



ZONTAGRAPH

ZONTA CLUB OF TORONTO, Volume 78, #2, Fall 2006

HAPPY 79TH ANNIVERSARY, TORONTO!

Greetings!

This year the Zonta Club of Toronto celebrates our 79th anniversary. What an incredible legacy! Seventy-nine years of members sharing their time and talents to make a difference in the lives of countless women around the world, globally, and around the corner, locally.

It was the “international” aspect of Zonta that interested me when I first heard of the organization. The ability to make a difference through projects that provide basic healthcare and education, and encourage women to be economically self-sufficient, appealed to me. I support Zonta’s vision of a world in which women’s rights are recognized as human rights and every woman is able to achieve her full potential. I want to be part of a world where every woman is literate and has access to education, health care, legal and economic resources on an equal basis with men – in a world where no woman lives in fear of violence.



In support of this vision, we are undertaking two new international service projects and continuing two very worthwhile projects. The first of the new projects will see Zonta work through CARE International to

provide education and leadership for girls and young women in Bolivia. This project will be implemented in districts that are primarily home to rural migrant families living in poverty with very limited access to basic public services. Our other new international service project is in conjunction with the United Nations Industrial Development Organization to support the revival of rural community-based self-help initiatives in Sri Lanka. Although international aid flowed into Sri Lanka in the aftermath of the Tsunami of 2004, much of this aid focused on immediate humanitarian assistance and the rebuilding of housing and basic infrastructure.

Our continuing international service projects include Zonta’s partnership with CARE International for phase 2 of the “Mata Masu Dubara (Women on the Move)” project providing support for AIDS-affected women and children in Niger. This project will continue to improve both the economic and health security of women affected by

HIV/AIDS, their dependent children, and orphaned children. In addition, it will work with community leaders to “break the wall” of silence about HIV/AIDS and reduce the stigmatization of women living with or affected by HIV/AIDS. Zonta is also continuing its partnership with the Afghan Institute of Learning (AIL) in developing community based efforts to educate Afghan women and girls. AIL is an organization run by Afghan women that plays a major part in reconstructing education and health systems capable of reaching the women and children of Afghanistan in their homes or in refugee camps.



I believe that Zonta’s strength lies in its members’ abilities to contribute at both the global and local levels. Our current local service project, through Opportunity for Advancement (OFA), is one way that we work to improve the status of women. Through our fundraising activities – including the successful recent car rally – we contribute funds that enable OFA’s mentoring program to reach vulnerable women. Armed with new skills and some encouragement, these women are able to become more self-sufficient and improve their lives. In addition to our fund raising activities on behalf of OFA, the mentoring program welcomes new mentors for those who wish to take a more “hands on” approach to service. The program is very flexible and accommodates women who are willing to mentor for just one-time, as well as those willing to commit to longer-term mentoring. For more information about mentoring opportunities, please contact Joanne Green at Opportunity for Advancement.

The above projects reflect just some of Zonta’s work at both the global and local levels. I will high-light additional activities in upcoming issues of the Zontagraph. In closing, I am proud to be a member of the local Club that made Zonta an international organization 79 years ago, and I look forward to working with you to implement the vision of Zonta here in our community as well as around the world over the coming two years.

Lisa



CONVENTION HIGHLIGHTS

Zonta International 58th Convention, June 24-29, 2006, Melbourne Australia

By Holly Anderson

June 24, 2006

District 4 Meeting in a.m. (also attended by Beryl Sten, who is running for President Elect).

Discussion on motion regarding non-actively engaged members, submitted by both District 4 and 15.

Sandy Travers reported that Glenn Harding, ZI OMC chair, told her that there is a very gray area with the non-active members and that no policing of the issue is undertaken; however, the district and international boards bylaws have already been changed to accommodate not-actively classified members;

My note: This is very much a North American issue. The Europeans and the Asian districts do not understand the issue and feels that it diminishes Zonta. The issue of inviting non-active new members to membership is probably not necessary if the appropriate classifications are applied. It is unlikely that people are doing nothing, even if they are not actively engaged in the profession for which they obtained their formal education.

Open Forum in p.m.

Concern was raised about the move to include the term advocacy in the objects and bylaws: some of the NA clubs have foundations and/or charitable status that could be jeopardized by the interpretation of advocacy as lobbying.

B.J. Bourdon provided the clarification that lobby activities are defined as follows:

1. Distributing political materials that support a particular candidate;
2. Endorsing or linking to a website that endorses a political candidate.

No preference can be shown for a specific party candidate unless equal time given to other parties' candidates.

Advocacy, on the other hand, is influencing for change to align with Zonta's goals.

June 25, 2006 – Opening Ceremonies

There were no meetings on June 25: just the opening ceremonies. The ceremonies were a departure from previous, in that there was no parade of flags through the assembly. The flag bearers entered the stage from the



Photo courtesy of Vicki Jones.

wings and placed the flags in stands on the stage. It was very moving. The Canadian flag bearer was from Vancouver.

The keynote speaker was **Dame Silvia Cartwright**, Governor General of New Zealand. She gave a very frank and moving speech about women's rights and her role on the UN Convention to eliminate all forms of Discrimination against Women [CEDAW]. The entertainment was excellent: all Australian and very good.

June 26, 2006 – Candidate Speeches:

Mary Ellen Bittner gave an excellent report; all candidates gave great speeches and kept well within the time limit. Vivian Cody's speech was very good but she is in a very tough grouping and any regional voting will not be in her favour

June 27, 2006

Finance and Strategic Plan:

Finance Chair made presentation on status: If we do not have a membership increase we will likely have to ask for a fee increase at the next convention. Between 1990 and 1996 dues increased by 22%. As of April 30, 2006 we had 33,240 members, which represents a net loss of 80 members from April 2004 at which time we had 33,320 members.

Mary Ellen Bittner presented the strategic plan. Minor changes were made to the goals and objectives in the strategic plan but the plan was adopted with a vote of 1157 in favour, 8 against.

Fundraising:

Amy Lai raised \$230K on Rose Day in Taiwan/Taipei! The Foundation fund raising goal was \$3.62M: although the \$3.46M raised was short of the goal, it was a record. The fact that it fell short of the goal was due in part the high number of natural disasters that year. 87% of clubs donated.

Voting Results:

Credentials:

Total number of clubs	1247
Clubs represented by delegates	636
Clubs represented by proxies	490
Clubs not represented	121

Attendance:

International Board	11
Past International Presidents	5
District Governors	29
Other members represented	1598
Guests registered	280
Total	1923

650 first timers attended.

Elected:

President Elect: Beryl Sten
Vice President: Dianne Curtis
Treasurer/Secretary: Gloria Stootman Wristen
International directors 2006-2008:
Bonny Schumacher, Alicia Sirtori Torres, Karin Nordmeyer, Kika Ziti
International directors 2007-2009:
Dilruba Ahmed, Kerry Dixon-Fox, Ragna Karlsdottir
International Nominating committee (North America):
Judith Johnson

Bylaws:

Most of the bylaws passed with large majorities. The Article XIV proposed changes regarding classified members received small majorities: District 15's received 647 yes to 464 no; District 4's received 597 yes and 513 no. Neither obtained sufficient support for the 2/3 majority required to pass.

June 28, 2006

1. International Service Project site visit presentation on the Niger micro-credit and Health education for AIDS affected women and children in the Bouza district: a very good presentation on the impact of the project.
2. Excellent speeches by the 3 education award winners.
3. Glenna Harding gave an inspiring presentation on Achieving Membership Growth:

There are two approaches to winning in terms of growth:

- 1) Urgency & desperation
- 2) Commitment to work together to advance: a supportive team

The former is a negative motivator.

Reasons for losses:

High cost to participate • Inconvenient location • Poor quality of meetings and programs • Insufficient opportunities for fellowship and networking

Retaining members:

Satisfaction • Participation • Meeting formats • Centrally located meeting locations • Deliver value • Fellowship and networking • Prevent losses: membership surveys

Reasons for inadequacy of gains

Lack of qualified prospects • Prospects not interested • Lack of planning • Lack of recruiting skills

Recruiting members:

Developing skills-talk about Zonta to strangers; making cold calls • Improving Zonta: knowledge-matching prospects needs with Zonta benefits • Improving OMC procedures • Sharing progress toward goals • Asking for specific action • Using member networks

Reasons for not sponsoring/organizing:

No benefit • Need for growth Loss of members or other resources • Too much work in our club

- Alert club to needs for recruitment;
- Ask people who are good in sales to help others recruit
- Be positive; put membership on agenda each month
- Look for opportunities for participation and fellowship
- Members renew when they are happy with Zonta's activities; cannot be all things to all people; allow flexibility and variety.
- Target 80% of clubs to grow each year

District 4 note: Sue Bond in Oakville put notes on her ZINGs in the website - very successful!

Seminars were held in the afternoon. I attended the Education for Women & Girls. It was focused on international projects and the difficulties in working within local infrastructure. Girls are largely ignored in many countries: aid should be tied to girls' education to ensure that they are not ignored, then monitored to ensure application. One note on the seminars: after the NY convention, 2 women from Florida were so taken with the talk about trafficking in women in Europe that they started their own program working with the police to raise awareness of the situation in their area and they have actually started to catch the perpetrators and there have been some convictions.

June 29, 2006

Olivia Ferry took role as International President. Her speech was very good. She stated that with membership growth, recruitment is not the issue; retention is the big issue.



Her goal is for a net gain of one member for each club. There is a need to diversify the income stream to support and sustain membership through donor development. Position papers will be developed by the Legislative Awareness Subcommittee to be used by clubs in developing local advocacy programs. I will be involved in the education paper.

Jackie Shapiro gave an excellent presentation on the UN. She would like to focus internationally on CEDAW (Convention for Elimination of Discrimination Against Women): US has not ratified; what is in Canada's last CEDAW report? Jackie's presentation could be used as a part of a ZING or special meeting program.

There is more focus on the website; a lot of the material from the convention should be available on the website for club use. The PR handbook will be updated for club use.

It was an excellent Convention. The mood was very positive in Zonta. Thank you so much for the opportunity to attend. It was my first convention as a delegate and it was very interesting.

TOURING AUSTRALIA

David and I traveled first, before the Convention. We landed in Sydney and spent a few days there, seeing the Harbour area: the Rocks, where Sydney's founding settlement was, the Opera House, walking the Bridge. It was beautiful. The Botanical Gardens were amazing, with sulfur-crested cockatoos going wild and very large wolf bats in the trees in one area- a taste of the exotic fauna we would see later. The harbour tour is great, especially taking time out at Sydney Zoo, with a wonderful outdoor live bird show of native birds, in an open-air theatre,



overlooking the harbour, Opera House and Bridge. We also visited a very lonely Bondi Beach, as June is their winter season. Sydney is a very accessible city; people walk everywhere and use

harbour ferries as a major public transportation service.

After three days in Sydney we traveled to Uluru, Ayers Rock, in the approximate centre of Australia, about 2800 km from Sydney by air. It is quite amazing flying in because Uluru (Ayers Rock) and another formation, Kata Tjuta (the Olgas), are the only relief from flat land for as far as the eye can see. The area used to be a free for all of camping right up to the Rock, with no facilities, and no control. The Rock is sacred to the Australian aborigines and the government gave the land back to the Aboriginal people who then asked the government to run the area as a controlled resort. All the hotels and other facilities are controlled by a board, which licenses operators to run the facilities. The profits go to the aborigines and the aborigines control all development.

Our most amazing experience in the Outback was the 'Sounds of Silence' dinner: a formal dinner held without electricity, lighted by torches and heated by propane standing heaters, under the open sky, while an astronomer guides you around the spectacular southern night skies. The food was all-Australian, as, of course, were the wines. This is a spectacular dinner: most of the 'tourists' were Australians, celebrating significant anniversaries or other life events. I highly recommend it: don't balk at the price because it is definitely a once-in-a-lifetime experience.

We then flew another 2300 Kms to land in Cairns on the north east coast in Queensland. We were then driven about 90 minutes to Port Douglas, on the coast by the Great Barrier Reef and the Daintree River/Cape Tribulation rainforest, both UNESCO world heritage sites. It was beautiful, very warm and humid, truly tropical. We took a tour to the Agincourt Reef on the Great Barrier Reef (about 1.5 hours travel), where the boat anchored to a platform and we were able to snorkel on the reef and view

it in submersibles. Access to the reef is strictly controlled so a tour is about the only way to access it.



Next, a 2700 km flight from Cairns to Adelaide. We rented a car and drove to through the Barossa Valley overnight at where we stayed at Jacobs Creek Retreat, which was at the original farm of the Jacobs Creek vineyard.

We then drove to Coonawara, another wine region and from there to Port Ferry, an old whaling port on the Southern Ocean. We stayed in the oldest inn in Victoria, the Merrijig Inn in Port Ferry. From there we drove the Great Ocean Rd to Melbourne, visiting the 12 Apostles, and Cape Otway National Park which is one of the few places where you can still see Kuala bears in the wild.



Melbourne was wonderful and the Zonta Convention was really well organized. In Melbourne, I would highly recommend having dinner in the Tramcar Restaurant, which is more amazing than it sounds, and traveling to Phillip Island to see "Little Penguin Parade" at which the "Little Penguins", the smallest of the world's 17 penguin species, return en masse to their beach nests on after dusk following a day of feeding in the ocean.

Holly

ZONTA's 59TH CONVENTION



*June 28 to July 3rd, 2008
Rotterdam, the Netherlands*

"Global empowerment through local action" will be the theme of the Rotterdam Convention. Under the presidency of International President 2006-2008 Olivia Ferry, Zontians from 32 Districts will discuss goals and tactics that will inspire the participants to advance the status of women worldwide through service and advocacy, focusing on local action.

For a more detailed description of the Zonta International Convention, please visit the Zonta International website at:

www.zonta.org

**Percentage of women abused
by partners or ex partners**

Cambodia	16%
Nicaragua	21%
United States	22%
Canada	29%
United Kingdom	30%
West Bank	52%

Source: UNIFEM

ZONTA ACTION!

16 Days of Activism Against Gender Violence

**Campaign 2006:
November 25 to
December 10**

Celebrate 16 Years of 16 Days: Advance Human Rights - End Violence Against Women

25 November – International Day Against Violence Against Women was declared in July 1981 in Bogotá Colombia to commemorate the violent assassination of the Mirabal sisters (Patria, Minerva and Maria Teresa) on 25 November 1960 by the dictatorship of Rafael Trujillo in the Dominican Republic. In 1999, the United Nations officially recognized 25 November as the International Day for the Elimination of Violence Against Women.

1 December – World AIDS Day marks the beginning of an annual campaign to encourage public support for and development of programs to prevent the spread of HIV infection and promote awareness of issues surrounding HIV/AIDS. First observed in 1988, World AIDS Day serves to strengthen the global effort to face the challenges of the AIDS pandemic. This year, the theme of the UNAIDS World AIDS Campaign is “Stop AIDS. Keep the Promise,” and demands governments keep their policy commitments related to HIV/AIDS.

10 December – International Human Rights Day marks the celebration of the 1948 adoption of the *Universal Declaration of Human Rights*. July 18, 2006

UN SURVEY

Last July of this year, President Lisa Lumley received the following request. Completed survey is re-printed below.

Dear Zonta Club,

As your representatives at the UN in New York, we are following closely the progress of the development of the Secretary General’s study on Violence against Women, which will be distributed to the United Nations General Assembly during the 61st Session this fall.

Member States of the UN, through the General Assembly, requested the study in 2003. The study will document

agreed strategies by the UN system, identify gaps, and outline “promising practices” – those strategies underway by NGOs and governments to eliminate violence against women.

We ask that you complete the attached survey and that you return it to your District UN Chairman. Zonta International will use the results of the survey to document your actions and to credit our organization for the work we are doing. The survey will prepare us to initiate further actions to prevent and eliminate violence against women. In addition, we can use this information to identify action projects to further the impact of the Secretary General’s study.

We will compile your responses into a format that can be shared with the UN, and we will also make sure that the compilation is shared with the International ZISVAW Chairman.

Thank you very much in advance for your cooperation.

Sincerely,

*Jackie Shapiro, Leslie Wright, and Karen Siegel,
your Zonta Team at the UN in New York*

SURVEY

1. Does your club have a project or projects related to the elimination of violence against women?

NO. Although our Club doesn't currently have a project, last year we gave a one-time grant to the Sexual Assault Crisis Centre at Women's College Hospital here in Toronto to purchase needed supplies and resource materials. In addition, our current local service project "Opportunity for Advancement" provides mentoring/training to women to prepare them for the workforce -- often these women are escaping violent situations.

2. Have you received any recognition in your community for this activity? **NO.**

3. Do you have access to recent studies done in relation to violence against women?

YES. Access to recent studies through Internet.

4. Are there persons in your club who have an expertise in the area of violence against women? **NO.**

5. Please describe "promising practices" related to the elimination of violence against women that can be found in your community, whether or not they are supported by your Zonta club:

Increased awareness and visibility through media stories; increased awareness by men (i.e., ribbon campaigns); increased awareness by "take back the night" marches.

6. What areas of the UN do you promote in your club that address violence against women? Please check all that apply. Feel free to attach further information about anything you would like to elaborate about.

- ✓ Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- ✓ UNIFEM (UN Fund for Women)
- ___ UNFPA (UN Population Fund)
- ✓ UN International Observance Days, i.e. International Women's Day, World AIDS Awareness Day, UN Anniversary, etc.
- ✓ 16 Days of Activism against Gender Violence
- ___ UN Commission on the Status of Women
- ___ Other: (please specify)

7. In September/October the UN will release the Secretary General's study on the elimination of violence against women. Zonta clubs are asked to work in coalitions or partnerships as a follow up to the study. In your community, which partners are you working with, or will you work with, to implement this project:

- ___ Soroptimists
- ___ Business and Professional Women
- ___ University Women
- ___ National Council of Women
- ___ Rotary
- ___ League of Women Voters
- ✓ Other: (please specify). **Non-governmental, not for profit community organizations**



OPPORTUNITY FOR ADVANCEMENT

*Mentoring Project: Mid-Year Update
January 2006 – June 15, 2006*

The Mentoring Project matches participants with women who are already employed in a variety of employment fields and utilizes a mentoring component to provide a job shadowing experience for the participants. It is based on a very simple premise and that is when we ask women to visualize how great they will feel going to work in a new job for the very first time, instead of many women having had a positive experience upon which to draw, they visualize the only experience they know - and typically it is a negative one.

The Mentoring Project works because it forms the foundation for women to begin to visualize themselves as successful. And in order to visualize themselves as successful, they need a positive experience of meeting

with other women and discussing work - visiting an employment setting with a supportive woman who will spend time with them to show them what goes on in the employment environment that have selected.

This project has grown to be the most exciting and one of the most important aspects of the BOP program to date and the part of the program which the Zonta Club of Toronto funds. The program participants find that being able to meet with another woman who is employed in an area of interest to them is the most potentially life-changing aspect of the program.

- 62 participants were enrolled in the Basic Office program with 46 women having had at least one contact with their mentor.
- Of 46 women having had the mentoring experience, 78% of participants went further on to targeted training in the area in which they selected their mentor. From this group, 22% are now currently employed.
- Of the remaining participants, 12% went on to school to achieve their GED and all 12% are still working on their GED and come to OFA for ongoing supports.
- Of the remaining participants, 10% went on to further stress management and one-one-one counselling and are enrolled in both OFA programming as well as other community programs to help them sort through all the complex issues with which they are struggling.

In evaluating our program, we could never have predicted the successes we would achieve when we set our targets and benchmarks. As well, our associated programs are now seeing an increase in the success rates and we attribute this to the mentoring component of the program. City of Toronto, for example, released program statistics identifying over 80% success in our program outcomes. These statistics are collected by Social Services once the participant has completed the Women's Employment Development Program and the feedback is measured as success based on the participant's ability to follow her plan of action.

Currently our mentors come from both the public and private sectors and include: 2 Lawyers, 3 University Professors, 8 Receptionists/Clerks, 7 Sales Associates, 3 Computer Repair Techs, 2 Drywall Professionals, and one each Auto Mechanic, Bank Teller, Legal Advocate for Injured Workers, Literacy Worker

We continue to seek ways of making the experience as rewarding and enriching as possible both for our mentors and for our participants.

A new development in the BOPP program came in the spring of 2006. Having met with the participants, and having developed the program pro-actively, the women were identifying the central aspects of how they thought the project worked best for them. Because the project

focused on the overall goal of increasing their ability to seek sustaining and meaningful employment, they suggested that we call the BOPP the *Job Readiness Incubator*. They felt that because the goal of the program was to grow self esteem, and to grow opportunity from seedlings, the image of the Incubator as a place where things that are vulnerable and fragile can come to be safe and to take time and space to grow.

Since that feedback, we have begun calling the BOPP the Job Readiness Incubator. It fits with the overall mission of the project activities and goals and it reminds us that planting seeds and nurturing them will bring strong and healthy growth that can weather even the most difficult challenges.

ZONTA CLUB OF TORONTO 2006-2007 COMMITTEES

Finance:

Marg Cloke (Treasurer), Hollis Bent.

Organization, Membership & Classification Committee (includes Fellowship and Attendance):

Daria Danko (chair), Cassie Chu, Sandy Lomaszewycz, Nita McCown, Gloria Tellis, Margaret Walker

Program:

Elizabeth Winsor (chair), Marjorie Hiley

Public Relations & Communications:

Kathie Waters (chair), Liz Clemence, Hollis Bent, Marg Cloke (Roster & Zontagraph)

Service & Status of Women:

Shannon Hogan (chair), Holly Anderson, Doris Geddes, Margaret Reid, Missy Yano

Ways & Means:

Doreen Ostrowski (chair), Marg Cloke, Angela Stirpe-Pierobon, Lois Voldner

Z Club Liaison:

Carolyn Rymell



News & Notes

Zonta International Foundation

reports a very productive and successful 2004-2006 Biennium. Highlights include:

- Total contributions to the Foundation of US\$3,464,877 – a 32% increase over the prior Biennium
- 70 Amelia Earhart Fellowships, 42 Jane M. Klausman Women in Business Scholarships, 54 Young Women in Public Affairs Awards, 3 ZISVAW grants, 4 International Service Projects
- Five Districts with 100 percent participation of their Clubs in giving to the Foundation (including our own District 4)
- Gifts from 1,089 Zonta Clubs and 2,046 individuals

Garage Sale a success again!

I am pleased to report that we raised a grand total of **\$1,320.00** at our garage sale in May. This will complete our \$15,000 pledge to the University of Toronto Doris Tucker Scholarship fund.

Thanks go to all those members who provided an amazing array of items including (literally) thousands of books, a dining room suite, exercise equipment, sewing machine, office equipment, tennis racquets, and much, much more. Thank you, once again, for your support.

*Doreen Ostrowski &
the Ways & Means Committee*

New attendance contact.

Just a reminder, please be sure to notify Daria Danko at dariad@sympatico.ca or at her new home phone number (416) 766-1816 if you find you are unable to attend a Club meeting or if you plan to bring a guest. Please be sure to notify Daria well in advance and certainly prior to the Sunday before our regularly scheduled meeting. Daria will be confirming numbers with the Tennis Club in advance of our dinner meetings so members who do not advise Daria within these timeframes will be billed for the dinners they miss.

www.zontacluboftoronto.com

Pictured (right to left) are 2006-2008 Zonta International President-Elect Beryl Sten, Vice President Dianne Curtis and Treasurer/Secretary Gloria Stootman Wristen.

17th ANNUAL CAR RALLY RAISES \$11,500 FOR OFA!

Saturday September 30, and the driving was easy! 12 cars filled with a total of 30 Zontians and friends enjoyed a fun rally with a few new twists: we got to stop and shop at a local farmer's market PLUS enjoyed a wine tasting at a very charming apple orchard. Not to mention the 'carve a new team mate contest' using only a gourd and much imagination (Gourdy Howe??).

Claiming 1st place (again) was Liz Clemence with Bob and Shannon Hogan, whose car raised a total \$1,555! Coming in second were Alec and Marg Cloke, third place was awarded to Daria Danko and Hank Mueller. Dinner was again held at Ristorante Romano's – a fabulous Italian feast!

Thanks to everyone who supported us this year – we more than met our annual commitment to Opportunity for Advancement.

