

DISTRICT 23: 2016-2018 GOALS & MEASURES WITH ACTIONS



The District Goals are based on Zonta International's Biennial Goals and present the focus areas for the biennium.

Clubs should develop their own biennial goals based on ZI & D23 goals & adapt to local conditions.

BIENNIUM GOAL 1 - SERVICE: Zonta's service programs reflect on and enhance our mission.

Service Goal 1a: Convention-approved International Service and Zonta International Strategies to end Violence Against Women (ZISVAW) projects focus on our mission and on sustainability.

Zonta International Measures	District 23 Measures	ACTIONS	TIMELINE	RESPONSIBILITY
<ul style="list-style-type: none"> The International Service projects and ZISVAW projects contain clear objectives focusing on Zonta's mission and on how to ensure sustainability. Zonta International Service and ZISVAW projects achieve their defined objectives. 	<ul style="list-style-type: none"> Increased Club level awareness of service projects and their importance ZI projects on each Area meeting agenda 	<ul style="list-style-type: none"> Review D 23 "service" checklist to include "service" definition and address the notion of root causes and/or early intervention. Indicate to Clubs that this review is underway and circulate through Area meetings to reinforce its importance. Promote Zonta International projects on a scheduled basis to showcase their intended outcomes and benefits. Invite the Service Chairman to Area workshops to add value to the above promotion 	2016 - 18	AD and VAD

Service Goal 1b: Sustainability is ensured through involvement of local and national governments and NGOs.

<ul style="list-style-type: none"> All International Service and ZISVAW projects specify the level of involvement of local and national governments and NGOs. 	<ul style="list-style-type: none"> Meeting with Ministers for Women in each Area and regular engagement with inter-agency/organization with common goals Include Zonta's mission on every Zonta agenda at Club level and Area levels. 	<ul style="list-style-type: none"> Build sustainable relationships in each District with critical government ministers and agencies and peak non-government organisations. Encourage all D 23 clubs and members to become fluent in Zonta's mission and values 	Completed by June 2017	D23 Board and AD's
--	---	--	------------------------	--------------------

	<ul style="list-style-type: none"> Consistent leadership resources identified across District and training implemented at each Area workshops 	<ul style="list-style-type: none"> Equip Clubs with the right resources for leadership in building strategic partnerships 		
Service Goal 1c: Local (district/club) projects are in-line with our mission and vision.				
<ul style="list-style-type: none"> One hundred percent of clubs have all local projects focus on women's and girls' issues. Cooperative projects will only be undertaken with like-minded organizations. 	<ul style="list-style-type: none"> Service audit tool agreed upon by D23 Board and disseminate to Areas for implementation Increase Club Award nominations by 10% 	<ul style="list-style-type: none"> Explore the feasibility of conducting a District wide Club activity audit Develop a data base of Club Service Chairs Co-ordinate District service Chairs to evaluate Club service activity levels. Encourage Clubs to participate in Zonta International Service Awards 	End of bi-ennium	District Service Chair and AD's
Service Goal 1d: Zonta International identifies and proposes one new major Zonta-led project with the potential to become a long-term on-going project.				
<ul style="list-style-type: none"> The new major project will be presented at the Convention in 2018. 	<ul style="list-style-type: none"> ZI project identified 	<ul style="list-style-type: none"> Establish a combined Australia and New Zealand District's project research group to identify a potential Zonta International project for the research group's region. Develop an operating framework to support a proposed regional project that fits the Zonta International projects application process. 	2019	District Governors 16, 22, 23, 24
BIENNIUM GOAL 2 - ADVOCACY: Zonta International is a leading advocate for women's rights.				
Advocacy Goal 2a: All advocacy actions are in-line with the strategic plan and have measurable impact. When relevant, cooperation with like-minded organizations is initiated.				
Zonta International Measures	District 23 Measures	ACTIONS	TIMELINE	RESPONSIBILITY
<ul style="list-style-type: none"> Zonta International Board, districts and clubs report advocacy actions in-line with Zonta's strategic plan. The campaign to End Violence Against Women (Zonta Says NO to Violence Against Women) is further developed to achieve local and 	<ul style="list-style-type: none"> Same as ZI Same as ZI 	<ul style="list-style-type: none"> Increase member awareness of plan by presenting at: <ul style="list-style-type: none"> President's meetings area meetings newsletter D23 to encourage all clubs to promote working 	All actions at every opportunity as listed, '16 Days of Activism' by Dec. each year	AD and D23 Advocacy Committee AD

<p>national governmental and community commitment.</p> <ul style="list-style-type: none"> Zonta International Board, districts and clubs report actions in support of the Women’s Empowerment Principles. 	<ul style="list-style-type: none"> Same as ZI 	<p>with other like groups in activities such as 16 Days of Activism, have information at local and state events.</p> <ul style="list-style-type: none"> AD report includes actions by clubs each quarter to the District Governor. 		AD
<p>Advocacy Goal 2b: Zonta International utilizes its consultative and participatory status at the United Nations and Council of Europe to ensure equality and a life free of violence for all women.</p>				
<ul style="list-style-type: none"> Zonta continues to submit statements to the Commission on the Status of Women and other UN forums when relevant and takes actions with Members States and UN agencies. Zonta advocates for Sustainable Development Goal No.5-Achieve gender equality and empower all women and girls. Zonta utilizes the UN and Council of Europe Committees to represent Zonta in relevant discussions and decisions and reports to the Zonta International Board, districts and clubs. 	<ul style="list-style-type: none"> Same as ZI Same as ZI Same as ZI 	<ul style="list-style-type: none"> Explain the role of CEDAW to clubs and to encourage clubs to publicise their advocacy actions Report effective actions in quarterly report to DG Encourage members to identify gender equality issues e.g. equal pay for equal work Disseminate information to members including D23 newsletter, encourage clubs/members to utilise information on the ZI website. 	<p>Each quarter (Nov, Feb, May, Aug) Ongoing</p>	AD and D23 Advocacy Committee
<p>Advocacy Goal 2c: Zonta International encourages Zonta clubs to cooperate across district borders to engage in advocacy actions at national level.</p>				
<ul style="list-style-type: none"> Tools are available on the Zonta International website to support advocacy actions at national level. 	<ul style="list-style-type: none"> Same as ZI 	<ul style="list-style-type: none"> Encourage clubs to report their advocacy actions such as Zonta says NO activities, birthing kit production, participation in White Ribbon events Investigate the scope for providing 	Ongoing	AD and D23 Advocacy Committee

<ul style="list-style-type: none"> Examples of successful advocacy taken at the national level will be shared via the Zonta International website to encourage additional actions by Zonta clubs. 	<ul style="list-style-type: none"> Same as ZI 	<ul style="list-style-type: none"> local/state/national events. Work with Government departments to achieve advocacy outcomes. 		
Advocacy Goal 2d: Men are engaged as partners for gender equality.				
<ul style="list-style-type: none"> Zonta International endorses the HeForShe campaign and encourages Zonta clubs to engage men in the community to join the campaign. 	<ul style="list-style-type: none"> Same as ZI 	<ul style="list-style-type: none"> Advocate and report to the D23 board the programs that raise awareness and/or educate people about gender equality issues e.g., 'He for She' campaign 	AD quarterly report to DG (Nov, Feb, May, Aug)	AD and D23 Advocacy Committee
BIENNIUM GOAL 3 – MEMBERSHIP: Zonta International builds and sustains a vibrant global membership.				
Membership Goal 3a: Zonta engages the next generation of gender equality advocates.				
Zonta International Measures	District 23 Measures	ACTIONS	TIMELINE	RESPONSIBILITY
<ul style="list-style-type: none"> Zonta International develops and implements a plan to transition Golden Z club members and former scholarship recipients to full Zonta membership in cooperation with districts and clubs. Membership strategies and materials to attract professionals to the organization are developed and tailored to the different parts of the Zonta world. 	<ul style="list-style-type: none"> Implementation of ZI plan once developed. Use of strategies and materials once developed 	<ul style="list-style-type: none"> Ensure a full record of current and former Golden Z club and scholarship recipient data base is updated. Clubs use strategies and materials once developed 	Ongoing	<p>Lt Gov</p> <p>Club Membership committee, Presidents</p>
Membership Goal 3b: Clubs recruit and retain committed and skilled members.				
<ul style="list-style-type: none"> Zonta International collaborates with global regions to develop membership strategies and materials to attract professionals to the organization. Districts show a net membership growth of at least five percent 	<ul style="list-style-type: none"> D23 Membership Chair collaborates with clubs to develop..... Same as ZI 	<ul style="list-style-type: none"> District 23 encourages clubs to utilise all membership tools available through Zonta International Clubs encouraged to look at retention of existing members, as well as recruitment of new 		<p>Lt Gov ADs</p> <p>Club Membership</p>

<p>compared to the previous biennium.</p> <ul style="list-style-type: none"> Districts achieve a net increase of at least one additional club during the 2016-2018 Biennium. 	<ul style="list-style-type: none"> Same as ZI 	<p>members. Ensure club vitality checklist is completed.</p> <ul style="list-style-type: none"> Clubs encouraged to explore the possibility of establishing new clubs in appropriate areas, and to also consider establishing new Z and Golden Z Clubs. 	Ongoing	committee, Presidents ADs and Lt Gov.
---	--	--	---------	---------------------------------------

BIENNIUM GOAL 4 – RESOURCES: Zonta International maintains resources to support mission and vision fulfilment.

Resources Goal 4a: Leadership training and Zonta membership knowledge is reinforced.

Zonta International Measures	District 23 Measures	ACTIONS	TIMELINE	RESPONSIBILITY
<ul style="list-style-type: none"> Zonta International provides leadership training programs to be used by governors, area directors and club presidents. 	<ul style="list-style-type: none"> District and club leaders utilise leadership training programs provided by Zonta International. 	<ul style="list-style-type: none"> D23 leaders keep abreast of leadership training programs (LTPs) provided & pass on information to club presidents. 	As available	D23 Leaders
<ul style="list-style-type: none"> Zonta International provides relevant training material to members to strengthen the knowledge of Zonta, our mission and vision. 	<ul style="list-style-type: none"> District 23 members use relevant training material provided by Zonta International to strengthen the knowledge of Zonta, our mission and vision. 	<ul style="list-style-type: none"> LTPs conducted at Presidents’ Meetings & Area Workshops Feedback informs ZI on effectiveness of LTPs provided. ADs survey Presidents & Club Boards to ascertain relevant training needs of members. Presidents report ZI training material is utilised & effective in reinforcing Zonta knowledge. 	Ongoing	Gov & ADs
<ul style="list-style-type: none"> An online learning management system is implemented to engage members in the Zonta Leadership Academy. 	<ul style="list-style-type: none"> Zonta International’s online learning management system is utilised and engages District Zontians in the Zonta Leadership Academy. 	<ul style="list-style-type: none"> District Leaders publicise Zonta Leadership Academy (ZLA) programs at Presidents’ meetings. District leaders/Presidents utilise the ZLA and provide feedback on effectiveness of online learning. 	1 st Pres Mtg	Area Directors
			At each Pres Mtg	Area Directors
			Ongoing	D23 Board & Chairmen
			As Available	D23 Board & Chairmen, Presidents

Resources Goal 4b: The communication and knowledge management platforms are improved.

<ul style="list-style-type: none"> The website and other IT platforms are further developed with new features to support and facilitate the work of the clubs and districts 	<ul style="list-style-type: none"> D23 Zonta members make use of the new website and other IT platforms developed by Zonta International to support and facilitate the work of the clubs 	<ul style="list-style-type: none"> Training in communication technology occurs at Presidents meetings/Area workshops/Leadership training. District and Club leaders share experiences. 	Ongoing	D23 Board/ PR&C Chairman/ Club experts D23 & Club
--	---	--	---------	---

to respond to members' needs and interests.	and the district.	<ul style="list-style-type: none"> Feedback to ZI on further IT platforms needed to facilitate work of clubs & district. 		Leaders Gov & ADs
Resources Goal 4c: Zonta International Foundation has sustainable resources and the sources of income are broadened.				
<ul style="list-style-type: none"> Donations to Zonta International Foundation meet or exceed the biennial fundraising goals. The number of first time donors to the Zonta International Foundation increases. At least one corporate donation is signed to support one of the educational programs. 	<ul style="list-style-type: none"> 100% of D23 clubs donate one third of funds raised to Zonta International Foundation. (ZIF) The number of first time ZIF donors in D23 increases by 5% from previous biennium. District and clubs seek corporate donations to support ZI educational programs. 	<ul style="list-style-type: none"> Knowledge of work of ZIF is increased through presentations at Presidents meetings/Area workshops/Leadership training. Importance of club ZIF donations is publicised in newsletters & at Conference. Sharing of strategies to gain individual donations. Sharing of successful strategies & resources to gain corporate donations. 	<p>Ongoing</p> <p>As they occur</p> <p>At Pres. Mtgs/Area Wkshops</p>	<p>ZIF Ambass. ADs</p> <p>ZIF Ambass. D23 PR&C</p> <p>ADs</p> <p>ADs</p>
BIENNIUM GOAL 5 – CENTENNIAL ANNIVERSARY: Zonta's Centennial Anniversary celebrations have visibility around the world.				
Centennial Anniversary Goal 5a: Zonta International delivers the strategy and plans for the Centennial celebrations to the governors.				
Zonta International Measures	District 23 Measures	ACTIONS	TIMELINE	RESPONSIBILITY
<ul style="list-style-type: none"> By the first quarter of 2017, governors have received & been briefed on the anniversary plans through the year 2020. 	<ul style="list-style-type: none"> By the first quarter of 2017, Governors have received & been briefed on the anniversary plans through the year 2020. 	<ul style="list-style-type: none"> In preparation for 2017 plans, the District Governor liaises with the International Co- Chairs to commence the planning process 	Ongoing	Governor/ Lt Governor Centennial Committee
Centennial Anniversary Goal 5b: Districts establish an Ad Hoc Committee for Zonta's Centennial Anniversary for coordination of events.				
<ul style="list-style-type: none"> Districts appoint a Centennial Anniversary Ad Hoc Committee & plan events in cooperation with the Zonta International Centennial Anniversary Committee. 	<ul style="list-style-type: none"> Districts appoint a Centennial Anniversary Committee & plan events in cooperation with the Zonta International Centennial Anniversary Committee. 	<ul style="list-style-type: none"> District Governor nominates a committee Chairperson and members for the Centennial Celebrations committee. Governor announces the Committee and Chairperson to the district. 	Completed	Governor