



ZONTA

CLUB OF
QUABOAG VALLEY

MEMBER OF ZONTA INTERNATIONAL

EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

ZONTA BOG NEWSLETTER NOVEMBER 2017

Important Dates for your Calendar

November 13 Dinner Meeting
Founder's Day celebration:
Gail Gramarossa

November 25—December 10
During the 16 Days of Activism—
campaign to raise awareness of and increase actions to end violence against women and girls.

December 11 Dinner Meeting*
Guest: Linda van Werkhoven
Tanzania Nursing Scholarship Program
Holiday Gifts for Children

January 8 Dinner Meeting*
Amelia Earhart Program

February 12 Dinner Meeting*
Period Project assembly. Please start identifying drop-off locations and getting the word out to friends, neighbors, churches, organizations to start collecting.

March 12 Dinner Meeting*
International Women's Day Program

April 9 Dinner Meeting*
Elections, Prep work for May event

May 7 Silent "no more!" Auction
Start putting things aside and identifying possible donors.

June 11 Dinner Meeting*

*** 5:30 Social and 6:00 Dinner.**
Member reservations for the dinner meeting are assumed and payment of \$18 is expected unless notification is made in advance. Call Trish 413-626-5656 or email info@zontaqv.org with guest count and any regrets by the prior Wednesday..

Dear Sister Zontians and Friends:

November is considered by some as a time to reflect and be thankful for the many positive things happening in our life. I like to think that we should have a gratitude attitude everyday. I also believe that you get more of what you focus on, so why not focus on what you want!

In the spirit of gratitude, I want to express my pride in Quaboag members for their generosity in making the Fall Conference an amazing success! Thank you for making contributions to the Chocolate Basket, Period Project, Hospitality suite; for attending the week-end event and helping at the MarketPlace, the hands-on service project, and Memorial Service; for donating individually and as a club to the Zonta International Foundation; and for being supportive of our mission. I am so honored to be part of this club.



Zonta International was founded on 8 November 1919. To mark this anniversary each year, we honor a local woman who exemplifies the ideals of Zonta. We are pleased to extend this honor on November 13th to Gail Gramarossa of Belchertown. We look forward to hearing more about her advocacy efforts and how we can support her. We also mark the anniversary by encouraging every member to make a donation to the Zonta International Foundation; MaryAnn will have forms available for anyone who has not yet made an individual donation.

The 16 Days of Activism starts November 25th. Our Advocacy Committee is focusing on sustainable goal #5's focus to end all forms of discrimination against all women and girls everywhere; eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation; and eliminating all harmful practices, such as child, early and forced marriage, and female genital mutilation. All members will be asked to assist in raising awareness during the campaign.

Please contact Trish by email or text to confirm your attendance on 11/13 and provide a guest count. We need an accurate number for dinner. Thanks.

Mary Knight
President

Birthday wishes:
11/12 Mary Knight
11/14 Tina Guinasso
11/25 Dana Burton
12/22 Pam Albertson



To mark Zonta International's anniversary, the Foundation encourages every member to make a donation in the month of November.

2017 Founder's Day Award to be Presented to Gail Gramarossa



In November of each year the Zonta Club of Quaboag Valley celebrates its Founders Day by giving an award to a woman in the greater Quaboag area who exemplifies the ideals of Zonta International. Recent past recipients include Marge Cavanaugh, Mary Reardon Johnson, Kathy Picard, Yoko Kato, Anne Gobi, and Bonny Rathbone.

This year the club has chosen to give this honor to Gail Gramarossa of Belchertown.

Gail is a Certified Health Education Specialist (CHES®) with a Master of Public Health degree (MPH). She is Program Director for the Quaboag Hills Substance Use Alliance and a prevention specialist at the Collaborative for Educational Services. According to Club President Mary Knight, "Gail is known locally for her service and advocacy. She is a former 18-year member of the Belchertown Board of Health; a member of the Belchertown Opioid Awareness Task Force; a founding member in 2009 of Belchertown Community Aid Network (CAN) which provides assistance with heating fuel and food to vulnerable citizens; a member of Belchertown Voices for Justice; a volunteer with Belchertown Community Television and a judge and demonstrator in the Belchertown Fair Exhibit Hall. Gail is a great organizer, dedicated advocate and passionate defender of equal rights. She is most deserving of the coveted Founders Day Award recognition."

The public is invited to join us in celebrating Gail Gramarossa on Monday, November 13th starting at 5:30 with a reception and dinner at the Ludlow Country Club, Ludlow MA. RSVP by November 6th is appreciated. Either send a check (\$30/pp) payable to Zonta Club of Quaboag Valley, with names of all attendees to ZQV, PO Box 1034, Belchertown, MA 01007-1034 or email info@zontaqv.org with names of all attendees and pay \$30/pp at the door – cash, check or credit card.

Zonta Club of Quaboag Valley District I, Area II, Charter 1317 of Zonta International 2016—2018

President: Mary Knight
Vice President: Patricia Pupek
Treasurer: Joanne Turner-Chiacchia
Secretary: Kristin Goold
Directors: Debbie Wood
Dana Burton
Lisa Sedelow

Website: www.zontaqv.org

Committee Chairs 2017—2018

Finance & Audit Chair: Pam Albertson
Membership Chair: Patricia Pupek
PR /Communication Chair: Mary Knight
Advocacy/UN Chair: Dana Burton
Service Chair: Debra Wood
Scholarships Chair: Dana Burton
Poinsettia Fundraiser Chair: Liz Reeves
Golf Fundraiser Chair: Debra Wood
Auction Fundraiser Chairs:
Patricia Pupek and Dianne Kidd
Archives Chair: Marge Cavanaugh
Nominating: Pam Albertson, Liz Reeves,
Marge Cavanaugh

"Everything is either an opportunity to learn and grow, or an obstacle that keeps you stuck. You get to choose."
— Dr. Wayne W. Dyer

October 9, 2017 Zonta of Quaboag Valley Dinner Meeting

Ludlow Country Club, Ludlow MA

Present: Pam Albertson, Andrea Bordenca, Dana Burton, Marge Cavanaugh, Janet Da Silva, Kris Goold, Dianne Kidd, Mary Knight, Trish Pupek, Liz Reeves, Mary Ann Rubis,
Not Present: BJ Bourdon, Tina Guinasso, Danielle Petrangelo, Lisa Sedelow, Shanique Spalding, Joanne Turner-Chiaccia, Sue Williams, Debbie Wood
Guests: Susan DeTorrice, Rosario Nelson, Kathy Picard, Heather White

President Mary Knight called the meeting to order at 6:05 PM. Mary welcomed everyone to the meeting and asked the guests to introduce themselves. Dinner followed the Zonta Blessing.

Announcements:

Conference & Zonta International Foundation: Mary told us that ZIF has reached 48% of its goal of \$5.3M and District has reached 58% of its goal of \$60K. Our club is a leader in contributions with the highest individual contributions and #2 in club contributions. Mary Ann explained that who donate \$25 at the conference will receive a sticker to put under our club's name and she will make a matching donation. Anyone who donates \$50 will have a choice of a bracelet or a beaded bookmark.

Poinsettia Sales: Liz explained that our help is needed after the meeting to stuff envelopes with order forms for the poinsettias. She will mail them at the end of October. Delivery will begin right after Thanksgiving and she asked for volunteers to help with the delivery.

Through Her Eyes Conference Booth: Mary stated that we will have a booth at the Through Her Eyes Conference on October 27 at the Mass Mutual Center. She would like to display the Zonta Says No banner. Mary explained that she would like to purchase orange wrist bands and will call for a vote to do so during the business meeting.

Talk Saves Lives: Trish introduced Heather White, AFSP Area



Director for WMass as our guest speaker. Heather talked of how suicide is a complex health issue, and is the tenth leading cause of death, and sadly that figure is on the rise. She covered risk factors, crisis points, prevention, and warning signs among other informative and important topics. She asked all of us to enter the Suicide Prevention Hot Line number

into our phones: 1-800-273-TALK. Heather closed her presentation with questions from the audience. Mary presented her with a gift in appreciation of her being with us tonight.

Founder's Day Award Nominations: Mary asked for nominations for the Founder's Day Award. There were none from the audience. Mary presented Gail Gramarossa as a nominee. Gail is the program director of the Quaboag Hills Substance Abuse Alliance. She lives in Belchertown; is a former member of the Belchertown Board of Health; a founding member of the Belchertown Opioid Awareness Task Force; and a dedicated advocate and passionate defender of equal rights. All voted in favor of Gail receiving the Award.

Raffle Drawing: There was no raffle drawing tonight.

Business Meeting:

Minutes: The minutes for the September meeting were approved as published in the newsletter.

Treasurer's Report: As Joanne was not at the meeting, Mary stated that the treasurer's report had been emailed to everyone. She asked if there were any questions. As there were none, Mary called for a vote to file the report for audit. The vote was passed.

Committee Reports:

Membership: Trish told us that the membership committee is developing their goals for this year and the committee will be meeting in the near future. She explained that we are all responsible for spreading the word about Zonta and encouraging potential new members to attend a meeting. New membership materials are available and some are here for us to take and use to recruit new members.

Service: Mary explained that she would like to purchase 200 wrist bands for Zonta Says No to be distributed at the Through Her Eyes Conference and during the Ten Days of Advocacy. The price is \$144.00 plus tax and shipping. Mary asked that the funds to do so come from Service. All voted in favor of doing so.

Scholarship: Dana announced that she will be sending out the applications for the YWPA Award this week.

Fall Conference:

Mary thanked everyone for the items they brought to the meeting. These included chocolates for the raffle basket, food and beverages for the Hospitality Suite, and feminine hygiene products for the Period Project demonstration.

Mary reminded those members who are not attending the conference that they can still donate to the International Foundation until October 19 by using the form on our web site. The club with the highest percentage of donations from non-attending members will win a free registration for the next conference. She mentioned that the raffle tickets to win a free registration for this conference are also available for \$5.

Mary then explained that the number of registered attendees is down from previous conferences and as a result, the conference

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The Tanzania Nursing Scholarship Program (TNSP) is a small NGO dedicated to assisting severely impoverished young women in Tanzania attain the professional status of Registered Nurse/Registered Midwife. The diploma programs require three years of study, which includes both classroom and clinical experience. Following the successful completion of the three-year program, students take a national examination. Passing scores on the national examination provide the professional designations of “registered nurse” and “registered midwife” to the student. The TNSP program started in 2007 with 2 students. To date, ninety-four sponsored students have graduated and are working in the community as registered nurses/midwives. An additional 31 will graduate in 2017.



Linda van Werkhoven RN BSN, President of TNSP, will join us at the December 11 dinner meeting. She is a retired community nurse who is also active in her hometown of Blanford MA with issues related to the elderly. In explaining the situation in Tanzania, Linda notes that the ratio of nurse to population is 24/100,000 in comparison to 860/100,000 in the U.S. The maternal/child mortality rate is very high. Many young women would seek a career in nursing but cannot afford the school fees. Upon graduation they make \$350-\$500 per month as compared to cash income for rural families of \$300 per year. The cycle of poverty is not only broken for themselves but for their families. They provide assistance with school fees for siblings, purchase basic necessities for their family including medicines and health care. We see them build houses for parents.

Their influence is also felt in their community where they do health care teaching. They act as very strong role models for other young women and give them hope that they too can attain a better life.

Sponsors make the Tanzania Nursing Program possible through generous donations. 100% of your donations are applied to the assistance of students. No administrative costs are paid from your donations. Approximately \$900 will pay the annual cost for one student, however any and all contributions are greatly appreciated.

Please help us pass the word about the December speaker and invite interested individuals to join us.

Minutes continued from page 3

budget is strained. She asked the club to vote on funding the cost of the conference programs which will be \$115. This money will come from the operating budget. All voted in favor of doing so.

For the Silent Auction, Mary explained that she purchased a \$100 Amazon gift card and that she will get a nice plant from Liz to add to it.

Mary stated that Joanne will be the club delegate and Trish will be the alternate. Our club is also doing the Memorial Service. Right now, we are looking for a keyboard which can be used during the service. Doris Stinson of the Halifax club has offered to play at the service.

Trish explained that a vote will be taken at conference to increase the dues by \$5 for the 2018-2020 dues cycle. Because our District has lost 24 members, there is a revenue shortfall and an increase in dues is necessary. There is also a shortfall in the current dues cycle. Mary asked members for a voluntary contribution to District of \$5 per member and to take this money from the operating budget. All voted in favor of doing so.

The slate of officers to be voted on at conference is on the District 1 web site. Mary announced that she is a candidate for Area 2 Director.

As there were no other business, Mary thanked everyone for coming to the meeting.

Closing: Mary adjourned the meeting at 7:45 PM.

Respectfully submitted,
Kristin Goold, Secretary



Zonta District 1 2017 Fall Conference— Joanne Turner-Chiacchia, Delegate and Trish Pupek, Alternate

What could be better than a weekend with Zontian sisters from the New England area and Nova Scotia—women of all ages and backgrounds joining together in unity to support each other and our Zonta mission? Renewing friendships, meeting “first timers”, updates on the amazing projects at the International and local levels. There was ZAM and WAM. It was a weekend packed full of exceptional minutes!

While It is difficult to say what “the best part” of the weekend was, the speakers Saturday afternoon were amazing. Our keynote speaker, State Rep, Kay Khan, shared the shocking statistics on child marriage in Massachusetts. Yes, our own state allows child marriage! There is no minimum age for marriage in our state—think about that. Ms. Khan informed us that there are girls as young as 12 years old marrying in our state. Please review the Call to Action on page 6 of this newsletter and let's discuss how we, as a club, can support State Rep. Kay Khan's bill#2310 to end child marriage in Massachusetts.

Our next speaker was someone we are very familiar with, Stephanie Ovitt from the SoldierOn Women's Program. Stephanie spoke about the inequities that female veterans face in the service. Military sexual abuse is grossly under reported in the military due to the process that our female military face when attempting to report this trauma. Most of our female soldiers are discharged from service when they report such abuse. All the more reason that our club needs to continue to provide supportive interactions for these women vets.

We concluded the speaker portion of the Saturday afternoon program listening to a panel of experts speaking about the opioid epidemic in our state. Sadly, New England is one of the most troubled regions when looking at the opioid epidemic. One interesting and not so surprising fact about substance dependency, delaying early exposure to substances, alcohol and drugs, during the teen years and early 20s, when the brain is still developing, creates more resiliency in young people and helps them to avoid life-long addiction. Please review the Call to Action on page 7 of this newsletter and let's discuss what we can do as a club.

All of these important issues seem overwhelming to address, but as members of the most incredible, powerful organization of women supporting women, we can surely make a difference.

Quaboag Valley had its proud moments when Mary Knight was elected to be Area 2 Director for 2018-2020 and Pam Albertson was elected Treasurer for another 2 years. Other District leaders will be Governor Elizabeth “Liz” Hart and Lt. Governor Beatrice Schori. Thanks to all for stepping up! Another proud moment was when our club donated nearly \$2000 to the Zonta International Foundation—1/3 of our profits from 2017.

We also got to know District 1's International liaison, Sharon Langenbeck, Ph.D., Vice President 2016–2018 Zonta International & Zonta International Foundation. It was exciting to learn about plans for Zonta International's Centennial anniversary—we will be celebrating over a two year period, starting in Japan at the 2018 Convention and ending in Chicago in 2020..

The Memorial Service provided a time to honor our sister Zontians who had departed this past year. Thank you Marge Cavanaugh, Trish Pupek and Mary Knight for planning this Service. We shared our hands-on initiative, the “Period Project” with our clubs in the district. Over 200 monthly period packets were put together and enough products and funds were collected to enable the Berkshire and Quaboag clubs to complete an additional 200—all to benefit area homeless and domestic shelters, as well as food pantries and other organizations advocating for vulnerable women and girls. Well done!

We took in \$207 at the MarketPlace selling chances for the Chocolate Basket and a few t-shirts! Our Silent Auction items (\$100 Amazon Gift certificate and beautiful English Garden plant) earned over \$120 for the Zonta International Foundation.

The Berkshire Club Conference Committee and Mary Knight did an exceptional job in planning and orchestrating this event. Thank you for the opportunity to be QV's delegates at the Fall District Conference. We will be happy to share materials with members who were unable to attend. We thoroughly enjoyed the weekend, learned a lot, feel rejuvenated and ready to carry the Zonta message forward into another year!

Check out the Fall Conference page on the District website for conference handouts, PowerPoint presentations, videos and pictures. Go to zontadistrict1.org and click on Fall Conference 2017.

www.zontadistrict1.org

Fall Conference 2017



End Child Marriage in Massachusetts Call to Action!

Call to Action with a Call to your State Representative and State Senator

H2310/ S785 An Act To End Child Marriage in Massachusetts sponsored by Repre-

sentative Kay Khan and Senator Harriette Chandler is currently in the Joint Committee on the Judiciary. **Please call your Representative and Senator** and ask them to call the Joint Committee on the Judiciary to urge with for a favorable release of H.2310 & S.785. Please use the script below for some guidance. Please look up your Legislators at <https://malegislature.gov/Search/FindMyLegislator>

Conducting a Successful Call

Introduce yourself and where you're from. The office will want to know your zip code to make sure you're a constituent!

If the Representative or Senator is not in their office, ask to speak to their legislative staff.

Legislative staff take many meetings a day. Make your points clearly and succinctly.

Remember, you're not expected to be an expert. Share your concerns clearly and briefly and then follow up with an email or letter if you wish to share additional resources with the office.

Call Script

Hi, my name is _____ and I'm from _____ (Organization) as part of the Coalition to End Child Marriage in Massachusetts. I live in _____.

Nearly **1,200 children as young as 14 were married in Massachusetts between 2000 and 2014** - and 84 percent (1000) of them were girls wed to adult men. For example, a 14-year-old girl married a 23-year-old man in 2003. The oldest person during this time period to marry a minor was a 39-year-old man who married a 17-year-old girl in 2014.

Currently **Massachusetts' statute has no minimum age for marriage** and it requires a parent's signature and judge's approval for a marriage of minor petition. These petitions also receive a same day hearing in front of a judge.

Married children, because they are minors, **face many obstacles when they try to leave or resist** such a marriage including obtaining services from the Department of Children and Families, bringing legal action including filing for divorce, renting, shelter admission, and opening a checking account.

Many states around the country are considering similar legislation, and **many have passed legislation to change their minimum age of marriage** in statute to 16 or 17 years old with some exceptions for those minors. No state has passed legislation that would completely end child marriage.

H.2310 & S.785 would ban marriage under the age of 18 with no exceptions.

(If talking to Rep/Senator) I urge you to:

(If talking to staff) I urge Senator _____ /Representative _____ to:

Call the Joint Committee on the Judiciary to urge for a favorable release of H.2310 & S.785.

Support H.2310 & S.785 when they come up for a vote.

If they need additional information please make a note and inform them that either the office of Representative Khan or Senator Chandler will follow up with additional information.

(If talking to Rep/Senator) Thank you Senator _____ /Representative _____ for the opportunity to discuss this issue with you.

(If talking to staff) Thank you for relaying my message to Senator _____ /Representative _____.

Call Follow Up

Please takes notes and include who you spoke to and the outcome of the call. Please also note if any follow up needs to be send over.

Please email your phone call follow up to Emily Hajjar in Representative Khan's Office at emily.hajjar@mahouse.gov



Contributors: Chantal Silloway ~ Dr. Maria Gallo ~ Jessica Morris ~ Jennifer Kimball ~ Debra McLaughlin ~ Dr Ruth Potec

Opioid Epidemic—insights suggested by our panel

Prevention Works Youth who avoid drug use in their teens and early 20's, when the brain is still developing, are much more likely to avoid life-long addiction. Recommendations from Massachusetts Governor Baker's Opioid Working Group include: a comprehensive evidence-based school curriculum that address underlying social and psychological issues and build student skills and self-confidence; parent education about signs of addiction; community coalition initiatives; local drug-free school initiatives; prescriber and patient education; and drug take-back programs. These are a few sites with prevention ideas.

Partnership for Drug-Free Kids <https://drugfree.org/landing-page/learn/prevention/>

Strategic Planning Initiative for Families and Youth Coalition <https://www.collaborative.org/programs/community-health/spiffy-coalition>

Hampshire HOPE - Heroin Opioid, Prevention and Education <http://www.hampshirehope.org/>

SAMHSA's Strategic Prevention Framework (SPF) <https://www.samhsa.gov/capt/applying-strategic-prevention-framework>

Recovery Centers are critical – Find out what is available in your community and what the centers need. It might be mentoring, volunteering, sharing your skills. Perhaps you could collect and donate items that would encourage the youth or adults that are served in programs i.e. books, gift cards, toiletries, mp3 players, earbuds, socks, etc.

Opioid Taskforces help ensure efforts are being well coordinated and are as easy to access (as much as possible) and to put out messages that recovery is possible by offering hope and help to those suffering from addiction – Find out what is available in your area and what kinds of support they might need to make life easier for individuals with opioid dependence and their families, and to educate the public. Resources provided by the Opioid Taskforce of Franklin County and the North Quabbin Region. Clickable links are at <http://zontadistrict1.org/86-advocacy/224-qq.html>

[Task Force structure, goals and major projects/initiatives](#)

[The Opioid Task Force one-page Drug and Alcohol Treatment and Related Services guide](#)

[An overdose prevention flyer - how to administer narcan and where to obtain it locally](#)

[A "How to Administer Narcan" infographic](#)

[Safe Storage infographic/postcard image](#)

["Recognizing the Signs of Overdose" infographic](#)

[Opioid Awareness Poster](#)

[Opioid Treatment and Recovery services](#)

Stop the Stigma – Each of us can help by changing the way we think about, talk about and treat people with addiction. The stigma of drug misuse keeps people from seeking treatment. Words like “junkie,” “addict” and “druggie” can hurt, damaging self-image and standing in the way of recovery. Addiction is not a choice. It's a chronic disease similar to diabetes, heart disease and arthritis. Stigma is rarely based on facts but rather on assumptions, preconceptions, and generalizations; therefore, its negative impact can be prevented or lessened through education. <http://www.mass.gov/eohhs/gov/departments/dph/stop-addiction/state-without-stigma/>. Watch **Addiction as a Brain Disease** <https://ruthpotec.com/videos/> Series of videos by Dr. Potec on the causes of addiction (genetics, early exposure and childhood trauma) and how they affect the brain; and making a case for treating addiction as a disease – not a character flaw.

Educate Yourself and Others about Harm Reduction – Mandatory use of seatbelts in cars, bike helmets, hand washing, safe sex practices, infant and toddler car seats and speed limits are all harm reduction measures. Consider that harm reduction may be an approach or strategy aimed at reducing the risks and harmful effects associated with substance use and addictive behaviors. Recognizing that abstinence may be neither a realistic or a desirable goal for some users (especially in the short term), the use of substances is accepted as a fact, and the main focus is placed on reducing harm while use continues. Safe injection equipment/syringe access (“needle exchange,” naloxone (Narcan) access, and opioid replacement therapies (suboxone, methadone) are ALL harm reduction strategies. <http://homelesshub.ca/blog/why-harm-reduction-model-so-important>

Opioid Addiction is Treatable – Patients with physical and psychological dependence succeed much more often with an initial inpatient admission (2-3 days) at a hospital/facility where methadone or suboxone can be initiated and where they can work with a social worker to discharge them to (1) an outpatient facility for medication assisted treatment (MAT) and (2) a behavioral health connection for recovery. Treatment saves lives AND money. For every 1\$ spent treating people struggling with addiction we save society \$7 that we currently spending dealing with the consequences of active addiction. Advocate for funding of evidence-based treatments in your community

ADVOCACY FOR GENDER EQUALITY



Zonta International envisions a world in which women's rights are recognized as human rights and every woman is able to achieve her full potential.

In such a world, women have access to all resources and are represented in decision making positions on an equal basis with men.

In such a world, no woman lives in fear of violence.

Realizing this vision takes persistent and coordinated advocacy actions at the international, state/provincial and local levels. Driven by our nearly **30,000 members** in **66 countries**, Zonta International's advocacy efforts are **far-reaching and effective**.

ZONTA ADVOCATES TO:

End violence against women and girls

Every year during the 16 Days of Activism against Gender-Based Violence (25 November – 10 December), Zonta clubs around the world participate in Zonta Says NO to Violence Against Women, a campaign to raise awareness of and increase actions to end violence against women and girls. Through their advocacy actions as part of the campaign, Zonta clubs achieve local and national government and community commitment to take action to end violence against women and girls. [Learn more at www.zontasaysno.com](http://www.zontasaysno.com).



Empower women in the workplace

In addition to providing more than US\$500,000 every year for educational scholarships to promote women in traditionally male-dominated fields, Zonta International supports the Women's Empowerment Principles and advocates for the adoption of these principles in the practices of our employers, and in the practices of other employers in our communities and countries. [Learn more at www.zonta.org/womensempowermentprinciples](http://www.zonta.org/womensempowermentprinciples).



Demand equal pay for equal work

On average, women globally make just 77 cents for every dollar earned by men. With the current gap at 23 percent, it will take 70 years to close the gender wage gap, according to the 2016 International Labour Organization (ILO) Report Women at Work. As an organization that works to improve the economic and professional status of women, Zonta International advocates for pay equity as a necessity to achieve gender equality and sustainable development globally.



WE SHALL NOT REST UNTIL WOMEN'S RIGHTS ARE RECOGNIZED AS HUMAN RIGHTS

For more examples of Zonta advocacy, visit our website at www.zonta.org.