

Zonta International and District 23 Goals 2022-24

ZONTA INTERNATIONAL’s 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.

NOTE: Column 1 – **ZI Goals**; Column 2:- **ZI Explanations**; Column 3: - **D23 Goals**: Column 4: **Club Goals**

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 what we do.			
Provide training and encouragement to district leaders and to 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.	ADVOCACY and ACTION moved to the forefront of much of what we do! 2 periods of time each year: 16 Days of Activism and Orange the World (Nov/Dec) Rose Day/International Women’s Day (March) Be visible everywhere - in the web, in TV, in media, on site! ○ Violence against women and girls, especially: ○ Ending Early Child Marriage ○ Domestic Violence	Engage with D22 and D24 regarding advocacy opportunities at the federal level. Continue to engage in advocacy activities at the state level through state advocacy groups. Encourage clubs to engage in advocacy at the local council level, e.g. regarding policies in waste management.	

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.

- Digital Violence
- Women in Leadership, which includes:
 - Women in the Workplace
 - Women as Representatives on all Levels of Government

(Workplace issues should be identified by the first two strategies above.)

Publicise the Firsts for Women series to clubs and members.

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

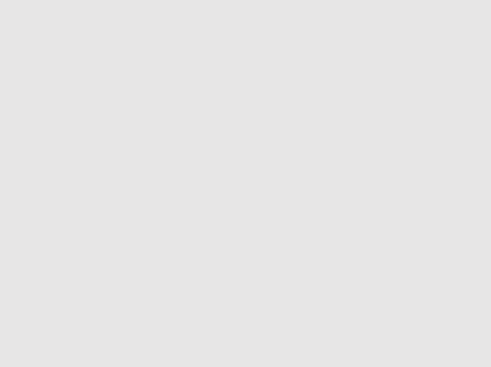
- Climate Change and its Impact on the Lives of Women

All clubs to participate in International Women's Day/Zonta Rose Day activities, e.g. by:

1. running an event inviting community leaders, business owners, like-minded organizations and prospective members to attend or
2. in larger cities, having members attend UN Women Australia events.

Publicise the international session to clubs and members.

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.

<p>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</p>	<p>Support of Fundraising Goals – 1/3 of Donations are for Foundation</p> <p>Align local programs to the ZONTA INTERNATIONAL objects and biennial goals, e.g.:</p> <p>Connect the climate change project in Madagascar with the lifestyle in industrialized countries</p>	<p>All clubs to commit 1/3 of fundraising profits to the Foundation in support of international service projects and/or education programs.</p>	
<p>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.</p>		<p>All clubs to participate in 16 Days of Activism to raise awareness of Zonta Says NO locally.</p>	

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.

Publicise Zonta's involvement in the UNFPA/UNICEF Global Programme to End Child Marriage.

Continue to raise awareness of the issue within D23.

Continue the Zonta says NOW Think Tank.

Use the ZI climate change project in Madagascar to show how behavior in industrialised countries impacts on other parts of the world.

<p>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.</p>		<p>All clubs to review their local projects for alignment with ZI objects and biennial goals.</p> <p>75% of clubs to submit at least one example of their local service or charitable efforts to the Share Your Story platform.</p>	
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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.

<p>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.</p>	<p>NEW: "Young Talents"</p> <ul style="list-style-type: none"> ○ Awardees (YWPA; JMK; AE) ○ Golden Z club Members ○ Young Professionals <p style="text-align: center;">Great Girls & Great Women Cross-Mentoring Program</p> <p style="text-align: center;">Bridge Young and Experienced = Close the Age Gap! Invite NOW!</p>	<p>Follow up past AE winners who resided or studied in D23.</p>	
<p>Build and maintain relationships with Golden Z club members and encourage them to join or form a ZONTA club at or before graduation.</p>		<p>Golden Z club members to be invited to Zonta membership at graduation (or before, while emails are still valid).</p>	
<p>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.</p>		<p>Create a forum for younger members (e.g. Young Professional members) to share their views on their engagement with Zonta and provide feedback to clubs across D23 e.g. at workshops or conference.</p>	

<p>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.</p>		<p>Find out more about the Great Girls and Great Women Cross-Mentoring Program.</p> <p>Publicise the program to clubs.</p>	
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4. Celebrate Ourselves

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

<p>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 <i>The Zontian</i> magazine.</p>	<p>ZONTA Spirit – Our Heart and Soul</p> <p align="center">Honor our 25+ Zontians</p> <p align="center">Value Diversity ☺ – Age, ethnic, race, color, religion, social status, culture, etc.</p>	<p>Clubs to strive towards providing a positive club environment e.g. where everyone’s views are heard, new ideas are tried out.</p> <p>Clubs to have scheduled fellowship time e.g. at meetings, online, ‘coffee catch-ups’ etc. to foster friendship among members.</p> <p>Publicise the ZONTA app and encourage members to download.</p> <p>Continue to feature work of clubs in <i>Newsflash</i> and encourage clubs to produce their own newsletters to showcase their activities.</p>	
<p>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.</p>		<p>Continue to honour length of service at district conference, recognizing 20 years and above in five-year increments.</p>	
<p>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</p>		<p>Strive for diversity in membership with respect to e.g. age, race, skills, work background.</p>	

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.

<p>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.</p>	<p>Continue Process of Overall Review ('Resolution #2')</p> <ul style="list-style-type: none"> • Develop Strategic Plan • Club Charter is Priority: Task Force of Past Governors, Experts on Club Charter 	<p>React to the new Strategic Plan when it becomes available.</p>	
<p>Continue the evaluation of ZONTA's organizational structure and operations at all levels, draft a business plan with timeline, and identify recommendations for change.</p>		<p>(Results of the evaluation and plans for the future are expected to be presented to the 2022 convention.)</p>	
<p>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.</p>		<p>Maintain or increase membership in existing clubs.</p> <p>With the help of Club Creators, identify possible sites for new clubs, Z clubs and Golden Z clubs in each area.</p> <p>Charter a new club OR Z club OR Golden Z club in each area.</p>	