

ISSUE ONE | 2022-2024
OCTOBER 2022

THE Zontian

THE VOICE OF ZONTA INTERNATIONAL

**Build a
Better World
for Women
and Girls**

2022-2024 Biennium





BUILD A BETTER WORLD FOR WOMEN AND GIRLS

ZONTA INTERNATIONAL HEADQUARTERS

Welcome from the Staff

Zonta International Headquarters, located in Oak Brook, Illinois, is a staff of 12 employees that manages the day-to-day operations of Zonta International and Zonta Foundation for Women and supports the Zonta International Board in implementing policies and programs to further the objectives of Zonta International.

Our friendly team is ready to assist you!

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Above: Zontians attending the 2022 International Convention take a selfie during the City Hall reception event. Zontians were officially welcomed by city officials to Hamburg, Germany at the incredible Rathaus.

Cover: Zonta International welcomes Ute Scholz as the 56th International President.



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A MESSAGE FROM INTERNATIONAL PRESIDENT UTE SCHOLZ

Dear Zontians,

I am still smiling as I think back on our time together at the 64th Zonta International Convention in my home country in June. After four years of not being able to gather widely, it was a much needed and lovely time of connection and growth. And with more than 500 of you joining us virtually, you made our first-ever hybrid convention a remarkable success.

Zonta, with its members and partners, is a strong, committed community working together to fight for gender equity at the local and global levels. This biennium, we will build a better world for women and girls. We will do this by standing out for gender equity, representing global citizenship, developing future leaders, celebrating ourselves and positioning Zonta for the future.

We will continue to partner with UNICEF USA and UNFPA and support the Global Programme to End Child Marriage, Adolescent Girls' Health and Protection in Peru, and Her Health and Dignity, Our Priority in Papua New Guinea. While we will still empower girls in Madagascar, our new project, Engaging Girls on Climate Change in Madagascar will provide girls with environmental education to help combat one of the world's biggest crises. We will also carry on with our four educational programs to support women and girls studying in male-dominated fields.

We remain focused on our important advocacy efforts, such as the Zonta Says NO to Violence Against Women campaign and our work with the United Nations, as well as strengthening our member base and chartering new clubs.

Thank you in advance for your dedication to building a better world for women and girls. I am excited to see what we will achieve together over the next two years!

Warm regards,

President
Zonta International and
Zonta Foundation for Women



Left: Ute meets with the 2022-2024 Governors at Convention.
Above: Ute joins in the celebration of being a 25+ year member.

Meet Ute Scholz

2022-2024 Zonta International President



It all starts with an invitation...

As with all Zonta members, Ute's first encounter with Zonta started with an invitation. It was 1991, the beginning of Ute's professional career as a lawyer. A close friend, also a lawyer, asked Ute along to a club evening that was open for guests. What she liked at once was the opportunity to meet so many different women from all ages and professions. She was happy to be looking outside the box.

But before her Zonta journey started, Ute was creating her own life as an independent woman. She was born in the same town as her mother – Oberhausen in the industrial Rhine area in western Germany – and lived with her parents, older brother and maternal grandparents. Her father traveled often for his job as a leading chemical expert for coal analysis and as children, she and her brother heard many stories of the cultures he visited.

Ute's childhood was filled with love. She remembers her mother always being happy and relaxed, singing in the kitchen and gardening. Her weekends and holidays were spent playing in the fields of her father's home, close to the Seven Mountains, Drachenfels, a place where she felt connected. When it came to choosing between studies or a job, Ute remembers her father, who was her first mentor, saying that it does not matter which job she chose, but that it was important that she makes her own living. That is what stayed with Ute: Being independent and having her own earnings.

After finishing school, Ute decided to study law as it offers a broad variety of job opportunities. She completed her studies and her exams and started as a legal adviser in Verden, a small city with more than 1,000 years of history in northern Germany. Here, Ute met her husband Björn when he moved for his job as director of a local museum. Ute has held many positions within community governments

Top: Ute sits at her childhood home with her kitten. Below: Ute and her husband Björn share a smile in their sun room.





Over the years, Ute has met so many Zontians from different countries, different backgrounds and professions, that have continued to open her mind, and she is still learning a lot from them.

and served as lieutenant mayor/chief executive, an eight-year position for which she was elected several times by the councilors. The job was never routine and due to her non-specialized law background, she was able to troubleshoot the varied types of issues the community faced. Ute also represented the mayor and community at official events, which gave her the opportunity to become comfortable giving public speeches and meeting many different people from social backgrounds she otherwise would have never met.

While having no routine was the best way for Ute to stay flexible, she also wanted a more independent life. Throughout her career, she was a mentor as a human resources manager and participated in the official state mentoring program for young talents in local government. The experience was so rewarding that Ute went freelance, working as a business coach. This new line of work allowed Ute to have more time for many things that she missed before.

Building an understanding for the women of the world

Originally a member of the Zonta Club of Bremen, Ute was considered “a youngster” of the group. Joining Zonta opened her to a deeper understanding of the struggles that women throughout the world face. Ute listened to the senior members of the club and found it interesting to hear stories about their way of life in difficult times.

Admittedly, Ute was no passionate feminist or fighter for women’s rights at the time. She found herself in a position where she was as equally educated as her

brother and male classmates. She held a good job and was honestly amused hearing stories about stereotypes, even when she herself experienced them.

However, the inequity between men and women became more and more obvious to Ute. She began observing more beyond her own views. It made Ute angry when young, talented women did not want to step forward in their career or stopped working for many years after their children were born, whereas male employees asked for more and too often got it, even when they were not as talented. In everyday life, Ute saw more too. She saw the burden of underprivileged women with low income and how male dominated urban planning was - all orientated toward car-driving men, who do not have to fear violence or dark corners in the streets.

Ute’s newly kindled passion for women’s rights and equality kept her with Zonta and she soon took on leadership roles, getting deeper involved with club life. She was asked to become second vice president and then club president.

Over the years, Ute has met so many Zontians from different countries, different backgrounds and professions, that have continued to open her mind, and she is still learning a lot from them. And the lawyer friend that introduced Ute to Zonta in Bremen? She is still Ute’s best Zonta friend! In 2004, they took the initiative to charter a new club in the town where they were living, the Zonta Club Verden, where Ute remains a member.

Left: Ute (center) with her brother and grandmothers. Right: Ute (left) with a neighborhood friend on her communion day. She again met up with this friend in Zonta years later!



Read on as Ute will answer some questions from the editors of *The Zontian* magazine about what to expect for the biennium.

From your perspective, what are the key topics for the 2022-2024 Biennium?

Good question—for me it is important that we have strong and active clubs and that Zonta is no longer the best kept secret in the world. I want to enhance Zonta’s visibility on all levels worldwide. Zonta is such a wonderful organization; we can look back on a long tradition of improving the lives of women and girls and we can be very proud of that what we accomplished in our first 100 years.

What from the results of the all member survey last biennium did you integrate into your biennial planning?

Visibility! In the survey, Zontians said they regret that Zonta is still widely unknown compared to other organizations. And that is right! Visibility of course depends first on the number of members. Every Zontian is the first and best advocate for Zonta’s visibility! By wearing the Zonta pin, speaking proudly to friends and colleagues what we are doing – we all spread Zonta’s mission! When we do this, I am convinced that this makes us attractive for donors and for others to join us.

Left: As a Board liaison, Ute visited District 18 for their conference in 2018.
Right: On a site visit to Madagascar, Ute learned more about the projects Zonta Foundation for Women supports.

What is the reason for the new tagline: “Build a better world for women and girls”?

When we want to be more visible, we must speak a language that all people can easily understand. “Build a better world” is clear and can be translated in all languages, which is important to reach many people with our mission. Of course, we will continue doing service and advocacy, but we hear that this often needs a lot of explanations and cannot be translated into other languages. I also think this can be a good start into a conversation when we are asked what Zonta is doing: Building a better world for women and girls.

“We empower women worldwide, but first, we have to empower ourselves! That includes supporting each other, valuing the different characters and honoring the leaders who volunteer to carry the club forward.”



Within the biennial goals, you ask Zontians to embrace the views and voices of young professionals. How will Zonta International support these efforts?

I installed the working group, Young Talents, composed of young Zonta leaders, awardees and Golden Z club members. Their focus is to identify what their generation needs from an organization like Zonta. They will work on building a bridge between generations so we can all learn from each other.

You also mention the “Zonta Spirit” in your goals. What does that mean for you?

When I was a young club president, an experienced Zontian told me: A Zonta club is something very special. It is a group of strong leaders, all volunteers, and each of them know best what to do; it is not easy to handle such a group of powerful people! Over the years, I remembered this so often, especially when I saw committed Zontians coming from their job to a club meeting, without leaving their “professional job-jacket” at the door. In our jobs, each of us is the one who gives direction, who knows what to do and who tells their employees how to carry that out. But that no longer works when a group of such strong people meets and wants to accomplish their projects. That can only work when we take the “job-jacket” off and meet each other with empathy, mutual friendship, positive understanding and humor.

Left: During her leisure time, Ute enjoys playing golf. Right: Ute sits with fellow Zontians Judy Kautz, Sonia Albanese, Hsin-hsin Yang and Kathleen Douglass.

We empower women worldwide, but first, we have to empower ourselves! That includes supporting each other, valuing the different characters and honoring the leaders who volunteer to carry the club forward. That, for me, is the Zonta Spirit, this good feeling of having a home among friends in Zonta, with all my weaknesses and strengths. The Zonta Spirit working group will address this and will demonstrate how much fun it is having a happy club life in mutual Zonta Spirit!

Your motto is to “stay flexible in your hips.” What drew you to this motto?

Being flexible in the hips is for me an expression of resilience. When you are flexible in your hips, a storm cannot harm you; you make a small change and let the wind blow past. It also means for me accepting that change is something normal in life—the sky changes its appearance every second, the river too. Life changes every second, and you cannot get it back. Go with the flow and be ready; see and make the best from the situation and from every change also in Zonta!

What do you want to be remembered for?

For being an authentic woman and Zontian, with strength and weaknesses, with heart and empathy - not only for Zontians, but for all people. ■

Meet the 2022–2024 Zonta International and Zonta Foundation for Women Boards



Ute Scholz, President

Zonta Club of Verden, Germany, District 27

Motto: Stay flexible in your hips.

A member since 1992, Ute says that she has learned a lot through Zonta, such as languages, how to do online business and the flexibility of working together with different people every biennium. Ute has served on all Zonta levels. Among others, she was chairman of the International Young Women in Public Affairs Award Committee and governor of District 27, one of Zonta's largest districts.

Ute is a graduated lawyer. After 22 years as a legal adviser and chief executive in public administration, she now works freelance as a business coach and mediator. She knows how to motivate volunteers and how important team spirit, reliability and leadership are for a successful organization.

Ute's goal for Zonta is to be known in the world as a reliable and sustainable human rights organization that focuses on women and girls and whose members are engaged and proud to be a Zontian.



Salla Tuominen, President-Elect

Zonta Club of Helsinki I, Finland, District 20

Motto: Either you run the day or the day runs you.

Salla is a third generation Zontian and has been a member since 2005. During the 2020-2022 Biennium, Salla served as Vice President and Zonta's future is her focus. Salla has been active throughout all levels of leadership, including being a director of the 2018-2020 International Board and has had extensive experience within her district board having served in almost all roles.

As an attorney at law specializing in both domestic and international corporate transactions, Salla keeps a "can do" attitude while working under enormous time pressure with complex legal and strategical issues alongside international teams.

Her goals are to put more emphasis on long-term strategic planning for Zonta's focus areas, simplify Zonta's organizational structure, advance effective topical working methods and attract diverse members. Salla believes that motivated members are needed to achieve gender equality and keep Zonta strong in the future and that active communication will strengthen the visibility and impact of Zonta.



Fernanda Gallo-Freschi, Vice President

Zonta Club of Milano-Sant Ambrogio, Italy, District 28

Motto: Resourcefulness and generosity.

Fernanda has been a member since 2010, progressively taking on leadership roles at the club, district and international levels, most recently having served as 2020-2022 International Director.

After working for almost 40 years in technical male-dominated fields, Fernanda developed a deep personal experience in how to overcome gender workplace inequalities. She speaks four languages and has gained multicultural awareness and enhanced leadership skills while being responsible for joint ventures with global partners in IT and research and development.

Throughout her experiences, Fernanda has led by example. As the COVID-19 pandemic challenged all members, Fernanda looked for ways to collaborate, continue with events and share tools. For this biennium, membership is key for Fernanda. While long-established women's rights are shaken, she wants Zonta to be bold in its advocacy: involving more youth, enhancing alliances with peer organizations, and facilitating national actions in countries across districts.



Souella Cumming, OBNM, Treasurer/Secretary

Zonta Club of Wellington, New Zealand, District 16

Motto: Working together, serving others, for better outcomes for women and girls globally.

Most recently an international director for the 2020-2022 Biennium, Souella has been a member since 2007. She has actively contributed to the effective oversight of Zonta's finances having served as a member and then chair of the Zonta International Finance Committee.

Souella is a practicing, chartered accountant and brings a strong financial background, business acumen, governance and risk management experience, which have enabled her to constructively question Zonta International's long-term position and actively support good financial stewardship.

Souella's goals are to reimagine the future with a world where women can achieve their full potential. She feels that critical to Zonta's success is the development of a longer-term strategy, realigning governance and management to support the execution of the strategy, developing financial strategies to ensure a long term fiscally responsible organization, and using Zonta's voice to champion women's rights on the global stage.



Annika Bränström, Director

Zonta Club of Sundsvall, Sweden, District 21

Motto: Stronger together—for equal opportunities!

Annika has been a member since 1997, having served as a governor, lieutenant governor, area director and vice area director. She is very proud of the activities and the digital solutions clubs and committees have found as they have worked through the pandemic. Annika supported her district with coherent communications and extended the feelings of inclusion to district countries by translating her district's first-ever electronic conference, which she was responsible for organizing, into Latvian.

With her degree in law and as head of the digital services and infrastructure department at her agency, Annika has worked with digitalization of e-services and national and international change management for more than 30 years. She is used to working internationally, traveling, and taking on leadership roles in many different organizations and companies.

Annika's goals are to be more well-known and visible to attract and retain members while continuing to modernize the organization and simplify bylaws and policies to "feel" open, inclusive and transparent.



Renee Coppock, Director

Zonta Club of Billings, USA, District 12

Motto: Real change, enduring change, happens one step at a time. Let's take these steps together to change the world.

Since joining Zonta in 1996, Renee has served on multiple international committees and task forces as a member and chairman and has been a governor, lieutenant governor and area director. While most known for her work in bylaws and resolutions, Renee has increased advocacy within her district by focusing on topics such as human trafficking, inherent bias, indigenous women, the #MeToo movement and the 16 Days of Activism.

Renee is a senior attorney and her legal background has enabled her to have a full understanding of governing documents, develop conflict resolution skills, sharpen strategic thinking, and adhere to high ethical standards and fiduciary responsibility, among many other honed skills. Her involvement in a diversity committee has broadened her knowledge of issues impacting minorities and women in the workplace.

Renee feels that members must be enthusiastic about international service/advocacy as impassioned people join and remain in organizations. By increasing awareness, Zonta's relevance will be reinforced and confirm that members are truly building a better world for women and girls, thereby strengthening membership.



Anne-Marie French Cudjoe, Director

Zonta Club of Accra II, Ghana, District 18

Motto: We must all be intentional, taking action within our spheres of influence to bring about transformational change.

A member since 1997, Anne-Marie has held many committee positions internationally and within her district along with being a governor, lieutenant governor and vice area director. She contributed to the development and growth of Zonta clubs in her district by helping them build up their capacity and communication connectivity, computer literacy and social networking to retain their membership and to ensure that clubs remained vital, vibrant and relevant.

Professionally, Anne-Marie is CEO of a corporate image management. Her skills entail being a good judge of character, being results-oriented and entrepreneurial and having interpersonal and research skills. Her involvement with civic and community organizations gives her the right perspective and mindset to help fulfill Zonta's goals of ensuring women's empowerment, eradication of domestic violence, forced marriage and more.

Anne-Marie's goals for Zonta's future focus on advocating for girls' education as the issue has far reaching implications for the girls themselves, their children, the community and the world's economies.



Monika Geise, Director

Zonta Club of Muenster, Germany, District 29

Motto: Empowerment of women and girls will lead to a better world for all of us!

Monika has been a member since 2006. She has served as her district's treasurer, lieutenant governor and most recently, governor. During the last two years, she has maintained members' enthusiasm and commitment by encouraging advocacy and donation actions in international campaigns. She also attracted record numbers to attend the electronic district conference while promoting awardee connections and networking.

As a senior partner in an auditing and tax consulting company, Monika is experienced in motivating and inspiring people and considers effective communication a vital part of her daily work ethic. As a professional mediator, she possesses negotiation and conflict solving skills as well as empathy to understand people's needs.

Monika's goals for Zonta include focusing on providing the right support to members to help them solve local issues, which leads to greater global impact. She feels that by empowering younger members, they will profit from others' experience while they inspire others by their energy, ideas and competencies.



Teresa Lin, Director

Zonta Club of The New Territories, Hong Kong, District 17

Motto: Stay positive, make the impossible possible.

Since 2001, Teresa has been a member of Zonta serving most recently as the International Advocacy Committee Chair, her district's governor and before that, lieutenant governor. Within these roles, she organized webinars that aligned the goals of Zonta while raising knowledge and awareness and promoted unison of country advocacy projects to allow for efficiency and a united voice. She also organized new clubs, succession planning, advocacy road shows, top donations, forums and media.

Teresa is chairman and CEO of Intrabase Financial Services Ltd. and has held many director and chairmen positions in banks and leasing associations. Within her career, she has gained skills in business modeling, strategic management, organizational development, compliance and governance, large team management and strong communication skills.

Among the goals Teresa has for Zonta are ending gender-based violence and child marriage, supporting Zonta clubs in the post-pandemic era, boosting memberships through strong branding developments, forming advocacy groups of Zontians with specific interest on particular goals and encouraging advocacy actions regarding women's inequality induced by climate change.



Britt Vaughan, Director

Zonta Club of Burbank Area, USA, District 9

Motto: Set your life on fire. Seek those who fan the flames (Rumi).

Since 2011, Britt has been a member of Zonta and has served in all positions of club leadership and in her district as the PR & communications chair, Lt. governor, and governor.

A nonprofit grants professional, Britt brings an advanced understanding of nonprofit sector values, requirements and regulations to her role in Zonta. She has extensive experience in developing and tracking outcome measurement, program evaluation, strategic planning, effective communication and budgeting.

Britt wants Zonta to be the premier, global organization for building a better world for women and girls through increased engagement and brand recognition. Her vision for Zonta is a progressive, intelligent, cutting-edge organization that women yearn to be involved in. In her free time, she enjoys travel, reading, community activism, and being a life-long learner.



Sandy Venn-Brown, Director

Zonta Club of Stanthorpe Inc., Australia, District 22

Motto: By searching for and stumbling over new ideas, we learn.

Sandy has been a member of Zonta since 2000. She considers herself a self-starter, innovative and energetic who does not shy from hard work and is always looking to improve Zonta's standing in the community. She has served as governor, lieutenant governor, area director and as her district's nominating committee chair. Within these roles, she has recruited members and recognized them for their achievements, established the first e-club in Australia/New Zealand and helped coordinate the inter-district conference with more than 900 attendees.

Professionally, Sandy has held varied senior management roles. Within her career, she has gained many skills including team building, open and regular communication, decision making, conflict management and resolution, decisiveness and project management.

Sandy feels that members join to achieve Zonta's goals of gender equity and local activities are essential to increasing visibility and membership. She wants to work to spread Zonta's name and mission and encourage tangible actions to achieve gender equity and eradicate gender-based violence.

Introducing Zonta's Governors



Donna Sroka

Zonta Club of Northampton Area, USA

Motto: You can do this!

District 1

Nova Scotia, Canada; Connecticut, Maine, Massachusetts, New Hampshire, Vermont, USA



Elizabeth "Liz" Tesiero

Zonta Club of Montgomery Fulton, USA

Motto: There is always something to be grateful for.

District 2

New York, USA; Ontario, Quebec, Canada



Lisa Burton

Zonta Club of New Rochelle, USA

Motto: Lead with kindness.

District 3

Maryland, New Jersey, New York, Pennsylvania, Virginia, Washington, D.C., USA



Sheena Poole

Zonta Club of Woodstock, Canada

Motto: Say 'yes' to new opportunities before fear overtakes me.

District 4

New York, Pennsylvania, USA; Ontario, Canada



Each governor and regional representative is elected to serve the members in their district or region and be the connection between members and the international board. Below they share their mottos and their hometowns (indicated by the star on the map).



Eileen K. Borchardt

Zonta Club of Greater Sandusky, USA

Motto: People, partnership, Zonta growth.

District 5

Kentucky, Ohio, USA



Cheryl Trudeau

Zonta Club of Kankakee, USA

Motto: Life isn't about waiting for the storm to pass; it is about learning to walk in the rain.

District 6

Illinois, Indiana, Wisconsin, USA



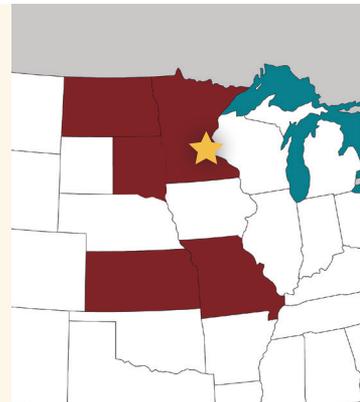
Tania Hughes-Kremers

Zonta Club of Minneapolis, USA

Motto: One person can make a difference, and everyone should try.

District 7

Kansas, Minnesota, Missouri, North Dakota, South Dakota, USA



Deb Lal

Zonta Club of South Puget Sound, USA

Motto: Go to work and dance: Dancing is like life; it can be fun, energizing and engaging, but it can also be disciplined, hard and challenging. However it is, embrace it and enjoy it.

District 8

British Columbia, Canada; Alaska, Idaho, Oregon, Washington, USA





Debbie Angwood

Zonta Club of Maricopa, USA

Motto: You are who your friends are.

District 9

Arizona, California, Hawaii, Nevada, Utah, USA



Connie Davis

Zonta Club of Central Oklahoma, USA

Motto: You get to choose how you will react!

District 10

Arkansas, Louisiana, Oklahoma, Texas, USA



Nancy Dreher

Zonta Club of Sanibel-Captiva, USA

Motto: One of the greatest gifts you can give is your time.

District 11

Bahamas; British Virgin Islands; Puerto Rico; Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee, USA



Bridget Masters

Zonta Club of Colorado North Forty, USA

Motto: Never stop learning and growing.

District 12

Colorado, Montana, South Dakota, Wyoming, USA



Gudrun Halla Gunnarsdóttir

Zonta Club of Reykjavik, Iceland

Motto: I want to be a good person and help those who should have the possibility of a better life.

District 13

Denmark; Iceland; Lithuania; Norway





Heike Schmidt

Zonta Club of Feldbach, Austria

Motto: Be the change you want to see.

District 14

Austria; Croatia; Cyprus; Germany; Hungary; Italy; Lebanon



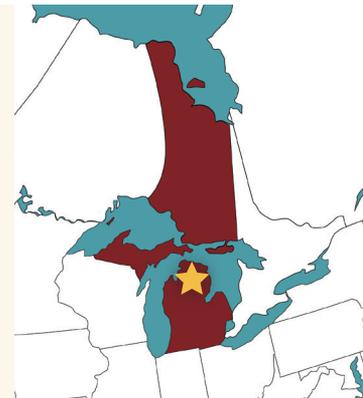
Cherie Johnson

Zonta Club of Roscommon County Area, USA

Motto: Support others to live their best life and you will find your best life along the way.

District 15

Ontario, Canada; Michigan, USA



Phillippa Jacobs-Lory

Zonta Club of Christchurch-Canterbury, New Zealand

Motto: It is not the difference that you or I can make on our own, but rather the difference that we can make together.

District 16

New Zealand



Ofelia "Lia" Bautista

Zonta Club of Greater Rizal I, the Philippines

Motto: One person can make a difference.

District 17

Hong Kong; Macau; Malaysia; Philippines; Singapore; Thailand



Nadjim Salami

Zonta Club of Lomé-Millennium, Togo

Motto: Serving with humility, integrity.

District 18

Benin; Burkina Faso; Côte d'Ivoire; Ghana; Senegal; Sierra Leone; Togo; Nigeria; Uganda





Magdalena Fioritti

Zonta Club of Punta del Este-Maldonado, Uruguay

Motto: Serving young girls and adults to form free self-sufficient women, with knowledge to develop and integrate a more balanced society.

RSA

Argentina; Chile; Uruguay



Merja Ora

Zonta Club of Tuusula-Kerava-Järvenpää, Finland

Motto: Treat others as you hope they will treat you.

District 20

Estonia; Finland



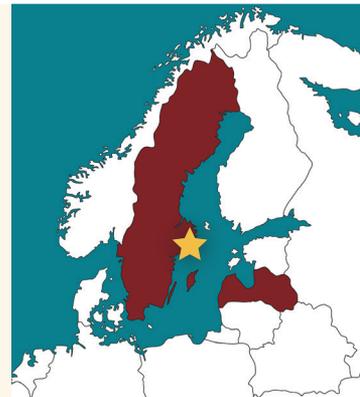
Marika Rindborg-Homgren

Zonta Club of Lidingö, Sweden

Motto: Through my commitment in Zonta, I see an opportunity to be involved and contribute in the work to a world where everyone is valued and treated equally.

District 21

Latvia; Sweden



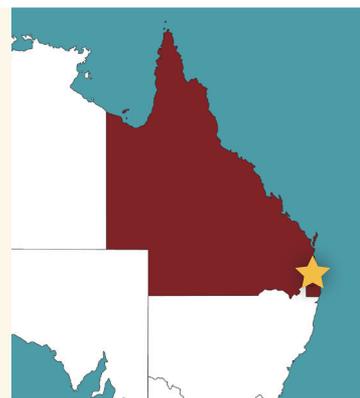
Lynette Agnew

Zonta Club of Brisbane Breakfast Inc, Australia

Motto: Enrich. Explore. Encourage.

District 22

New South Wales, Queensland, Australia



Kay Stewart

Zonta Club of Melbourne on Yarra Inc, Australia

Motto: Treat others as you would wish to be treated.

District 23

Northern Territory, South Australia, Tasmania, Victoria, Western Australia, Australia





Jean E. Dally

Zonta Club of Goulburn Inc, Australia

Motto: What have you done today to make you feel proud?

District 24

Australian Capital Territory, New South Wales (except Albury-Wodonga Inc. and Northern Rivers Inc.), Australia



Shreejana Rana

Zonta Club of Kathmandu, Nepal

Motto: Always give back to the society in whatever way you can. Reach out and support the less fortunate ones. Respectfully fulfill your duties and responsibilities. Amidst all these, love yourself, enjoy your life, strive toward your goals and always maintain a positive outlook on life.

District 25

Bangladesh; India; Nepal; Sri Lanka



Mariko Asano

Zonta Club of Tokyo III, Japan

Motto: Take a good look and listen well.

District 26

Japan



Ute Noeske

Zonta Club of Hannover, Germany

Motto: Search for the truth.

District 27

Belgium; France; Germany; Luxembourg; Ukraine



Christine Dersch

Zonta Club of Marburg, Germany

Motto: Let's change the world together.

District 28

Germany; Italy; Liechtenstein; Switzerland; Turkey





Christine Mousset

Zonta Club of Sables d'Olonne, France

Motto: Openness to others allows unlimited and universal enrichment in exchange and transmission.

District 29

England; France; Germany; Guadeloupe; Netherlands; Spain



Ivana Sarotto

Zonta Club of Alba Langhe Roero, Italy

Motto: Women supporting women.

District 30

Bulgaria; France; Germany; Italy; North Macedonia; Monaco; Romania; Switzerland



Li-Chin Lin

Zonta Club of Hua-Lian, Republic of China (Taiwan)

Motto: Turn fear into strength.

District 31

Mongolia; Republic of China (Taiwan)



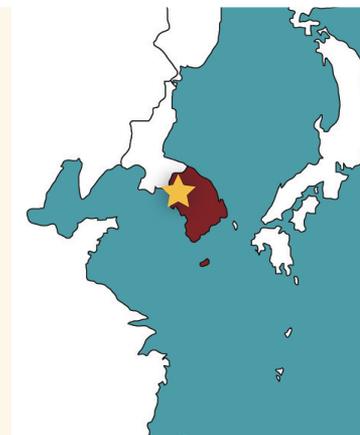
Unna Huh

Zonta Club of Seoul III-Nam Seoul, South Korea

Motto: During the 40+ years of my professional life, I led and created the change of education practices with passion. I was never afraid of seeking new roads, with compassion for the ordinary people, with passion and belief for the work I do. I never stopped dreaming of the possibility of serving people for the better cause.

District 32

South Korea



Build a Better World for Women and Girls

An Introduction to the 2022-2024 Biennial Goals

ZONTA INTERNATIONAL is needed now more than ever. Our vision for gender equality is not yet a reality. Around the world, women and girls are facing increased challenges as a result of COVID-19, climate change and threats to their human rights. To respond to these challenges, we need a strong, committed community of individuals working together at the local and global levels to fight for gender equity. Together, we will build a better world for women and girls.

The 2022-2024 goals remain aligned with ZONTA's mission and vision and are centered under five pillars:

- 1 Stand Out for Gender Equity
- 2 Represent Global Citizenship
- 3 Develop Future Leaders
- 4 Celebrate Ourselves
- 5 Position ZONTA for the Future

1 Stand Out for Gender Equity

ZONTA INTERNATIONAL envisions a world in which women's rights are recognized as human rights; and, as a result, advocacy and action have moved to the forefront of much of what we do.

- ✓ Provide training and encouragement to district leaders and all Zontians to take on advocacy initiatives. These activities can include awareness building through public displays and demonstrations, education sessions, petitioning to change laws, or meeting with legislators and government agencies. As a result, **all ZONTA clubs are encouraged to select one cause— independently or in collaboration with other clubs in a ZONTA country union or caucus—that they will focus on with their local or federal government authority to impact laws and regulations on behalf of women and girls.**
- ✓ Increase ZONTA's focus on women in the workplace, including initiatives around equal pay, women in board rooms and women's leadership in under-represented industries. We will continue our Firsts for Women series as part of the effort to recognize and encourage women breaking barriers.

- ✓ Promote the week of International Women's Day as a global week of action. All clubs are encouraged to plan an event inviting community leaders, business owners, like-minded organizations and prospective members to attend and engage. The goal is to have clubs from at least 50 ZONTA countries commit to participation so that they can generate press and awareness locally. Additionally, there will be an opportunity for all ZONTA members to engage in an international session.

- ✓ Elevate ZONTA's presence and participation in the global conversation on women's rights. ZONTA will continue to collaborate with UN agencies and like-minded organizations like the Coalition to End Violence Against Women and Girls Globally and will seek new partnerships and allies to move ZONTA INTERNATIONAL's mission forward.

2 Represent Global Citizenship

Zontians have always reflected the principles of global citizenship as they have worked for the advancement of understanding, goodwill and peace through a world fellowship of clubs and individuals with the charge to serve their communities, their nations and the world. This work will continue in the following ways:

- ✔ Clubs and individuals will support the fundraising goals of the ZONTA FOUNDATION FOR WOMEN in order to fully fund commitments for international service projects and education programs.
- ✔ The ZONTA Says NO to Violence Against Women campaign will illustrate our continued commitment to ensuring the safety and protection of women. Zontians will elevate awareness in their home cities during the 16 Days of Activism from 25 November through 10 December. **Our goal is that 100% of clubs and individuals participate in an action to combat gender-based violence, which may include taking part in the Orange the World effort, over the 16 Days of Activism.**
- ✔ In 2018, ZONTA initiated a significant project to raise awareness and take decisive action to stop the harmful practice of child marriage. This work has included a partnership with UNFPA and UNICEF on the Global Programme to End Child Marriage and club actions at the local level. Our work is not done, and our efforts will continue on as a significant project in this biennium.
- ✔ In April 2021, ZONTA INTERNATIONAL published its Statement on Climate Change: A Gender Equality Issue, signaling the organization's emphasis on this issue. In this biennium, we will increase our efforts by seeking to add climate actions to our international service projects, demonstrate how globally behavior in one part of the world has a negative impact on other parts of the world, and support our clubs as they educate and raise their voices on this topic.
- ✔ Clubs continue to be shining examples in their communities in how they serve women and girls. All clubs should review their local programs for alignment to the ZONTA INTERNATIONAL objects and biennial goals. **Our goal is to see at least 75% of our clubs submit at least one example of their local service or charitable efforts to the Share Your Story platform so that we can amplify it out to the ZONTA world.**

3 Develop Future Leaders

ZONTA INTERNATIONAL, clubs and individual members strive to ensure every woman has access to education and resources and that more women are represented in decision-making positions.

- ✔ Elevate the energy of the Jane M. Klausman (JMK) Women in Business Scholarship and Young Women in Public Affairs (YWPA) Award programs, ensuring the awards attract and speak to the next generation of women leaders. The restructured JMK and YWPA programs will elevate district awards to international level awards and provide more opportunities for increased visibility for awardees and for ZONTA. **All clubs are asked to network with awardees and encourage them to become a Zontian.**
- ✔ Turn up the spotlight on the work of the Amelia Earhart (AE) Fellows as these talented innovators pave the way to ensure that women are represented in the future of the aerospace industry and growing space economy. It should be known that the impact of the AE Fellows extends beyond their studies, and their research encompasses forward-thinking solutions to real life issues and climate change challenges. We will continue to grow the Amelia Earhart Fellows global network and connect more Fellows directly to districts to serve as speakers with the goal to give all members the opportunity to learn from and interact with an AE Fellow during the biennium.
- ✔ Build and maintain relationships with Golden Z club members and encourage them to join or form a ZONTA club at or before graduation.
- ✔ Embrace the views and voices of young professionals. Provide space for international fellowship and collaboration. Encourage younger generations to participate in leadership roles, develop education sessions, and contribute actively at all levels of ZONTA.
- ✔ Launch the Great Girls & Great Women Cross-Mentoring Program. This program will serve as a group mentoring experience, seeking to develop personal and professional skills with a focus on skills, competencies and attitudes that will be required for future success while bridging the gap between generations and offering them the opportunity to learn from each other.



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4 Celebrate Ourselves

Zontians are the heart and hands of our organization. Without members we are nothing.

- ✔ Promote the "Spirit of ZONTA". Provide a positive club environment and membership experience that fosters friendships and lasting connections locally and internationally. **Encourage all Zontians to utilize the ZONTA mobile app and continue to enhance networking opportunities.** Facilitate introductions of clubs who wish to have friendships with clubs in other countries. Continue to feature the global work of clubs in newsletters and The Zontian magazine.
- ✔ Honor our 25-year plus Zontians. This legacy group has moved ZONTA into its second century and without them it would not have been possible. ZONTA INTERNATIONAL will develop ways to feature and honor their work with our organization.
- ✔ Value diversity and respect for people of all backgrounds. We believe that fostering a diverse and inclusive global community is a powerful platform to bring about the social change needed to make our vision for gender equality a reality. A diverse community of Zontians is essential to our ability to achieve our mission to create a more equitable future, and we must strive harder to be an organization where everyone feels empowered to be their full authentic selves.

5 Position ZONTA for the Future

In spite of rapid societal shifts, advancing technology, a global pandemic, economic uncertainties, and unprecedented natural disasters, ZONTA stands strong as it prepares to enter the next two years; however, ZONTA's long-range sustainability is not guaranteed if thoughtful and insightful action is not taken.

- ✔ **Develop a new strategic plan to meet the needs of Zontians while opening new pathways for other gender equality advocates who care about our causes to engage with ZONTA.** This plan will be developed in year one of the biennium and shared with all members.
- ✔ Continue the evaluation of ZONTA's organizational structure and operations at all levels, draft a business plan with timeline, and identify recommendations for change.
- ✔ Chartering of clubs will become a priority for the organization; however, we cannot proceed with membership growth as we have in the past. We will evaluate the way clubs are organized and chartered and engage teams to focus on this initiative with a focus also on chartering clubs in new countries. The more members we have in more parts of the world, the stronger our voice will be and the greater impact we will have in building a better world for women and girls. ■

Constructing committee work to achieve our goals

We are pleased to introduce the amazing members who have volunteered their time to lead committees and groups to help achieve our goals this biennium. Along with the Zonta International Board, governors and ZI Headquarters team, the committee chairs lend their talents, skills and expertise to actions to achieve Zonta's mission. Get to know each committee role and read the motto each chair has shared below.

GOVERNANCE

Bylaws and Resolutions Committee



Mary Nagel, Chair,
Zonta Club of Oak Brook, USA

Motto: *Breathe in courage,
breathe out fear.*

The Bylaws and Resolutions Committee carries out the duties assigned in the Zonta International (ZI) Bylaws and may support the continuing work around the overall review of Zonta International (Resolution 2).

Committee Members: Mary Ellen Bittner, PIP, Zonta Club of Washington, DC, USA; Ina Waesslering, Zonta Club of Erfurt, Germany

ADVOCACY

Advocacy Committee



Sonya Baskerville, Chair,
Zonta Club of Washington D.C., USA

Motto: *There are no easy answers to
complicated issues.*

The Advocacy Committee leads and promotes the topics of Zonta's advocacy activities – violence against women and girls, women in leadership and the impact of climate change on women – with a special focus around Zonta Says NO and International

Women's Day and supports districts, areas and clubs in their advocacy activities.

Committee Members: Judith Ainsworth, Zonta Club of Ottawa, Canada, Canada; Helen Bowie, Zonta Club of Wellington, New Zealand; Florence Fischer-Herber, Zonta Club of Luxembourg, Luxembourg; Shahnaz Nathani, Zonta Club of Colombo II, Sri Lanka; Adriana Otero, Zonta Club of Montevideo, Uruguay



Policies and Manuals Working Group

Britt Gustawsson, Chair,
Zonta Club of London, England

Motto: *A day without a challenge and
good friends, is a dull day!*

The Policies and Manuals Working Group supports the ZI Board in the biennial review of all manuals and policies. Post-Convention, they review and update all manuals according to ZI Bylaws revisions and ensure the continuity and consistency of these important documents.

Committee Members: Margaret Bateman, Zonta Club of Port Macquarie Inc, Australia; Mary Ellen Bittner, PIP, Zonta Club of Washington, DC, USA; Ursula Werner, Zonta Club of Garmisch-Partenkirchen E.V., Germany



Council of Europe Committee

Anita Schnetzer-Spranger, Chair,
Zonta Club of Mainz, Germany

Motto: *Trust in yourself to achieve
your goals.*

The Council of Europe (CoE) Committee will ensure Zonta is represented at the CoE in Strasbourg, France. They will take active part in sessions while elevating Zonta's three key advocacy topics, and will inform members and the public about Zonta's role at the Council of Europe.

Committee Members: Irma Ertman, Zonta Club of Helsinki II, Finland; Tuija Hannele Heikkila, Zonta Club of Tampere I, Finland; Karin Nordmeyer, Adviser, Zonta Club of Freiburg-Schauinsland, Germany

United Nations Committee



Pamela Morgan, Chair,
Zonta Club of Essex County, USA
Motto: *Be the change.*

The UN Committee will ensure Zonta is represented at the UN locations in New York, Vienna, Paris, Geneva, Bangkok and Nairobi, take active part in sessions of the UN and its agencies while elevating Zonta's three key advocacy topics, and inform the membership and public about Zonta's role in the UN.

Committee Members: **New York:** Mary Lou Shippe, Zonta Club of Howard County, USA; **Vienna:** Claudia Exenberger, Zonta Club of Vienna, Austria; **Ingeborg Geyer,** Zonta Club of Vienna, Austria; **Sabine Peters,** Zonta Club of Vienna, Austria, **Gertraud Ribitsch,** Zonta Club of Graz, Austria; **Paris:** Ursula Bouchard, Zonta Club of Beaune Cote D'Or, France; **Lydia Chaillou,** Zonta Club of Meaux Et Region, France; **Elke Farny,** Zonta Club of Paris-Etoile, France; **Geneva:** Helena Bühler-Krticka, Zonta Club of Luzern Landschaft, Switzerland; **Marinette Kellenberger,** Zonta Club of Yverdon-Les-Baines, Switzerland; **Fabienne Moulin-Clement,** Zonta Club of Sion-Valais, Switzerland; **Claudia Walder,** Zonta Club of Luzern Landschaft, Switzerland; **Nairobi:** Joan Kabayambi, Zonta Club of Kampala, Uganda; **Marguerite Akossi-Mvongo,** Council of Africa, Zonta Club of Abidjan, Ivory Coast; **Bangkok:** Chavali "Pam" Osathanugrah, Zonta Club of Bangkok II, Thailand; **Orayaporn "Gib" Karnchanachari,** Zonta e-Club of Thailand I, Thailand; **Soipetch Resanond,** Zonta Club of Bangkok V, Thailand

Zonta Says NOW Working Group



Carole Theobald, Chair,
Zonta Club of Perth Inc, Australia
Motto: *Keep breathing, keep smiling and have fun!*

As a new focus area, the Zonta Says NOW working group will lay the foundation for raising awareness on the relationship between climate change and gender equality and seek to provide resources and

information for districts and clubs to support them as they educate and raise their voices on climate change to encourage participation of all Zontians and expand Zonta Says NOW initiatives around the Zonta world.

Committee members are appointed district representatives.

SERVICE

Service Recognition Award Jury



Dunstanette Macauley, Chair,
Zonta Club of Lomé, Togo
Motto: *Recognition and appreciation are boosters for greater commitment.*

The Service Recognition Award Jury will fulfill the role of the International Service Committee and will focus exclusively on the Zonta Service Recognition Awards to recognize exceptional Zonta service initiatives to

build a better world for women and girls.

Committee Members: Bridget Mather, Zonta e-Club of Queensland Inc, Australia; Farhana Rahman, Zonta Club of Dhaka I, Bangladesh

EDUCATION PROGRAMS

Amelia Earhart Fellowship Committee



Holly Anderson, Chair, Zonta Club of Toronto, Canada

Motto: *"Some of us have great runways already built for us. If you have one, take off. But if you don't have one, realize it is your responsibility to grab a shovel and build one for yourself and for those who will follow after you."* —Amelia Earhart

The Amelia Earhart (AE) Fellowship Committee will promote the AE Fellowship, interface with Zonta International Headquarters and serve as the jury for the selection of Zonta International's Amelia Earhart Fellows.

Committee Members: Bianca Capra, Zonta Club of Canberra Breakfast Inc, Australia; Candace Kohl, Zonta Club of Newport Harbor, USA; Daniela Pedrini, Zonta e-Club of Italy, Italy; Bianca Schuchardt, Zonta Club of Braunschweig, Germany

MEMBERSHIP

Membership Committee



Theresa Harris, Chair,
Zonta Club of Skaneateles, USA
Motto: *In a world where you can be anything, be kind.*

The Membership Committee will support districts, areas and clubs in their efforts to recruit and retain members, create new clubs and enter new countries.

Committee Members: Silke Specht, Zonta Club of Wuppertal, Germany; Winnie Teoh, Zonta Club of Kowloon, Hong Kong

Chief Club Creator



Ansmarie van Erp, Zonta e-Club of Queensland Inc, Australia
Motto: *Whatever you say or do, let it come from your heart.*

The Chief Club Creator will liaise between the Membership Committee, the appointed district club creators task force and Headquarters membership team to support the chartering of new clubs and to

introduce Zonta in new countries.

Committee members are appointed district representatives.

Young Talents Working Group



Sara Diana Faraj, Chair, Zonta Club of Hervey Bay Inc, Australia

Motto: *Inspiring young female leaders of our global future.*

The Young Talents Working Group will encourage the recruitment and active participation of younger generations of Zontians by embracing and elevating their views within Zonta, providing space

for international fellowship and collaboration, offering relevant and engaging webinars and networking opportunities, and encouraging their participation in leadership roles on all levels of Zonta.

Committee Members: Ying-wen "Sara" Chen, Golden Z Club of New Dawn, Taiwan; Berit Lindau, Zonta e-Club of Germany, Germany; Tehani Chandrasena Perera, Golden Z Club

Zonta Spirit Working Group



Lynne Foley, Chair, Zonta Club of Brisbane City Heart, Australia

Motto: *To open the doors to the Zonta Spirit, globally lighting a powerful flame!*

The Zonta Spirit Working Group will bring the 'Zonta Spirit' into the focus of every Zontian to encourage a positive culture and ensure Zonta offers a welcoming environment for all members. The focus on the Zonta

Spirit will help avoid conflicts among Zontians and will provide a positive club environment and membership experience that fosters friendship and lasting connections between Zontians.

Committee Members: Birgit Novy, Zonta Club of Oldenburg, Germany; Lori Robinson, Zonta Club of Brampton-Caledon, Canada

Greater Diversity Working Group



Errick Elavia, Chair, Zonta Club of Bombay I, India

Motto: *Diversity is about embracing one another's uniqueness. I believe in he for she.*

The Greater Diversity Working Group will introduce Zonta's Diversity, Equity and Inclusion Statement to clubs and demonstrate how the statement can be implemented at the local level. They will promote the advantages of diversity while encouraging all Zontians to more actively look at engaging those individuals who are less represented in Zonta.

Committee Members: Madalina Paula Magnusson, Zonta Club of Molndal, Sweden; Ela Pandya, Zonta Club of Porterville, USA

Cross-Mentoring Working Group



Yukiko Kobayashi, Chair, Zonta Club of Hamburg, Germany

Motto: *Contribute to a world where all women and girls live their lives in safety and liberty and are self-determined to unfold their whole potential and support each other.*

The Cross-Mentoring Working Group will oversee the Great Girls Meet Great Women Cross-Mentoring program. The program will serve as a group mentoring experience, seeking to develop personal and professional skills with a focus on skills, competencies and attitudes that will be required for future success, while bridging the gap between generations, and offering mentors and mentees the opportunity to learn from each other.

Committee Members: Frauke Pape, Zonta Club of Kiel, Germany; Carola Schäfer, Zonta Club of Verden, Germany; Franziska Schwarz, Zonta Club of Heilbronn, Germany

FINANCES

ZI and Foundation Finance Committee



Mari McKenzie, Chair, Zonta Club of Saginaw, USA

Motto: *Born to count.*

The ZI and Foundation Finance Committee takes good care of the finances and budgets of Zonta International and the Zonta Foundation for Women.

They review monthly statements and cash flow, monitor financial forecasts and prepare the budgets.

Committee Members: Nikki Headlee, Zonta Club of Denver, USA; Lalivan Karnchanachari, Zonta Club of Bangkok I, Thailand; Rita Reed, Zonta Club of Waasland, Belgium; Erika Steiner, Zonta Club of Sanibel-Captiva, USA; Michelle Wright, Zonta Club of Sanibel-Captiva, USA; Anne K. Walker, Risk Manager, Zonta Club of Manawatu, New Zealand

ZI and Foundation Investment Committee



Barbby Crabtree, Chair, Zonta Club of Dallas, USA

Motto: *Live to serve others.*

The ZI and Foundation Investment Committee ensures prudent long-term management of Zonta International and Zonta Foundation for Women investments, including the endowment funds, in cooperation with an external investment advisory firm.

Committee Members: Faye A. Mellos, Zonta e-Club of Silicon Valley, USA; Brandy Harrington, Zonta Club of St. Charles-Geneva-Batavia, USA; Winnie C. Wong, Zonta Club of New Territories, Republic of China (Taiwan); Anne K. Walker, Risk Manager, Zonta Club of Manawatu, New Zealand

Foundation Development Committee



Mary Ann Rubis, Chair,
Zonta Club of Quaboag Valley, USA

Motto: *People may forget what you said or did, but never forget how you made them feel.*

The Foundation Development Committee will continue to liaise with the foundation ambassadors, providing information, tools and international service project updates that will promote donations to the Foundation. This committee will now also encompass the work formerly carried out by a standalone Endowment Committee.

Committee Members: Jackie Beaudry, Zonta Club of Milwaukee, USA; Leonilda Cussotto, Zonta Club of Portofino Tigullio Paradiso, Italy; Glenna Harding, Zonta e-Club of Silicon Valley, USA; Judy Kautz, Zonta Club of Central Oklahoma, USA; Desirae Kirby, Zonta Club of Rotorua, New Zealand; Lorna Mandapat, Zonta Club of Baguio, Philippines



Grants and Sponsorship Think Tank

DeAnna Cambridge, Chair, Zonta Club of Michigan Capitol Area, USA
Motto: *Our intentions create our reality.*

The Grants and Sponsorship Think Tank will be creative in identifying new income sources for Zonta International and the Zonta Foundation for Women, including one-time gifts, sponsorships, corporate partnerships or other income and revenue opportunities for the organizations.

Committee Members: Barbara Bretschneider, Zonta Club of Hamburg-Alster, Germany; Farida Lukmanjee, Zonta Club of Bombay I, India

PUBLIC RELATIONS



Greater Visibility Training Team

Ruthie Adams, Chair, Zonta e-Club of Queensland Inc, Australia

Motto: *We can do this people!*

The Greater Visibility Training Team will support clubs, areas, districts and all Zontians on how Zonta's visibility can be enhanced and how the public view of Zonta can be sharpened. An important instrument to spread visibility is social media. The training team will educate Zontians how to best use social media and how to share the PR material from Headquarters widely, especially during the two time periods of advocacy activities each year.

Committee Members: Josephine Borrillo, Zonta Club of Buffalo, USA; Joyce Dzide-Tei, Zonta e-Club of West Africa, Ghana; Ursula Mühle, Zonta Club of München City, Germany; Wayne Su, Golden Z Club, Taiwan

CONVENTION

2024 Convention Committee



Judy Gorton, Chair,
Zonta Club of Perth Inc, Australia

Motto: *Always be the best version of yourself*

The Convention Committee works with the International President and Headquarters to organize all aspects of the biennial Zonta International Convention.

Committee Members: Mari McKenzie, Treasurer, Zonta Club of Saginaw, USA; Jane Adornetto, Zonta Club of Geelong Inc, Australia

NOMINATING



International Nominating Committee

Ann Naets, Chair, Zonta Club of Waasland, Belgium

Motto: *Searching for strong, integral and dependable leaders to continue Zonta's iconic mission!*

Committee Members: Ansmarie Van Erp, Vice-Chair (Australia and New Zealand), Zonta e-Club of Queensland, Australia; Ore Awoonor Renner, Member (Africa), Zonta Club of Freetown, Sierra Leone; Margot Hoffman, Member (North, Central and South America), Zonta Club of Columbus, USA; Akiko Kinoshita, Member (Asia), Zonta Club of Kitakyushu, Japan; Brigitte Leferink, Member (Europe), Zonta Club of Gouda, The Netherlands; Mari McKenzie, Member (At Large), Zonta Club of Saginaw, USA; Olivia Sarah-Le Lacheur, Member (At Large), Zonta Club of Sydney Breakfast, Australia; Ina Waesserling, Member (At Large), Zonta Club of Erfurt, Germany



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Adolescent Girls' Health and Protection in Peru

Funding

US\$750,000 to UNICEF USA



Goal

Improve the capacity of services to respond to the health needs of adolescents, in particular adolescent girls, in a timely manner and prevent all forms of violence in schools and other services.

Specific Objectives

The program aims to achieve two primary outcomes:

1. Health sector provides quality and comprehensive adolescent care with an emphasis on strengthening resilience and violence prevention and develops pilot program to support adolescent parents and prevent a second pregnancy.
2. Protection and education sectors have improved their abilities to promote health and prevent violence in schools.

Who Will Benefit?

Adolescents, especially girls, must have opportunities to empower themselves so they can speak up for their rights and develop the self-confidence and autonomy needed to take control of their lives and bodies. Significant inequities based on gender, age, geographic location, ethnicity and income persist for many Peruvian adolescents. Indigenous adolescent females living in a rural area are most likely to be impacted with various conditions of exclusion. UNICEF is therefore supporting the development of protective and healthy environments for adolescents—particularly adolescent girls—including at schools.

Four key regions were selected due to high levels of vulnerability, limited capacity of local services and operators, and geographic diversity: Amazonian (Ucayali and Loreto), Andean (Huancavelica) and Northern Lima (rural/urban). The project is expected to reach 50,364 adolescents (24,829 girls) in these four regions.



2022-2024 PROJECTS

Adolescents, especially girls, in Peru have traditionally faced limitations in accessing sexual and reproductive health services and comprehensive sex education, but these limitations have been exacerbated by the pandemic.

Fast Facts

- 40% of Peruvian adolescents between 12 and 17 years old experienced domestic violence in a one-year period, while 44% experienced school violence.
- 30% of Peruvian children and adolescents (from the age of 8) experience physical punishment in schools.
- In 2020, national coverage of comprehensive health care for adolescents dropped by 63% compared to the coverage achieved in 2019. National coverage of adolescents who received mental health care fell by 50%.
- Ucayali, Loreto and Huancavelica were among the eight regions with the highest rates of child marriage and early unions. They also have higher rates of adolescent pregnancy and corporal punishment.
- The national average of sexual violence cases reported is 16.6% with Loreto (33.8%) and Huancavelica (19.8%) reporting the highest rates.
- 82% of sexual violence cases are reported by girls, who also report higher levels of online violence.

Strategies for Success

- Develop intercultural and gender-sensitive guidelines and/or protocols to address adolescent mental health problems.
- Strengthen the competencies of health personnel in the mental health and violence prevention guidelines and protocols.
- Provide in-service technical support in mental health care of children and adolescents for health personnel in Huancavelica.
- Implement a communication strategy to improve adolescents' access to information and services related to their health, development and violence prevention in Loreto.
- Design and apply an adolescent parenting and second pregnancy prevention intervention program in Loreto.
- Implement strategies that promote healthy lifestyles and environments in prioritized secondary schools.
- Incorporate UNICEF's Violence Prevention Model into the Ministry of Education's national strategy to reach schools with the highest level of violence.
- Build a parenting strategy to strengthen families' ability to provide positive discipline, promote gender equality and manage stressful situations in collaboration with the private sector.

Project History and Timeline

2018

Ministry of Education developed national policy framework to manage prevention and response to school violence.

Peru went into lockdown due to COVID-19 pandemic and provision of care for adolescents was limited to treating COVID-19, mental health conditions and emergencies.

2020

Zonta International committed US\$1 million to support project.

Guidelines were approved for the reactivation of health services for adolescents in the context of COVID-19, that include face-to-face and virtual care.

9,209 adolescents (6,576 girls) received health care services in health establishments in Ucayali and Huancavelica between January and September.

2021

EXPECTED OUTCOMES



Health services are strengthened to provide comprehensive, culturally relevant and gender-sensitive health care for adolescents, with an emphasis on addressing their mental health and preventing violence.



Adolescent parenting intervention is piloted to inform the development of public policies and programs.



Cross-sectoral, gender-sensitive and culturally relevant strategies implemented and evaluated to promote health and prevent and address all types of violence in schools.



160 health personnel are trained in strengthening resilience and violence prevention guidelines and protocols.



12 schools (benefiting nearly 6,000 students) will have institutionalized health promotion activities that promote healthy lifestyles and environments.



30 schools will implement the School Violence Prevention Model.



10 schools will implement school program to promote the safe and responsible use of information and communications technology.



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Her Health and Dignity, Our Priority

Funding

US\$750,000 to UNFPA



Goal

All women and girls in Papua New Guinea and Timor-Leste live life free from violence.

Specific Objectives

Women and girls who experience violence use quality essential services, including for long-term recovery from violence, in Papua New Guinea and Timor-Leste.

Who Will Benefit?



Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed differences between males and females. It includes acts that inflict physical, sexual and mental harm or suffering, threats of such acts, coercion and other deprivation of liberty. These acts can occur in public or in private.

Despite growing awareness of GBV and extensive work done by governments, women's organizations and other partners, many women and girls who are subjected to violence still lack access to essential services that support their safety, health and access to justice. Lack of a survivor-centered approach to GBV service provision is a key challenge in the delivery of GBV response services in the Asia-Pacific region, including in Papua New Guinea and Timor-Leste.

For many women, a visit to a health facility may be her first effort to seek help and the only chance to receive support and care, as well as to escape a situation of abuse. It is crucial, therefore, that all health-care providers are equipped with adequate knowledge and skills to effectively identify and treat survivors of violence, including through clinical interventions, provision of emotional and psycho-social support and referral to other specific services that the survivor may wish to access.

Building on Phase I of the initiative, Phase II will expand the strengthening of skills, knowledge and capacities of GBV responders, including health care providers in additional geographic areas in Papua New Guinea (PNG) and Timor-Leste (TL). Phase II will both expand the geographic coverage of the interventions and institutionalize the interventions within government systems for sustainability.

There will be an estimated 578,000 beneficiaries in PNG and an estimated 74,000 in TL.

2022-2024 PROJECTS

Gendered norms, structures and practices both underpin GBV and create substantive barriers to effective implementation of prevention and response interventions.

Fast Facts

- Gender-based violence has detrimental and long-lasting consequences to the well-being, health and safety of women and girls, along with economic consequences, effects on educational outcomes, and impact on the productivity and development of societies and countries.
- 56% of Papua New Guinean women (15 to 49) women have experienced physical violence with an intimate partner, while 28% experienced sexual violence in their lifetime.
- 63% of Papua New Guinean women who are or have been married have experienced physical, sexual or emotional violence from their spouse.
- Almost two out of every three Timorese women (15 to 49) have experienced intimate partner violence.
- In TL, more than three out of four women and men believe a man is justified in physically beating his wife.

Strategies for Success

- Develop capacity of GBV response services providers on international guidelines on essential services packages for women and girls subjected to violence.
- Provide technical guidance for development of guidelines on multi-sectoral coordination and referral for timely and quality response to GBV survivors.
- Deliver technical guidance for the institutionalization of GBV case management.
- Generate evidence on locally adapted interventions that prove to be effective in strengthening GBV multi-sectoral response
- Support policy advocacy to assist governments in institutionalizing international standards on GBV service provision.

Project History and Timeline



EXPECTED OUTCOMES



Health Ministries in PNG and TL adopt and institutionalize international standards and guidelines for survivor-centered GBV services through health sector.



National and sub-national governments develop and adopt GBV referral systems and GBV Standard Operating Guidelines.



Relevant government authorities and service providers have the knowledge, skills and resources to provide quality GBV case management.



All project sites have functional referral pathways established in line with global guidelines.



At least 70% of project-trained health practitioners demonstrate an 80% increase in knowledge on survivor-centered principles for GBV response.



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Engaging Girls on Climate Change in Madagascar

2022-2024 Funding

US\$500,000 to UNICEF USA



Goal

Support girls and a generation of children and adolescents by providing environmental education in Madagascar through child-friendly schools..

Specific Objectives

1. Enable children to learn in safe and inclusive environments and empower them to take actions to build climate-resilient communities.
2. Support Madagascar in meeting water, sanitation and hygiene (WASH) sustainable development goals (SDGs), while also contributing to improving the quality of children's education, especially girls, through environmental conservation and education initiatives.

Who Will Benefit?

This project will help UNICEF enable children, particularly girls, to learn in safe and inclusive environment and empower them to take actions to change and to build climate-resilient communities. The targeted beneficiaries are more than 1,000 students (approximately 540 girls), 750 teachers, and residents of school communities in Beloha and Ambovombe districts in the region of Androy, the drought-prone region of the South.

Approximately 119,000 students (including 66,000 girls) and 1,500 teachers at 700 primary schools will indirectly impact from school health and environmental action plans.

The project will not only provide impact in the immediate and short-term, but also create robust enabling environments in which successful projects can be replicated at scale and be sustained in the long-term, thereby multiplying the impact on women, girls and boys over time.

2022-2024 PROJECTS

This project will enable children, particularly girls, to learn in a safe and inclusive environment and empower them to take actions to change and to build climate-resilient communities.



Fast Facts

- Deforestation has impacted approximately 94% of Madagascar's previously forested lands. Almost 40% of forest cover disappeared between the 1950s and 2000, including the reduction of almost 80% of Madagascar's "core forest."
- 41% of the Madagascan population has access to basic water services; 17% to basic sanitation services and 23% to basic hygiene services.
- 81% of schools lack safe water and 31% lack basic latrines.

Strategies for Success

- Promote the role of children, schools, regions and districts in awareness-raising initiatives to preserve the environment, improve the quality of life and increase resilience in the face of climate change.
- Improve the quality of teaching and learning that supports environmental protection and sustainable development.
- Build the capacity of children, schools, regions and districts to contribute to initiatives on reforestation and water conservation, the creation of school gardens, and the regular cleaning and improvement of school and home environments.
- Deliver training and coaching activities through a pool of trainers from the Ministry of Education, the Ministry of Environment and Sustainable Development, and the CREE Research Center for Environmental Education (CREE).
- Develop school health and environmental plans at 700 primary schools, and provide skilled coaching to each school on how to implement their environmental action plan. A school competition for the best environmental action plan will take place, and prizes will be distributed.

Project History and Timeline

In Madagascar, the new curricula for the first nine years of basic education have increased teaching and learning about the environment.

Disaster Risk Reduction and Education for Sustainable Development are major objectives of Madagascar's National Education Plan.

UNICEF works across Madagascar on curriculum reform with specific support for environmental education in all 9,200 primary and lower secondary schools within seven regions.



EXPECTED OUTCOMES



At least 1,000 students (including about 540 girls) and 1,500 teachers will be trained on water conservation, environmental education and menstrual health and hygiene.



Schools become child-friendly institutions that offer impactful environmental learning experiences that address gender, disability, language and other factors as they relate to learning about and being impacted by the environment.



Five pilot schools will promote environmental education and reinforce hygiene and sanitation behaviors that promote children's access to education through gardens managed by child clubs under the supervision of schoolteachers. Training will be provided on the effects of climate change (e.g., droughts, floods, extreme heat, saltwater intrusion, etc.) and participants will receive information on environmental education, water conservation, solid waste sorting and management, WASH and infection prevention and control.



Sanitation, hygiene and water conservation practices will be promoted in the villages around the five pilot schools, and community members will be educated about the impacts of climate change through trained healthcare workers, teachers, parents and students.



At least 750 teachers at 700 primary schools will receive training on climate and environment, sanitation and hygiene practices, clean school environment and the development of disaster risk plans to enable learning to continue during natural disasters.



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Global Programme to End Child Marriage

2022-2024 Funding

US\$1,200,000 to UNFPA and UNICEF via UNICEF USA



Goal

Scale up the Global Programme's activities to protect and empower girls, and ultimately help bring an end to the practice of child marriage.

Specific Objectives

1. Elevate the voice and agency of adolescent girls by:
 - a. Empowering marginalized adolescent girls through skills development and knowledge building.
 - b. Promoting gender equality in adolescent girls' families and communities.
2. Increase resources and opportunities for adolescent girls and their families by:
 - a. Strengthening education, health and child protection systems.
 - b. Addressing the ways that poverty drives the practice of child marriage.
3. Enhance legal and political action to prevent child marriage and to support married, divorced or widowed adolescent girls by:
 - a. Helping governments strengthen their plans to end child marriage.
 - b. Building the capacity of governments to make data-driven decisions and implement evidence-driven programs.

Who Will Benefit?

The program's priority is engaging adolescent girls as key agents of change in the following 12 countries with high prevalence of child marriage: Bangladesh, Burkina Faso, Ethiopia, Ghana, India, Mozambique, Nepal, Niger, Sierra Leone, Uganda, Yemen and Zambia.

PHASE I (2016-2019)

In Phase I, almost 8 million adolescent girls were reached with life skills and school support, 39 million individuals engaged in community-based behavior change, and 26,000 schools strengthened their adolescent girl-friendly education.



2022-2024 PROJECTS

This is an exciting time, when the Global Programme will focus on using the power of a critical mass of girls, families, communities and strengthened systems to further accelerate progress on a larger scale.

PHASE II (2020-2024)

Zonta International's continued support will help advance the Global Programme's realization of its vision in which girls everywhere experience healthier, safer and more empowered life transitions while they maintain control of their own destiny by making informed choices and decisions about their education, sexuality, marriage and childbearing. These positive changes hold the potential to transform the lives of millions of girls and families all around the world, helping them enjoy their childhood and reach a brighter future.

Fast Facts

- Globally, 21% of girls are married while they are still children, robbing them of their childhood.
- In the last decade, about 25 million child marriages have been prevented.
- Due to COVID-19, an additional 10 million girls are at risk of becoming child brides by 2030.
- The COVID-19 pandemic is fueling increased risk for child marriages by interrupting education, creating food and economic insecurity, disrupting programs and services, increasing adolescent pregnancy, and causing deaths of parents and caregivers.

Strategies for Success

- Provide support to adolescent girls to help them enroll in school, remain in school and successfully make the transition from primary to secondary education.
- Support adolescent girls with information, skills and support networks so they are able to make effective choices about their lives, understand their rights, and express their opinions.
- Help improve literacy and teach girls about sexual reproductive health, financial competencies, gender equality and building healthy relationships.
- Engage with men and boys in gender equality work, challenging toxic masculinities and instead empowering them to become agents of positive change on gendered norms, attitudes and behavior.
- Support health and child protection systems in implementing guidelines, protocols and standards for adolescent-friendly and gender-responsive services for adolescent girls who are unmarried, married, divorced, widowed, pregnant or already have children.
- Partner with governments, civil society organizations and other implementing organizations to ensure that social protection, poverty reduction and economic empowerment programs and services are adolescent-friendly, gender-responsive and reaching the most vulnerable adolescent girls and their families.
- Work with key ministries responsible for the implementation of the national child-protection system and key ministries working to end violence against women and girls.
- Provide technical support to governments to help them enact, enforce and uphold laws and policies aimed at preventing child marriage, protecting those at risk, and addressing the needs of girls already married.
- Increase the generation, sharing and use of robust data and evidence on adolescent girls for advocacy, programming, learning and tracking progress.

EXPECTED OUTCOMES



Enhance knowledge, skills and attitudes of marginalized adolescent girls on matters such as their rights, relationships, sexual and reproductive health, and financial literacy, including in humanitarian contexts.



Adolescent boys, families, traditional and religious leaders, community groups, and other influencers demonstrate more gender-equitable attitudes and support for girls' rights.



Capacity of education, health, child protection and gender-based violence (GBV) systems is increased to deliver coordinated, quality programs and services that meet the needs of adolescent girls and their families, including in humanitarian contexts.



Capacity of national and subnational social protection, poverty reduction and economic empowerment programs and services is increased to respond to the needs of the poorest adolescent girls and their families, including in humanitarian contexts.



Governments' capacities are increased to coordinate and implement national and sub-national action plans and systems to end child marriage.



Capacity of governments and nongovernment organizations is increased to generate, disseminate and use quality and timely evidence to inform policy and program design, track progress, and document lessons.

DEVELOPING LEADERS *for the* FUTURE



Since the founding of the Amelia Earhart Fellowship in 1938, Zonta International and its clubs have demonstrated a bold and unwavering commitment to ensuring women and girls have equal opportunities to pursue studies and careers in traditionally male-dominated fields. From aerospace engineering to business, public affairs, technology and STEM, Zonta is developing future female leaders to address the challenges of the 21st century.

As our world changes, so too do the needs of female students. Zonta International's education programs are continually evolving in response to those changing needs. Read on to learn about new changes to Zonta's education programs for the 2022-2024 Biennium.

"I think many women doubt their own skills and find it challenging to follow the path of research. Recognitions like the Zonta International Amelia Earhart Fellowship are a contributing factor to continuing the hard work and show by example that women bring diversity, empathy, knowledge, perspective and passion to the field. I hope that one day it is assumed that a rocket scientist might just as well be a woman as a man."

—Christina Ayoe Toldbo, Denmark, 2021 AE Fellow



Elevating the energy of JMK Women in Business Scholarship and Young Women in Public Affairs Award programs

To attract the next generation of women leaders in business and public affairs, the JMK Women in Business Scholarship and Young Women in Public Affairs (YWPA) Award programs have been restructured to elevate district/region scholarships and awards to international awards, thus streamlining the program and providing increased visibility for scholars and awardees.

Each program will offer:

- 37 international scholarships/awards of US\$5,000 each.
- One (1) scholarship/award for a qualified nominee selected by the district/region jury from each Zonta district/region and confirmed by Zonta International (32 total scholarships/awards).
- One (1) additional scholarship/award for the five largest districts in terms of membership to be selected by the district jury and confirmed by Zonta International (5 total scholarships/awards).

Zonta clubs are asked to network with this next generation of female leaders and encourage them to become Zontians.

Turning up the spotlight on the work of Zonta Amelia Earhart Fellows

Since 1938, Zonta International has funded the research of 1,275 smart and talented women scientists from 76 countries. The impact of their research, however, extends far beyond their individual studies. Amelia Earhart (AE) Fellows are exploring forward-thinking, innovative solutions to real life issues and global climate challenges here on Earth and in space, and the AE Fellowship is ensuring these women are represented in the future leadership of the aerospace industry and booming space economy.

For the 2022-2024 Biennium, Zonta International will offer up to 30 Amelia Earhart Fellowships of US\$10,000 each annually. To give all members the opportunity to learn from and interact with AE Fellows, Zonta will continue to grow the Amelia Earhart Fellows global network and connect more Fellows directly to district to serve as speakers.

Individually, I am already experiencing the effects of your support of women's education; as the first female in my family to graduate from a college in the United States, your financial support gives me great hope for the future. However, your work extends beyond supporting education, and by providing me with this award, this has also allowed me to become more reflective of women's liberties as a whole. As I strive towards my personal and career goals, your scholarship has inspired me to empower women as well--be it giving back with organizations such as Zonta International or advocating for equitable care of female patients as an aspiring physician-scientist. I cannot thank Zonta International enough for supporting me with this scholarship and for empowering young women such as myself.

—Khadijah Dhoondia, USA, 2022 Young Women in Public Affairs Awardee

“This scholarship encourages me to continue my activities advocating and empowering other women in technology. I believe that the bright future we anticipate for our communities starts with the students. I like to focus specially on young female students looking for mentorship in the male-dominant field of computer science. I believe these opportunities we provide to fellow female students will help them foster, interact, build allies, find mentorship, support, and encouragement for their achievements in the field.”

—**Balsam Alkouz, Jordan, 2021 Women in Technology Scholar**



Empowering women in STEM

In 2019 and 2021, Zonta International ran two pilot cycles of its Women in Technology Scholarship. The Zonta International Convention approved a resolution to conduct a third pilot cycle but broaden the focus of the scholarship to include all stem-related fields. In response, the Zonta International Board approved a name change, and Zonta International will offer its Women in STEM Scholarship in 2023. Like JMK and YWPA, one (1) scholarship of US\$5,000 each will be awarded to a qualified nominee selected by the district/region jury from each Zonta district/region and confirmed by Zonta International (32 total scholarships).

For more information about all Zonta International's education programs, including eligibility criteria and links to applications, please visit www.zonta.org/. ■



“It is a major honor to have been selected as one of the few women to receive such prestigious awards. Also, receiving support from the Zonta Foundation for Women will expose me to a network of civic-minded women who are working on cutting-edge topics around the world.

—**Chido Shamuyarira, Zimbabwe, 2021 JMK Women in Business Scholar**

ZONTA SAYS NOW

to gender-equal climate action

Climate change is a gender equality issue. Why?

- As our lands and oceans heat up and more plants and animals die—too many women cannot grow or collect enough food to feed their families.
- As drought hits—too many women and girls must walk further for water and fuel, making them more vulnerable to assault and less likely to have time for education.
- As floods, fires, storms and rising sea levels destroy homes and local economies—too many women do not have the financial resources to recover and descend further into poverty.
- Globally, as only a quarter of parliamentarians and a third of climate negotiators are women, the voices of too many women are not heard around decision-making tables, and gender disadvantages are becoming more entrenched.

In this critical decade for humanity, Zonta Says NOW to gender equality in climate action will encourage Zontians to:

Educate women and girls to learn to adapt and mitigate climate change impacts, planning for more resilient communities, and choosing more sustainable lifestyles. This is what our new International Project, Engaging Girls on Climate Change in Madagascar, is doing!

Advocate for women's rights to close the gender gaps in finance, land ownership, pay, STEM and the digital economy, so women have a fighting chance of recovery as the world and economies are disrupted by extreme weather events.

Inspire more female leaders in our communities, workplaces and governments so more women's voices are heard, and decisions are fairer for everyone.

Educate community leaders and corporate and non-profit decision makers to consider the effect on women and girls before engaging in climate-related and other community decisions.

In the 2022-2024 Biennium, the Zonta Says NOW Working Group has the challenge of putting the Zonta Says NOW Statement on Climate Change into action. The Working Group is guided by the United Nation's 17



Zonta Says NOW team meets for the first time face-to-face in Hamburg.

Sustainable Development Goals and the recommendations of the 66th meeting of the Commission on the Status of Women, which focused on climate change, the environment, and disaster risk reduction.

The Working Group currently consists of Zontians from Australia, South Asia, Europe and the USA who worked together on the Zonta Says NOW workshops at Convention. These Zontians have been gaining experience setting up Zonta Says NOW Think Tanks in their districts and discussing how Zonta Says NOW can be applied locally, nationally and globally.

The Working Group is drafting a Zonta Says NOW strategy to list priorities, short, medium and long-term goals, identify possible activities, and develop key messages. When completed, the draft strategy will be circulated to the International Zonta Says NOW Think Tank and then reviewed and revised collaboratively at an online workshop before being released.

Zontians will be updated with progress on a soon-to-be-released Zonta Says NOW web page on the Zonta International website.

Through our climate action, Zontians can build a better world for women and girls. Let's do it! ■

If you have specialist skills and experience that you can contribute to Zonta Says NOW, please email the Chair of the Working Group, Carole Theobald, at zontasaysnow@gmail.com.

ZONTIANS IN ACTION

From natural disasters to food security, health, access to clean water and migration, in several parts of the world, our changing climate already has severe implications for women and girls. Released in June 2021, Zonta International's statement on Climate Change, a gender equality issue, called for members to, among many other things, take action by increasing their own awareness of climate change and its gender-related consequences, promoting girls' education and climate literacy and advocating for national policies that take into account women's economic opportunities. Our members have eagerly incorporated climate change within their own service and advocacy actions. Read about just some of the many Zonta clubs' activities to follow.

Lieutenant Governor Zareen D. Hussain leads District 25 to plant one plant a day

Dr. Zareen D. Hussain, lieutenant governor of District 25, Bangladesh, India, Nepal and Sri Lanka, was invited by Sri Shiv Raj Singh Chauhan, the honorable Chief Minister of Madhya Pradesh, for his Climate Change Program "One Plant a Day." Joined by other Zontians at the event, Zareen spoke to the chief minister about Zonta and its mission on climate change. The group planted three trees together, named Gulmohor, Neem and Peepal.

Inspired by her experience, Zareen is committed to adopting and spreading the slogan "One Plant a Day" in Bangladesh. The chief minister felt touched and immediately posted his appreciation to Zareen on social media to his millions of followers. He wished Zareen success in implementing Zonta's mission and vision for climate change.

Zontians and Golden Z club members take action in Penghu

From 8-10 April, Zontians and students from Golden Z clubs carried out a beach cleaning project at Penghu, an outlying island in Taiwan. Each year, northeast monsoons drift all kinds of marine waste to the shores of Penghu beach. The originally pristine and white beach sand is littered with plastic bottles, Styrofoam, driftwood, fishing nets and garbage from all around the world.

Realizing that this pollution would impact the marine ecology in their local area, the newly established Zonta Club Penghu and Z Club of Penghu launched a beach cleaning activity. Zontians and student members across the district showed their support and volunteered to join them. Many of the Golden Z members visited Penghu county for the

first time. By participating in the beach cleanup, they realized the importance of environmental protection saying that it is the responsibility of everyone to take care of the planet, and it should be done on a daily basis.

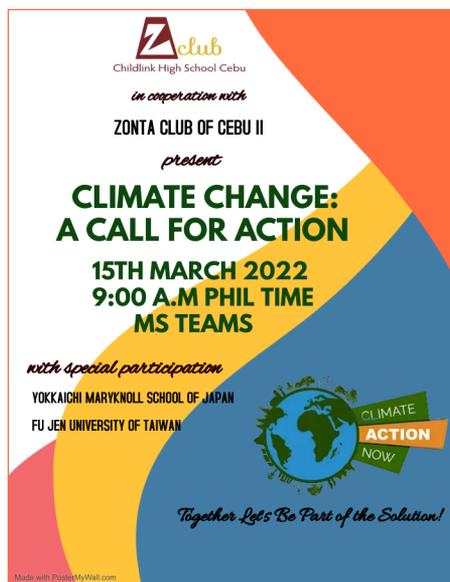




Zonta Club of Punta del Este-Maldonado takes action on climate change

The Zonta Club of Punta del Este-Maldonado, Uruguay, inspired by Zonta International's Statement on Climate Change, has begun work on creating a greener, cleaner and equal society in their city.

Although Uruguay doesn't experience natural weather disasters, their city's expansion is causing an alarming rate of deforestation. The club decided to call attention to their community on this issue by planting native trees and flora in city parks and open areas. The mayor and environmental activists assisted the club in planting trees and flora across the city.



Zonta Club of Cebu II and Z Club of Childslink High School spearhead youth environmental forum

With the support of the Zonta Club of Cebu II, the Philippines, the Z Club of Childslink High School organized a youth forum on environmental stewardship: "Climate Action Now: Together Let's Be Part of the Solution."

The virtual gathering brought together many young environmental enthusiasts from other Z clubs in the area and students from Japan, Taiwan and Singapore. To make their generation a part of the solution to climate change, they all agreed that they need to mitigate, educate and take action as a community on a global level.

During the forum, the participants shared best practices to mitigate climate change and pledged unanimous support to stop climate change through awareness of the issue and using education as a platform for change. Some of the suggestions were to include climate literacy in schools and promote STEM studies to allow their peers to understand the issue better and make valuable contributions to climate action. The forum also featured literary pieces created by the students with the theme: "Love for the Environment."

Overall, the forum provided a platform for young climate activists, leaders, youth organizations and stakeholders to discuss climate change issues and how to take action. It was also an opportunity to empower the youth to implement measures and innovative solutions. ■

Auf Wiedersehen from Hamburg

Positive spirit and wonderful energy could be felt throughout the Congress Center Hamburg in Hamburg, Germany this past June when 2,200 attendees, including more than 500 virtual attendees, gathered to celebrate Zonta International at the 2022 Convention.

This convention also rolled out a dedicated event app that expanded the convention experience whether attendees were on the ground in Hamburg or sitting comfortably at home in their favorite chair. More than 35,300 messages were posted, and users shared 2,242 photos with one another—what a wonderful way to connect!

Not only were attendees active with their networking, but they were also generous with their support of the foundation. Thank you to all those who helped the Zonta Foundation for Women get started on a great path to meet the biennial fundraising goal. With your support, US\$171,525 was raised. Your generosity is greatly appreciated!

As you look through the photos on these pages, we hope you reflect on the great two years of the 2020-2022 Biennium and look ahead as we build a better world for women and girls!



Top: Zontians welcome the newly elected 2022-2024 Zonta International Board. Middle: 2022-2024 District 27 Governor Ute Noeske (left) and 2020 Convention Chair, Past International President Dianne Curtis stand with the flags of Germany and the United States. Bottom: Zontians from Ukraine receive a standing ovation in recognition of their service while war continues within their home country.





Top left: Education speakers join with Zontians after their main stage presentations. Top right: Past International Presidents Dianne Curtis and Susanne von Bassewitz greet one another at the Zonta Foundation for Women reception. Middle top left: Executive Director Allison Summers interviews a panel of young women for a special live session of Remarkable Women, Powerful Stories. Middle bottom left: The 2020-2022 Zonta International Board meets for one of the first times in person due to the pandemic. Middle right: 2022-2024 Director Britt Vaughn awaits her turn at the microphone during debate. Bottom left: Zontians catch up before the closing banquet and installation. Bottom right: Zontians share a laugh at the Senate reception at Hamburg City Hall.

9 WAYS TO DONATE TO THE FOUNDATION

1. Donate Now

You can make a gift via phone, mail or an immediate online gift via credit card or PayPal.

2. Recurring Gift

Small gifts lead to big impacts. Conveniently set up a recurring gift and transfer funds directly from your checking or savings account to the Foundation via electronic funds transfer (EFT), or automatically charge your contributions to a credit card.

3. Planned Giving

Give a gift that lasts more than a lifetime by becoming a member of the Mary E. Jenkins 1919 Society. Through planned giving, donors can make a significant philanthropic commitment, and many donors find this option to be more comfortable than doing so during their lifetime. Review your options with your legal and tax advisers.

4. Stock Gift

The Foundation accepts gifts of stock. Please consult with your financial adviser to review the benefits of this type of donation.

5. Matching Gift

Double or triple your donation! See if your employer matches gifts or volunteer hours to maximize the impact of your gift.

6. Shop AmazonSmile

Select the Zonta Foundation for Women as your charity of choice when shopping on AmazonSmile. The AmazonSmile Foundation will donate 0.5% of the purchase price of eligible products to the Foundation.

7. Host a Facebook Fundraiser

Facebook fundraisers are an easy way to help raise awareness about Zonta with your family and friends while helping to raise funds to support Zonta's programs. Create your own personal fundraiser to help Zonta empower women and girls worldwide.

8. Donor Advised Funds

Combine favorable tax benefits with the convenience and flexibility of supporting the Zonta Foundation for Women.

9. Individual Retirement Account Distributions

If you are 70 and a half or older, an IRA charitable rollover is a way you can help support Zonta's mission. Consult your financial adviser to begin the process.

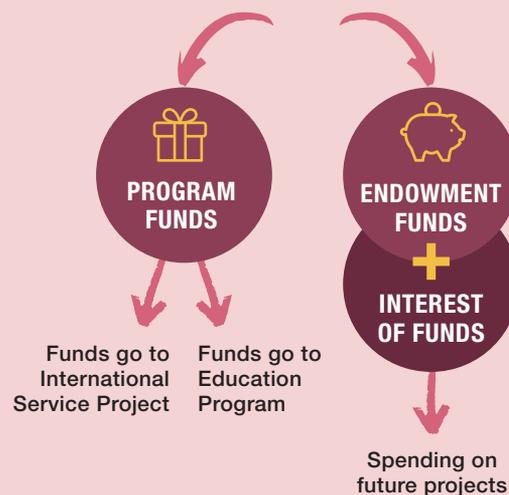
Biennial & Endowment Funds

What is the difference?

The biennial funds support Zonta International's educational programs and international service projects. Donations to these funds support the biennial fundraising goals and are used to cover the financial commitments made to our partner agencies and educational fellowships, scholarships and awards. They are much like your checking account and are used to make sure the Foundation's budget is met.

The endowment funds are used to ensure that the future of Zonta is secure. They are similar to a long-term savings account. The principal amount of any endowment gift is not spent. Only interest and earnings will be used to support Zonta's mission.

Zonta Foundation for Women DONATIONS FROM MEMBERS



For more information, please email zifoundation@zonta.org.

ZONTA **SAYS** NO TO VIOLENCE AGAINST WOMEN

25 November–10 December

Together, we continue to build a better world for women and girls—and in this world, no one lives in fear of violence. From local service actions to taking part in the Orange the World effort, join with our clubs and members this year as we all say NO to violence against women.



**RESOURCES ON
DEMAND NOW**

DEVELOPING A FUTURE FORWARD STRATEGIC PLAN

Zonta entered its second century greeted by rapid technological advancements, political tensions, a poor economic environment, societal shifts and a global pandemic. Members of the 2018-2020 Zonta International Board recognized that these factors and others meant that it was critical to evaluate the organization and set the stage to develop a new strategic plan to serve Zonta members in the future. The Zonta International Board started this process by putting forth a resolution on ‘Conducting an overall review of Zonta International,’ a resolution which would become known as ‘Resolution 2’ and was approved by the voting delegates in July 2020.

ZONTA INTERNATIONAL STRATEGIC PLAN

So, what has happened since then and where are we going next?

Actions taken in the 2020-2022 Biennium

- Established a Board working group.
- Engaged an external advisor to facilitate a PESTLE (political, economic, social, technological, legal, and environmental) analysis and provide constructive input into the working group.
- Created terms of reference and identified four key focus areas for the 2020-2022 Biennium: strategy, governance, membership and advocacy.
- Distributed a pulse survey to all members in April 2021.
- Conducted a series of focus groups with governors, club presidents, past international presidents and Headquarters staff in October 2021.
- Issued an Executive Summary in March 2022 Club Mailing.
- Published a full report in April 2022.
- Hosted a webinar for all members on 26 April 2022.
- Presented a workshop at the Zonta International Convention in Hamburg, Germany on 25 June 2022.

“Entering the new century, Zonta International needs to make bold decisions to ensure that the organization is in the best position to remain a leading global organization for empowering women and girls. The time is right to analyze whether a simplified framework for membership, governance and operations would help Zonta meet the challenges of change.”

—Resolution 2: Conducting an overall review of Zonta International.—adopted July 2020

Highlights from the Resolution 2 Full Report

The Resolution 2 full report details the findings of each of the four workstreams—strategy, governance, membership and advocacy – provides key data points to support those findings, and outlines solutions for addressing the challenges identified in each area. Below are a few key recommendations from each of the four workstreams.

- Implement a longer-term strategic plan to ensure that goals, strategies, resources and delivery mechanisms are aligned and that the governance structure allows for flexibility to meet those goals.
- Reduce the prerequisites for stepping into governance roles at the district and international levels to attract younger candidates.
- Develop a clear value proposition that differentiates Zonta from other service clubs working to empower women and girls and create and sustain a membership recruitment campaign that can be customized by region that continues over multiple biennia to gain momentum and results.
- Link advocacy efforts to Zonta’s objects and provide more tools for members to use to advocate on behalf of women and girls.

Next steps

Further study for Resolution #2 will be undertaken throughout the first six months of the 2022–2024 Biennium. The work will be done in three parallel workstreams: scholarships, service programs and fundraising, and member input will be gathered via an all-member survey. From there, the workstreams will:

- Review all relevant documentation.
- Engage with key stakeholders.
- Analyze the information gathered and prepare a position paper with their findings and recommendations.

In January 2023, the Zonta International Board will meet to review the recommendations of the working group from the 2020-2022 and 2022-2024 biennia and approve a long-term strategic plan for the organization. The strategic plan will be published and shared with the full Zonta membership sometime in the first quarter of 2023. ■

Follow along

Zonta has added a special information page on www.zonta.org/StrategicPlan.

There you can find the Resolution 2 Full Report and other important updates and information.

Let’s continue to work positively together to position Zonta for the future and do our part to **Build a Better World for Women and Girls**.





Celebrating those who build a better world for women and girls this Rose Day, 8 March

International Women's Day and Zonta Rose Day is a perfect time to reflect on the past achievements and honor the current efforts of individuals advocating for gender equality. Who has made a positive impact on your life or your community?

This Rose Day, show your appreciation to an inspiring individual by making a gift to the Zonta Foundation for Women. Your donation supporting Zonta's lifechanging projects and programs will honor their influence and continue building a better world for women and girls. Visit www.zonta.org/donate to recognize that special person and uplift women and girls around the world.





JOIN US DOWN UNDER! JUNE 2024



Get Social



Zonta International



@ZontaIntl



Zonta International



zontaintl



Zonta International



BUILD A BETTER WORLD FOR WOMEN AND GIRLS

WELCOME TO NEW CLUBS

ZONTA CLUBS

Nakhon Ratchasima
District 17, Area 6

e-Club France 1 Lumières
District 27, Area 2

Grand Genève-Terre Sainte
District 30, Area 4

Seoul VIII
District 32, Area 1

GOLDEN Z CLUBS

Bonn City
District 29, Area 2

Z CLUBS

St Benilde School
District 17, Area 3

St Brendan-Shaw College
District 23, Area 5

Hornsby Girls High School
District 24, Area 1

** As of 13 September 2022*

