and is currently a self-employed marketing consultant. As a consultant, she develops brand strategies and communication concepts and enjoys the extra time in her schedule for Zonta.

Working for an international organization and being a member of Zonta benefited and complemented each other. “Working with an international group of colleagues influenced my understanding for and interest in different people, made me aware of the many different mentalities, motivations and perceptions in life and made me a stronger team player. The internationality of Zonta and the focus beyond borders to improve the life of women gave me inspiration for what an international global player can achieve and that tolerance and responsibility must guide our private as well as our business

life,” says Anita.

Anita’s goals as governor are to focus on membership retention, to stress the international service projects as an expression of the organization’s internationality, to build a bridge from Zonta International to the areas to motivate and stimulate Zontians to engage in Zonta, and to take advantage of the six diverse nationalities of District 28 to reinforce interaction, networking and communication within the District.



## DISTRICT 29

### Lydia Chaillou

Zonta Club of Meaux  
France

Lt. Governor – Catherine McEwan  
Treasurer – Gabriele Brüebach  
Secretary – Cornelia Zemskeris  
Area 1 Director – Jacqueline Coat  
Area 2 Director – Claudia Bilzer  
Area 3 Director – Britt Gustawsson  
Area 4 Director – Laetitia Van Den Heuvel

Lydia is an accountant with 35 years of experience and the Director of a company specializing in cultural management that she founded.

She joined Zonta International in 1995 and was a charter member of the Zonta Club of Meaux, France. She has since served as club treasurer, club vice president, club president, area director, lieutenant governor and as a member of various district committees. Each experience helped her to learn more about the organization. “To work as a team is the key to success,” says Lydia.

France de la Chaise Mutin, Past International President of Zonta

International, once told Lydia, “You will give to Zonta a lot, but Zonta also will give you a lot and you will have great opportunities to meet all kinds of people.” Lydia has also found this to be true during her 15 years of membership in Zonta International.

As governor of District 29 for the 2010 – 2012 Biennium, Lydia has two major goals. She would like to work strongly with the Legislative Awareness and Advocacy Committee to provide opportunities for advocacy at the district level and underline advocacy efforts at the international level. She would also like to continue to develop new Zonta clubs in Spain. In addition to these two major goals, Lydia would like to focus on increasing visibility for Zonta and helping to grow existing clubs and clubs in formation.



## DISTRICT 30

### Maria Stefanova

Zonta Club of Saint Sofia  
Sofia, Bulgaria

Lt. Governor – Nadia Bianco  
Treasurer – Helene Jurowich  
Secretary – Gergana Sazlaykova  
Area 1 Director – Michele Rossano  
Area 2 Director – Nicolle Macho  
Area 3 Director – Giustina Greco  
Area 4 Director – Fabienne Moulin  
Area 5 Director – Elina Alexandrova

Maria is a councilor and member of the Council for Electronic Media, the media regulatory authority in Bulgaria. Elected to the Council from the Bulgarian Parliament, Maria is serving her second term which will end in 2014. She was also previously the Chairperson of the Council from 2006 to 2008.

Before serving as a councilor,

Maria worked for radio and TV stations in Bulgaria as a journalist and radio host. She still speaks and writes about Zonta and has also been instrumental in getting Zonta valuable media coverage in Bulgaria and helping to spread the word about Zonta's mission. "Once a journalist – always a journalist," says Maria.

This biennium, Maria's goals are to focus District 30's service programs on improving women's economic status and enhancing their self-esteem, to cooperate with other organizations to advocate for the advancement of the rights of women and girls, to increase membership and add another country to Zonta's world map, to encourage all clubs to have sustainable financial resources to support their activities and contribute to the Zonta International Foundation, to cooperate with the UN and EU to promote and achieve Zonta's goals and mission, and to communicate those goals through the media in order to make Zonta more visible and raise its credibility as an international organization.



**Su-Hui Sophie Lee**

Zonta Club of Taipei I  
Taipei, Taiwan

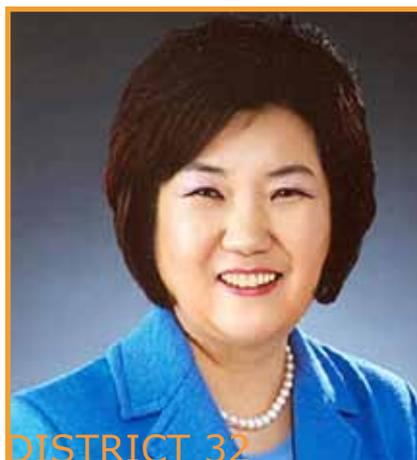
- Lt. Governor – Huey-Er Lee
- Treasurer – Sylvia Tang
- Secretary – Shumei Wei
- Area 1 Director – Mei-Cheng Wei
- Area 2 Director – Feng-Bih Ding

Sophie Lee has been a chief physician in a medical center for more than 20 years and superintendent of her own clinic for the last 10 years in Taipei City, Taiwan. With more than 30 years of professional medical

and administrative management experience, she is an expert in managing all aspects of an organization like Zonta International.

Since joining Zonta in 1992, Sophie has served as President of Tapei Club I from 1997 to 2000, Area 1 Director from 2006 to 2008, Lieutenant Governor from 2008 to 2010 and now as District 31 Governor for the 2010 -2012 Biennium.

In addition to the mission, issues and activities of Zonta International, as governor, Sophie will carry on all the local service activities and focus on sustainable development and membership growth. Specifically, she plans to actively recruit more new members with the goal of achieving 600 members in District 31, to hold periodic activities to keep all members actively involved, to increase Zonta's visibility in the media, and to charter new clubs in District 31.



**Young-Ae Lee**

Zonta Club of Seoul I  
Seoul, South Korea

- Lt. Governor – Young Ja Kang
- Treasurer – Ki Hwa Lee
- Secretary – Insook Lee
- Area 1 Director – Sun Kyong Lee
- Area 2 Director – Young Sang Lee
- Area 3 Director – Gye Nam Yang

Young-Ae is an attorney and, currently, a member of the National Assembly, the legislative body of the Republic of Korea. She also served as a judge for 31 years until 2004.

Young-Ae joined Zonta in 1978 when she was starting her

career as a judge. Zonta, being an international organization, attracted her attention, as she was interested in the worldwide exchange of thoughts and cultures. She later served as president of her club.

Since Zonta opened its doors to men, Young-Ae has been successful in welcoming Chan Jin Kim, a practicing lawyer, Professor Dong Sung Cho of Seoul National University and President Ki-Su Lee of Korea University as members of the Zonta Club of Seoul I.

Her goals for this biennium are to substantially increase membership and bring all the areas together. New clubs tend to invite active women of younger generations and present a bright future for Zonta; however, differences arise between first generation members and newer members and can present problems. To ensure the future sustainability of each club and to encourage young women to join Zonta, Young-Ae will look for solutions to resolve these differences to ensure that faithful and devoted Zontians of many years and younger, enthusiastic members can work together and sustain the membership of the clubs in District 32.



**ZONTA COUNTRIES**

*Zonta International has more than 31,000 members belonging to more than 1,200 Zonta Clubs in 66 countries & geographic areas*

- |                        |                           |                        |                         |                          |                                  |
|------------------------|---------------------------|------------------------|-------------------------|--------------------------|----------------------------------|
| 1 United States (1919) | 13 France (1950)          | 25 Australia (1966)    | 37 Singapore (1971)     | 48 Turkey (1991)         | 59 Ukraine (1997)                |
| 2 Canada (1927)        | 14 Philippines (1952)     | 26 South Korea (1966)  | 38 Bangladesh (1971)    | 49 Russia (1991)         | 60 Benin (2000)                  |
| 3 Austria (1930)       | 15 India (1960)           | 27 Puerto Rico (1966)  | (Pakistan 1968)         | 50 Luxembourg (1993)     | 61 Macedonia (2004)              |
| 4 Germany (1931)       | 16 Mexico (1961)          | 28 Belgium (1967)      | 39 The Bahamas (1982)   | 51 Latvia (1993)         | 62 Mongolia (2004)               |
| 5 Denmark (1935)       | 17 Japan (1962)           | 29 Scotland (1967)     | 40 Liechtenstein (1985) | 52 Czech Republic (1993) | 63 Spain (2005)                  |
| 6 Sweden (1935)        | 18 Italy (1964)           | 30 Thailand (1969)     | 41 Brazil (1988)        | (Czechoslovakia 1991)    | 64 Romania (2006)                |
| 7 Iceland (1941)       | 19 Taiwan (1964)          | 31 Ghana (1970)        | 42 Togo (1988)          | 53 Croatia (1994)        | 65 Niger (2008)                  |
| 8 Finland (1947)       | 20 The Netherlands (1964) | 32 Nigeria (1970)      | 43 Argentina (1989)     | 54 Monaco (1994)         | 66 British Virgin Islands (2010) |
| 9 Norway (1947)        | 21 New Zealand (1965)     | 33 Sierra Leone (1970) | 44 Burkina Faso (1990)  | 55 Lithuania (1994)      |                                  |
| 10 Switzerland (1948)  | 22 Greece (1966)          | 34 Senegal (1970)      | 45 Hungary (1991)       | 56 Cyprus (1995)         |                                  |
| 11 Chile (1948)        | 23 Sri Lanka (1966)       | 35 Ivory Coast (1970)  | 46 Estonia (1991)       | 57 Bulgaria (1995)       |                                  |
| 12 England (1949)      | 24 Hong Kong (1966)       | 36 Uruguay (1970)      | 47 Poland (1991)        | 58 Malaysia (1996)       |                                  |

**SHARE *your* STORY**



Share your service or advocacy story with your fellow Zontians. Just click on the Share your Story button on the Zonta International website! [www.zonta.org](http://www.zonta.org)

**Has your club or district made a significant contribution to *advancing the status of women in your local community?***





Torino is a special city. In Torino, many different souls and perspectives live together – it is an artistic and historical city, esoteric and full of magic, but it is also an industrial metropolis and a technological pole, a place of culture and sport. It is a city with antique roots, which looks at the future and at innovation while fully respecting its glorious past.

Torino will welcome you with its neat urban planning, tree-lined avenues, fascinating porches and elegant squares, monuments which tell of a thousand-year history, panoramic views of the green hills and the white Alps that harmoniously surround it, and the quiet melody of its flowing rivers.

Visitors will enjoy Torino's many museums and art galleries as they take in the stunning architecture visible throughout the city. Take the panoramic elevator to the spire of the Mole Antonelliana, the monument which is the symbol of the city, and enjoy a breathtaking view of Torino from above. Relax by enjoying a walk through one of Torino's beautiful parks, a boat trip on the River Po, or an evening out at one of the city's many cafes, pubs and discos.

One of the most unforgettable experiences will certainly be the food and wine. The cuisine of the Piedmont region awaits you with its endless variety of starters, its excellent agnolotti (meat-filled pasta), tajarin (short homemade spaghetti), risotto, fresh vegetables, delicious meat, river fish and seafood coming from nearby Liguria, endless range of cheese (more than 120 different kinds) and fresh-picked fruit of the nearby hills. All these different tastes and flavours will be accentuated by our wines. Finally, you will enjoy the many delicious desserts made of an incomparable union of chocolate, hazelnuts, fruit, wheat and milk served together with Moscato wine to drink a toast to new and old friends.

But above all, the people of Torino will welcome you. Discretion, courtesy and friendship will be the common characteristics of all those you will meet during your stay.

Torino is all this, and much more!

Come visit Torino!  
We are waiting for you.



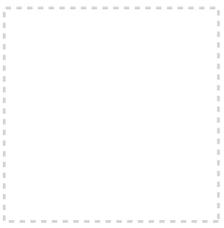
**Simone Overt**

Convention Chairman Torino 2012

# Invitation to the 61st Zonta International Convention Torino, Italy 2012



**Zonta International**  
*Advancing the Status of Women Worldwide*



 **Zonta Clubs**  
*Member of Zonta International*

## Welcome New Zonta Clubs

*The Zonta International community extends a warm welcome to our new Zonta clubs.*

Zonta Club of **Buckhead**  
USA  
District 11, Area 2

Zonta Club of **Hamm/Unna**  
Germany  
District 29, Area 2

Zonta Club of **Ikast**  
Denmark  
District 13, Area 1

Zonta Club of **Mangawhai**  
New Zealand  
District 16, Area 1

Zonta Club of **Old Pueblo**  
USA  
District 9, Area 6

Zonta Club of **Tortola**  
British Virgin Islands  
District 11, Area 3

### Welcome from the staff at Zonta International Headquarters!

Zonta International Headquarters, located in Oak Brook, Illinois, is a staff of fourteen full-time employees that manages the day-to-day operations of Zonta International and supports the Board of Directors in implementing policies and programs to further the Objects of Zonta International.

Our friendly, capable staff is ready to assist you!

Member Services | [memberrecords@zonta.org](mailto:memberrecords@zonta.org)

Communications | [pr@zonta.org](mailto:pr@zonta.org)

Website | [webmaster@zonta.org](mailto:webmaster@zonta.org)

Programs | [programs@zonta.org](mailto:programs@zonta.org)

Foundation | [contributions@zonta.org](mailto:contributions@zonta.org)

General | [zontaintl@zonta.org](mailto:zontaintl@zonta.org)

If you are visiting the Chicago area, we invite you to visit Headquarters. Enjoy a tour of our offices and see artifacts from Zonta's 90-year history. To schedule a visit, please call 630.928.1400 or stop by our offices during regular business hours, Monday through Friday, 8:00 a.m. to 4:00 p.m. CST.

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