

**Theme for 2020-2022 Biennium: *Transitions, Change and New Opportunities - Accomplished through Teamwork***

**Goal 1: Programs and Projects**

| <b>Zonta International Goals</b>  | <b>District 23 Goals<br/><i>CREATING OPPORTUNITIES</i></b>  | <b>D23 Actions</b>  |
|---|---|---|
| <p>1. Zonta’s pilot Women in Technology Scholarship continues with a second award cycle during the biennium. An assessment of the first and second award cycles will be conducted with results and recommendations presented at Convention 2022.</p>                              | <ul style="list-style-type: none"> <li>○ At Least one tertiary institution in each area to be actively promoting WIT to their students.</li> <li>○ Increase the number of clubs offering the WIT scholarship.</li> </ul>  | <ul style="list-style-type: none"> <li>○ Distribute information to tertiary institutions and other potential sources of candidates for Women in Technology Scholarship.</li> <li>○ Encourage all clubs to participate in the WIT Scholarship.</li> <li>○ Provide feedback to ZI Representative to contribute to ZI assessment.</li> </ul> |
| <p>2. Zonta International will study the participation in the Young Women in Public Affairs Award and Jane M. Klausman Women in Business Scholarship programs and make recommendations for the future of these programs prior to the next convention.</p>                         | <ul style="list-style-type: none"> <li>○ At least one tertiary institution in each area to be actively promoting JMK Award to their students.</li> <li>○ Secondary Colleges in each area to be actively promoting YWPA Awards to their students</li> <li>○ Increase the number of club/Area JMK submissions</li> <li>○ Increase the number of club YWPA submissions.</li> </ul> | <ul style="list-style-type: none"> <li>○ JMK: Distribute information to tertiary institutions offering business-related courses.</li> <li>○ Continue to encourage clubs to participate in both the JMK and the YWPA Awards.</li> <li>○ Provide feedback to ZI Representative regarding participation by clubs in the Awards.</li> </ul>   |
| <p>3. Education and eliminating violence against women are two key elements of our projects funded through the UN agencies. Zonta International will publish statements on issues impacting the lives of women and girls such as human trafficking, climate change and others</p> | <ul style="list-style-type: none"> <li>● Encourage clubs to promote and support Zonta International projects funded through UN agencies.</li> <li>● 75% of clubs to engage in a project or activity relating to</li> </ul>  | <ul style="list-style-type: none"> <li>○ Encourage clubs to financially support ZI projects.</li> <li>○ Reinforce the aim for all clubs to donate 1/3 of funds raised to Zonta International.</li> <li>○ Encourage clubs to participate in local activities raising awareness of women’s issues e.g.</li> </ul>                           |

|   |   |   |
|---|---|---|
| <p>as we work for the improvements for women and girls in all facets of life.</p>   | <p>family and domestic abuse, including coercive control.</p> <ul style="list-style-type: none"> <li>● 75% of clubs to engage in a project or activity relating to effects of climate change on women and girls.</li> </ul> | <ol style="list-style-type: none"> <li>1. Family and Domestic Abuse including coercive control</li> <li>2. Child Marriage</li> <li>3. Human trafficking</li> <li>4. Climate change.</li> </ol> <ul style="list-style-type: none"> <li>○ Provide education and training for clubs on coercive control and climate change.</li> <li>○ Encourage advocacy actions to address climate change.</li> <li>○ Develop climate change strategies to help reduce the impact on women and assist clubs to use and/or develop further strategies.</li> </ul>   |
| <p>4. Zonta’s voice is heard locally when clubs participate in advocacy actions. Advocacy work focuses on raising awareness of women’s rights and has lasting impact when laws are changed. Clubs are encouraged to participate in at least one advocacy activity each year. The global Zonta Says NO to Violence Against Women campaign provides an opportunity for advocacy and gives aligned visibility to Zonta in the community.</p> | <ul style="list-style-type: none"> <li>● 100% of clubs to engage in a project or activity relating to Zonta Says NO.</li> </ul>   | <ul style="list-style-type: none"> <li>○ Engage members in education on how to advocate effectively to achieve changes in legislation that impact negatively on women.</li> <li>○ Engage in advocacy at district level and in conjunction with Districts 22 and 24 where appropriate.</li> <li>○ Establish an Advocacy Committee in each Area to share ideas and resources for locally relevant matters and to link with the District Advocacy Committee Chairman.</li> <li>○ Encourage clubs to participate in the International Day for the Elimination of Violence Against Women, 25<sup>th</sup> November.</li> <li>○ Encourage Clubs to participate in the Zonta Says NO to Violence Against Women campaign and the UN 16 Days of Activism.</li> </ul> |
|   | <ul style="list-style-type: none"> <li>● District Projects to continue: <ol style="list-style-type: none"> <li>1. Breast Cushions</li> <li>2. Birthing Kits</li> <li>3. Mental Health First Aid</li> </ol> </li> </ul>      | <ul style="list-style-type: none"> <li>○ Encourage clubs to be involved in at least one of the District Projects.</li> </ul>  |

## Goal 2: Membership

| <b>Zonta International Goals</b>   | <b>District 23 Goals</b><br><i>CREATING OPPORTUNITIES</i>  | <b>District 23 Actions</b>   |
|--|--|--|
| <p>1. Zonta International, districts and clubs will work together to focus on membership retention. This includes maintaining clubs in the current countries (61 countries as of January 2020).</p>  | <ul style="list-style-type: none"> <li>• Net district membership at least to maintain May 2020 numbers.</li> <li>• Charter 1 new e-Club.</li> <li>• Charter 1 new Z or Golden Z Club.</li> <li>• 100% of clubs to self-manage 2021 membership dues.</li> </ul> | <ul style="list-style-type: none"> <li>○ Develop strategies to improve member retention within clubs.</li> <li>○ Continue to survey members who resign to understand what needs to change,</li> <li>○ Seek opportunities to charter new clubs, new Golden Z clubs and Z clubs.</li> <li>○ Seek opportunities to charter e-clubs.</li> <li>○ Provide support and training for Club Treasurers to make direct payments to ZI including adding new members directly to ZI.</li> </ul> |
| <p>2. Districts are encouraged to hold at least one event per year with current education award winners and awardee alumnae. Zonta International will work with the districts in contacting the awardee alumnae. Awardees are encouraged to become Zontians and serve as role models for the next generation of professionals.</p> | <ul style="list-style-type: none"> <li>• Current education award winners to attend the District Conference/webinar.</li> <li>• Establish a list of D23 education award alumnae.</li> </ul>   | <ul style="list-style-type: none"> <li>○ Invite current education award winners to District Conference.</li> <li>○ Create LinkedIn of District Award Alumnae.</li> <li>○ Encourage Clubs and Areas to hold at least one Awardee Event during the Biennium.</li> </ul>  |
| <p>3. Zonta International will support current and future leaders through Zonta professional development and mentoring tools, tailored to individual club needs.</p>   | <ul style="list-style-type: none"> <li>• 100% of clubs to have at least one member complete the ZI leadership “e” training.</li> <li>• 75% of Club Officers to participate in District Officer Training.</li> </ul>  | <ul style="list-style-type: none"> <li>○ Develop locally relevant leadership training tools where appropriate.</li> <li>○ Encourage Clubs leaders to participate in the District Leadership training via Zoom.</li> <li>○ Encourage Club leaders to complete units of “e” learning on ZI website.</li> </ul>   |

### Goal 3: Financial Resources

| <b>Zonta International Goals</b>   | <b>District 23 Goals</b><br><i>CREATING OPPORTUNITIES</i>   | <b>District 23 Actions</b>  |
|--|---|---|
| <p>1. Donations to the <b>Zonta Foundation for Women</b> meet or exceed the biennial fundraising goals.</p>  | <ul style="list-style-type: none"> <li>● 100% of clubs to contribute to Zonta Foundation for Women.</li> </ul>  | <ul style="list-style-type: none"> <li>○ Encourage clubs to donate 1/3 of funds raised to ZI Foundation for Women.</li> <li>○ Report and feedback in May 2021.</li> </ul>   |
| <p>2. Donations to the endowment funds for sustainability and growth of the foundation continue to be made towards achieving the long-term goal of US\$10,000,000. Zonta International will identify potential programs and projects for future support using the earned income from the endowments.</p> | <ul style="list-style-type: none"> <li>● All clubs to receive information on the Endowment Fund.</li> </ul>   | <ul style="list-style-type: none"> <li>○ Encourage individuals (Zontians and others), clubs and businesses) to donate to the Endowment Fund.</li> <li>○ Advise members of Mary E Jenkins 1919 Society.</li> </ul> |
| <p>3. Zonta International Foundation will expand awareness and visibility of the focus of Zonta’s global charitable efforts doing business as “Zonta Foundation for Women” to expand awareness and visibility of the focus of Zonta’s global charitable efforts.</p>                                     | <ul style="list-style-type: none"> <li>● Ensure that members know of and understand the reason for the name change to <b>Zonta Foundation for Women</b>.</li> </ul> | <ul style="list-style-type: none"> <li>○ All clubs to receive a presentation on Zonta Foundation for Women</li> </ul>   |