



2024-2026 BIENNIAL GOALS

District 23 Rules of Procedure state the District 23 Biennial Goals are written and amended as required and approved by the District Board.

The District 23 Biennial goals for 2024-2026 are aligned with the Zonta International 2024-2026 Biennial Goals approved at the 2024 Convention held in Brisbane, Australia.

These biennial goals are categorised under the four major goals identified in the Zonta International Strategic Plan Goals and Strategies 2023-2030.



Biennial Goal 1: Credible and visible voice

Zonta acts as a credible and visible voice on gender equity, driving change for gender equality. By focusing on increasing Zonta International's credibility and visibility we move closer to achieving Zonta's mission

District 23 Actions

- District 23 acts as a credible and visible voice on gender equity, driving change for gender equality. District and Club Advocacy and Service focus areas will be:
 - Violence against women
 - Climate Justice
 - Women in decision-making
 - Education equality

Encourage clubs to embrace the focus areas that are most appropriate based on their local needs.

- District 23 will communicate on the 4 shared moments of activism on an annual basis through but not limited to, the Newsflash and Social Media opportunities
 - 8th March – International Women’s Day | Zonta Rose Day
 - 22nd April – Earth Day
 - 11th October – International Day of the Girl Child
 - 25th November – 10th December – Zonta Says No to Violence Against Women
 - 100% of Clubs to take part in this campaign to illustrate our commitment to ending gender-based violence

Clubs do not have to focus on all four campaigns, but the most appropriate can be chosen based on the Clubs local needs but is to include the 16 Days of Activism 25th November – 10th December

- District 23 will communicate an additional moment of activism on an annual basis through but not limited to, the Newsflash and Social Media opportunities
 - 11th February - International day for women and girls in science
- Zonta Australia - District 23 will commit to working with Districts 22 and 24 in establishing the website, a governance structure and advocacy priorities
- District 23 Education Program Co-ordinators continue to encourage Clubs to participate in Zonta International Education Programs

Biennial Goal 2: Club Success

Membership growth and diversity is the key to evolution of our organisation. By focusing on club successes, we maintain a strong membership base to support the work we do to build a better world for women and girls.

District 23 Actions

- The District 23 Membership chair will communicate with clubs on membership matters and monitor membership gains and losses with a goal that District 23 will have reached or exceeded the annual budget membership number set down in the 2024-2026 Biennial Budget by 31 May each year.
- Clubs will be encouraged to consider membership diversity a part of their growth strategy, with age diversity being the easiest to address
- Zonta Spirit – promote Zonta Spirit in the Newsflash and at Area Meetings to ensure the Zonta Spirit is alive and well in each Club
- Membership strategy – encourage Clubs to develop a membership strategy that engages all club members and place greater emphasis on diversity and inclusion in member recruitment and build a welcoming environment for people from various genders, age groups, ethnicities and all other backgrounds

- Share your Story – 75% of Clubs to post one share your story on the ZI website annually
- Chartering of New Clubs – District 23 will appoint a Club creator in each State. That committee will review the current club creation guidelines, review the guidelines from Zonta International and identify suitable locations of new Clubs in District 23
- Clubs will be encouraged to review meeting procedures and implement membership strategies that create diversity, inclusion and build a welcoming environment
- Twinning program – promote Zonta International’s Twinning Program to encourage Clubs to increase their global Zonta Spirit with clubs in other countries

Biennial Goal 3: Leadership and Sustainability

Zonta manages its resources, including both time and money, to meet Zonta’s vision and ensure Zonta’s long-term viability and success.

Governance, leadership and internal structures are addressed to enable the effective achievement for Zonta’s mission.

Sustainability is crucial for any actions in building an equal, responsible, green and clean future where the human rights of women and girls are recognised and implemented.

District 23 Actions

- Governance – District Board will review processes to ensure that District operations are best practice and streamline where necessary
- Leadership – District Board will continue to offer Club Officer Training annually via Zoom and identify other training opportunities to encourage members to take up leadership opportunities
- Internal structures – District Board will review internal structures to ensure they are fit for purpose
- Strategic Plan – The District Board monitors the strategic plan to ensure relevance and appropriate implementation
- Leadership transition – ensure that through the District Nominating Committee that mentoring and succession planning for the future is occurring
- District 23 encourages all clubs to support the fundraising goals of the Zonta Foundation for Women by donating 1/3rd of club fundraising to Zonta Foundation for Women annually.

Biennial Goal 4: Engagement of Audience and Allies

To further Zonta's mission and extend voice, Zonta develops collaborations with like-minded organisations.

District 23 Actions

- Increased effective communication, both internally and externally
- Strengthen existing Advocacy partnerships and explore development of new ones
- Provide District presence at the Commission on the Status of Women annually
- Encourage clubs to investigate alternative funding opportunities