



ZONTA

CLUB OF
QUABOAG VALLEY

MEMBER OF ZONTA INTERNATIONAL
EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

**ZONTA CLUB OF
QUABOAG VALLEY
BOG NEWSLETTER**

APRIL 2021

2021 Dates for your Calendar

April 12 Program—Project Updates, CSW Highlights and Business Meeting

Service Request to be voted: \$100 to the Zonta USA Advocacy Caucus for the Stop Child Marriages billboard PSA campaign



**April 24 District 1 Spring Workshop
9am—noon Free for members, guests**

May 1 –31 Calendar Lottery

Daily picks published on Facebook!
Details and Sponsors at
zontaqv.org/may2021

**May 10 Program
Business Meeting**

**June 14
Business Meeting**

**June 25—27 Cincinnati NAIDM
North American Inter-District Meeting**
zontadistrict4.org/category/naidm-2021/

**September 12 Zonta Golf Tournament
Fundraiser—Cold Spring Country Club**

October 22-24 District 1 Fall Conference

We expect to see all of you on Zoom; if you are unable to attend, please let Dana know. **P.S. Guests are invited to our virtual meetings. If you know any one who is interested in joining us, simply contact us by email to get a meeting link: info@zontaqv.org**

Fellow Zontians and friends,

Happy spring! I hope you all are getting out and enjoying that sunshine. March was a really great meeting. It was so awesome to have a few guests join us. We had a good discussion of Ruth Bader Ginsburg's career, ideals, and legacy. I think she would have been honored. Congrats to Marge and Mary Ann for winning BINGO or should I say RBGZI.

Our next meeting, April 12th will be a programs and advocacy inspired meeting. We will receive updates on ZI projects, reports from the Commission on the Status of Women, information on Sexual Assault Awareness month, and review other topics. We will also be voting on updates to our club's bylaws so please review the changes and email the committee about any concerns.

Our calendar fundraiser is off with a bang—34% of our goal of \$5000 as of the publication of this newsletter! Throughout April continue to get as many donations for the calendar raffle tickets that you can. All the info you need is at ZontaQV.org/may2021. I've decided that all your hard work should pay off so the Zontian that sells the most tickets will get a prize!

Spring Workshop is coming up fast, Saturday April 24th. Please register for this event ASAP—link at ZontaDistrict1.org. It will be free and virtual. The spring workshop will be a great introduction to larger Zonta events for our newer members so please consider attending.

May is Women's Health Month. I am hoping to have a health inspired meeting so stay tuned for more information. In June there was some talk about a picnic type event so any ideas or suggestions on that would be great.

Everyone continue to stay healthy and I am hoping we can all meet in person soon.

In Zonta Friendship,
President Dana Burton



In this issue:

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2. Michael Wallace Intro & Membership Campaign
3. March Business Meeting minutes
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5. Equal Rights Amendment—2021 reality??
6. Spring Workshop | Scholarship | Bylaws Update
7. Calendar Lottery Fundraiser!!
8. CSW session briefs
11. Parenting in Trying Times - Workshop Event



**Ann Cormier 4/16 Missing you!
Andrea Bordenca 4/30**

Our Newest Prospective Member



Michael heard about Zonta through Dana and our local publicity. He has attended a few of our virtual meetings and has indicated his willingness to commit time to service and advocacy projects in our community, and to contribute financially to and raise money for local & international projects that benefit women:

Michael Wallace is a World Citizen who lived in 4 countries and traveled to 16 others on 5 continents. His profession was a registered nurse, working in many clinical settings in 5 states. Michael's interests are that which will bring about unity and justice for all. Michael loves service and has done a variety of volunteering and support in a myriad of settings including schools, orphanages, care centers and hospitals. He is a strong advocate for peace, social justice, diversity, and equality. Michael's mission statement is "To inspire, encourage and motivate people to be the best they can be." This is done through continued study and action.

ADD YOUR VOICE
MEMBERSHIP CAMPAIGN

RECRUIT NEW ZONTIANS TO YOUR CLUB



The pandemic has negatively impacted many women and girls around the world, and they need our voice now more than ever. Recruiting new members that share our vision can help accomplish our mission. The goal of the 2021 membership campaign is to recruit new members and have a bit of fun. Zonta has added a friendly competition amongst clubs based on club size.

The Add Your Voice global membership campaign will take place from 1 April to 31 May 2021. All members who are added to our club through the online platform will be members through 31 May 2022—14 months for the price of 12! If you know anyone who shares our vision, NOW is the opportunity to join Zonta and help us make a difference!

"Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence."
Sheryl Sanberg



**Zonta Club of Quaboag Valley
District I, Area II,
Charter 1317 of Zonta
International
2020—2022**

President: Dana Burton
Vice President: Danielle Petrangelo
Treasurer: Andrea Bordenca
Secretary: Mary Knight
Directors: Patti Matthieu
Patricia Pupek
Susan Seaver
Chris Keough-Huff

Website: www.zontaqv.org

Committee Chairs 2020—2022

Finance/Audit Chair: Joanne Turner-Chiacchia
Membership Chair: Danielle Petrangelo
PR /Communication Chair: Mary Knight
Advocacy/UN Chair: Pam Albertson
Service Chair: Joanne Turner-Chiacchia
Scholarships Chair: Maria Maloney
Poinsettia Fundraiser Chair: Liz Reeves
Golf Fundraiser Chair: Debra Wood
Auction Fundraiser Chairs:
Patricia Pupek and Dianne Kidd
Nominating:
Trish Pupek, Kristin Goold, Janet DaSilva
Bylaw Revisions: Suz Tiranno

Zonta of Quaboag Valley— March 8, 2021 Business Meeting

Present on Zoom Call: Pam Albertson, Dana Burton, Marge Cavanaugh, Joanne Turner-Chiacchia, Karen Keough-Huff, Chris Keough-Huff, Mary Knight, Patti Matthieu, Danielle Petrangelo, Trish Pupek, Mary Ann Rubis, Susan Seaver, Suz Tiranno, Stacy Troy, Debbie Wood

Absent: Nancy Ayers, Andrea Bordenca, Dianne Kidd, Janet DaSilva, Kris Goold, Luz Rivera, Maria Maloney, Liz Reeves

Guests: Vickie Palardy, Berkshire Zonta Club, Susan DeTorrice, Stephanie Jo Kent, Mike Wallace

President Dana Burton welcomed everyone and asked our guests to introduce themselves. She gave a short overview of Zonta and our activities locally and globally, encouraged all to spread the news about two scholarships we are sponsoring, and invited questions and support for mission.

Today is International Women's Day – when we honor women who have inspired us and celebrate their achievements. Tonight, we are paying tribute to Ruth Bader Ginsburg. Dana, Pam, Mary Ann and Debbie shared the facilitation of discussion questions, and we had an RBG-themed Bingo game to have some fun with words and phrases that might come up during the discussion. We had a lively conversation on some of RBG's tenets, like "Don't ask them to go too far too fast, or you'll lose what might have won", "It's not women's liberation; it is women's and men's liberation.", "Women belong in all places where decisions are made.", and about being supportive of other women vs. trying to be the superstar that nobody could match.

Following the Program, the business meeting was called to order at about 7:00 by President Dana Burton

February Minutes: A motion was made and seconded to approve the minutes published in the Bog. The vote was in favor.

Treasurers Report: Andrea was not present and did not share a report.

Committee Reports

Advocacy – Pam shared a bit about the USA Caucus' (zontausa.org/) effort to move the Equal Rights Amendment forward to ratification. The Equal Rights Amendment (ERA) was passed by Congress in 1972 but fell just three states short of ratification when the time limit expired in 1982. While 38 States have now ratified the amendment, we cannot proceed until the "deadline for ratification" is removed in the House and Senate. Pam will explain the call to action and provide additional details in the next Zonta Bog.

Auction/Fundraiser – Trish reported that her committee has confirmed that the Silent "no more!" Auction is a no-go again this year but has identified a plan for an event that will hopefully raise funds for the Zonta Foundation for Women and our service projects for the next fiscal year. We will have a Lottery Calendar for the month of May, with daily drawings for items (mostly gift certificates) of \$25 and more. For a donation of \$25/chance, individuals will have a chance of winning a daily prize and get re-entered to hopefully win again!

Members are asked to help:

In March - get donations to fill in the calendar, especially for a Mother's Day Extravaganza basket

In April - sell at least 10 – and hopefully 20 - tickets each! A flyer to distribute in-hand to family and friends and by email to your network will be provided; an event on Facebook will be created for you to share with all your friends, a page will be added to the website offering online registration and payment. Any other ideas are welcomed!!!

We want to have some fun and excitement with the daily drawings. Suggestions on how to do that are needed.

Scholarships – Dana announced that the YWPA award deadline is next week; applications for the Jane M. Klausman Women in Business scholarship will be accepted until May 28th. A flyer and application have been added to the zontaqv.org website under Resources and the news has been posted on Facebook. Maria can be contacted for questions.

Other Business

The Commission on the Status of Women in NYC will be completely virtual and starts on March 15th. Please review the info provided in the March Bog to choose which of the 700 workshops you will attend. Takeaways are being solicited and will be included in the April Zonta Bog.

Continued on page 4

March Business Minutes continued

Spring Workshop will be held virtually on April 24 @ 8:45-noon. It will be filled with valuable and inspiring information, so please plan to attend. Clubs have been asked to present something they want to brag about. After a lively discussion it was decided we would do a slide show narrated by a reporter of all the accomplishments we have made this year, despite the hurdles presented by COVID.

The North American Inter District Meeting (NAIDM) will be held in person in Cincinnati in June!

District 1 Fall Conference (a formal event held every two years in an odd-year) is scheduled this year in Concord NH the weekend of 10/22-24. Feedback from clubs has been requested on whether it should be virtual or in-person. And, if virtual, should it be held one full day or two half-days. Members are asked to voice their opinion to Dana.

Future Meetings

April 12th – Service and Advocacy Updates are planned for this meeting – on Zoom or in the park, weather permitting.

Topics: ZI programs, CSW, Sexual Assault Awareness month, Ending Child Marriage bill

May 10th – Zoom or in the Park

June 14th – Zoom or in the Park

Dana thanked everyone for attending. Next Newsletter deadline is 3/28.

Meeting Adjourned 7:40

Respectfully Submitted
Mary Knight, Secretary



Letters and in-person acknowledgements received from the following organizations for Period Project supplies:

- CHD Homeless Services**—Heartfelt gratitude!
- Mental Health Association**—Zonta fills a gap that is rarely considered. Thank you for the advocacy!
- Care Center Holyoke**—Grateful for the partnership!
- YWCA Western MA**—We deeply appreciate your ongoing support!

Food Share of Palmer—\$100 appreciated! More and more families in need during this difficult time.

ZQV Board Meeting March 15, 2021 6:00 PM on Zoom

Present: Dana Burton, Mary Knight, Patti Matthieu, Danielle Petrange-lo, Trish Pupek, Chris Keough-Huff, Sue Seavers

Absent: Andrea Bordenca,

President Dana called the meeting to order at 6:03.

Minutes: The minutes from February 2021 were moved and voted to accept as written.

Treasurers Report: Andrea messaged that she wants feedback on whether we should request a dues increase this year. She needs to send invoices for 2022 dues to members in early April. The consensus is that NO increase is needed for club dues.

March Program – The RGB tribute was well received and led to good discussion. Marge, Debbie and Mary Ann were the prize winners for the ‘bingo’ game.

April 12 Program – We have a number of updates on the agenda, including highlights from the Commission on the Status of Women (CSW), ZI Service Projects, Equal Rights legislation efforts, progress to End Child Marriage in MA, status of programs at the YWCA of Western MA. We will vote on amendments to our Bylaws. Mary will submit a service request in advance of the meeting to contribute to the End Child Marriage Billboard campaign by US. Zonta Advocacy Committee.

May 2021 – There is interest in getting a speaker on Human Trafficking.

June 2021 – YWCA winner – other ideas welcome

Calendar Fundraiser - Trish reported on progress – thanks to the generosity of a few members, we are very close to finalizing the daily gifts and collecting additional items for the Mother’s Day drawing. The plan is to get the calendar out to members and start marketing by email, Facebook and word of mouth before April. The hope is that every member will get started on selling chances. Each chance = \$25 and contact info.

Other Business

Spring Workshop – April 24 from 8:45am to noon – Mark your calendars! Our club will be asked to provide something for the program. Maybe Andrea’s talk on biases? Or something humorous so we can lighten the load of info and improve coping skills. We are putting together a 1-2 min video on what we have accomplished this year. Trish will narrate.

Fall Conference – October 2021 – a survey to presidents indicated a preference for a virtual conference over two half-days.

Dana expressed hope that we can meet in person soon. Chris offered her property in Belchertown as a possible option.

Next board meeting 4/21/2021 at 6:00

Meeting was adjourned at 6:52

Respectfully Submitted, Mary Knight, Secretary



The Equal Rights Amendment is a proposed amendment to the United States Constitution designed to guarantee equal legal rights for all American citizens regardless of sex. It seeks to end the legal distinctions between men and women in terms of divorce, property, employment, and other matters.

The Equal Rights Amendment (ERA) is a proposed amendment to the United States Constitution designed to guarantee equal legal rights for all American citizens regardless of sex. It seeks to end the legal distinctions between men and women in matters of divorce, property, employment, and other matters. The ERA was first introduced in Congress in December 1923. The ERA was introduced in every congressional session between 1921 and 1972, but it never reached the floor of either the Senate or the House for a vote except in 1946. Right from the 1920's women have debated the issues of the ERA framed in terms of equal rights and protections with men in all regards versus sacrificing benefits given to women through protective legislation such as shorter hours, no heavy lifting and the like meant to "protect" women's fragility. In the 1940's it was opposed by labor unions, which feared the amendment would invalidate protective labor legislation for women. However, the Republican Party included support of the ERA in its platform beginning in 1940, and the Democratic Party began its support in 1944.

Opposition arose during the 1980's focused on defending traditional gender roles and fears that single-sex bathrooms would be eliminated, same-sex couples would be able to get married, and women would be subject to the draft.

On March 22, 1972, the ERA was placed before the state legislatures, with a seven-year deadline to acquire ratification by three-fourths (38) of the state legislatures. A majority of states ratified the proposed constitutional amendment within a year. It had broad bipartisan support but by March, 1979, support was short by three states. In 1978, there was a resolution to extend the ERA's ratification deadline to June 30, 1982. This was immediately contested, eventually going to the Supreme Court which eventually declared that the amendment had failed because there had been no state ratification even by 1982.

Every session of Congress since 1982 the amendment has been reintroduced. None have passed. In the 2010's efforts to remove the deadline began with some success in the House in 2020, which passed H.J. Res. 79 on February 13, 2020, by a vote of 232–183, mostly along party lines. However the Senate refused to take action and it expired. The final three states that were needed for ratification are Nevada (2017), Illinois (2018) and Virginia (2020).

The 117th Congress will now consider **S.J. Res. 1** - A joint resolution removing the deadline for the ratification of the equal rights amendment. It was introduced to the Senate Judiciary Committee by Senator Benjamin Cardin on January 22, 2021.

H.J.Res.17 - Removing the deadline for the ratification of the equal rights amendment was introduced to the House on January 21, 2021 and referred to the Subcommittee on the Constitution, Civil Rights, and Civil Liberties on March 5. It was passed/agreed to in House: (Yeas and Nays: 222 - 204) and sent to Senate on 3/17 (Senate Joint Resolution 1) On 03/23/2021 it was read for the second time and placed on Senate Legislative Calendar under General Orders. Calendar No. 12. **Getting close!**

As advocates for equal rights, what can we do? While Massachusetts legislators aren't in doubt about its passage, it is important to have your voice be heard by your representatives and senators. This link will show you all the contact information for every member of Congress. I urge you to send a quick email to members for your district asking them for their support for the above- mentioned Resolutions. [Members of the U.S. Congress | Congress.gov | Library of Congress](#) www.congress.gov/members

Thanks to Pam Albertson, Advocacy Chair for this important update!

2021 Zonta District 1 Spring Workshop

Add your voice to Zonta in our next century
Awareness, Advocacy and YOU!

Saturday, April 24, 2021 | 9 a.m. -12 p.m. EST

REGISTRATION IS OPEN
Link at ZontaDistrict1.org

The Zonta District 1 Spring Workshop will be held on Saturday, April 24th, 2021 via zoom at no cost for attendees and guests. Sign-in at 8:45 a.m. and the meeting will run from 9 a.m. – 12:00 p.m. EST.

Enjoy a fast-paced agenda that will cover many topics, so you will gain exciting ideas and resources to take back to your club. The program is designed to touch on membership, leadership, advocacy, service and our impact on women in the world. Speakers and fun activities will help raise awareness about yourself, your role in the club, and how other Zontians in District 1 are engaged in women’s issues. We will offer advocacy updates; easy and effective ways

you can act locally; how to inspire and engage members when we can’t meet face-to-face; and how to give back to our community during these unprecedented times. Expect fun, laughter, raffles and a time to connect with other members.

Throughout the event, we will be spotlighting club successes - so at registration, we will ask all attendees to share what you are most proud your club does. Our goal is to first make others aware of your great ideas, and second to develop content to share the Zonta good works happening every day throughout our district.

We hope to see you there!

Applications Open for JMK



The **2021 Jane M. Klausman Women in Business (JMK) Scholarship** is open to women in Western MA enrolled in at least the second year of an undergraduate program through the final year of a Master’s program in business, leading to a business management career. The program is designed to encourage women to enter careers and to seek leadership positions in business-related fields in their communities and throughout the world. The club offers a \$1000 scholarship to the most outstanding Klausman applicant. **Completed applications are due by May 15th.** Download at www.zontagv.org/resources. The local winner’s application will then be submitted for competition at the Zonta District 1 level (New England states of the U.S. and Nova Scotia, Canada). The District 1 winner goes on to compete internationally, funded by the Zonta International Foundation for Women. **Questions? Email Maria Maloney at MariaMaloneylicsw@gmail.com**

Club Bylaws Need Amendments

Under the guidance of Suzanne Tiranno, our Delegate to Zonta International Convention 2020, the Bylaws for the Zonta Club of Quaboag Valley got a thorough review. This is a healthy exercise even if there are no changes, as the bylaws document is a roadmap for how we operate.

Highlighted areas are the changes recommended to our bylaws - most of which were taken directly from Convention vote decisions .

Please review the copy sent to you by email and send Suz any questions needing clarification before the April meeting. Successful approval of the amendments require a 2/3 vote of the members present at the meeting.

ZONTA CLUB OF QUABOAG VALLEY
MEMBER OF ZONTA INTERNATIONAL
EMPOWERING WOMEN THROUGH SERVICE & ADVOCACY

Club Bylaws

Article I Name
The name of this organization shall be the Zonta Club of Quaboag Valley. It shall exist only as a chartered club of Zonta International.

Article II Objectives
The objects of this club and of Zonta International are:
(a) To improve the legal, political, economic, educational, health and professional status of women at the global and local level through service and advocacy.
(b) To work for the advancement of understanding, goodwill, and peace through a world fellowship of members.
(c) To promote justice and universal respect for human rights and fundamental freedoms.
(d) To be united internationally to foster high ethical standards, to implement service programs, and to provide mutual support and fellowship for members who serve their communities, their nations, and the world.

Article III Policy
SECTION 1. Nonpartisan and Nonsectarian. This club shall be nonpartisan and nonsectarian.
SECTION 2. Principles and Public Issues. This club may express itself about, and become involved in principles and public issues having a bearing on its objects, following the policies established by the Zonta International Board.

Article IV Membership
SECTION 1. Categories. The membership of this club shall be limited to Classified Members, Past International Presidents, and Honorary Members.
(a) A **Classified Member** shall be drawn from persons with experience in a recognized business or profession who is willing to actively support and implement the Objects of Zonta International. Every member shall be assigned a classification based on the Zonta International Marlan de Forest Manual.
(b) The club may retain as a member or may elect to its membership, without any classification requirement and without additional initiation fee, a **Past International President**.
(c) **Honorary Members** shall be persons who have distinguished themselves by some unusual service other than their service to Zonta. An Honorary Member shall be entitled to all membership privileges of the club except those of: (1) holding an elective office or directorship; (2) making motions and voting; or (3) representing the club as a delegate or alternate. The

Zonta Club of Quaboag Valley Bylaws | 1 | 2021-2022

Zonta Club of Quaboag Valley

Empowering women through service and advocacy

Lottery Calendar Fundraiser \$25 Donation

May 2021						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Total value of the gifts donated for this fundraiser: \$2,084. Sale of chances ends 4/30 at 10pm.						1 \$100 Gift Card Talbot's
2 \$100 Gift Card Center Square Grill	3 \$25 Gift Card Dunkin	4 \$50 Gift Card A.W. Brown Pet & Garden	5 <u>Cinco de Mayo</u> \$25 Gift Card On the Border	6 \$25 Gift Card Dick's Sporting Goods	7 \$25 Gift Card I Hop	8 \$50 Gift Card Big Y, Fresh Acres, Table & Vine
9 Mother's Day \$400+ Pampering Package *	10 \$25 Big Y & Fast Pot Jr. Multicooker	11 \$25 Gift Card Starbucks	12 \$25 Gift Card L.L.Bean	13 \$40 Gift Card Applebee's	14 \$25 Gift Card Randall's	15 \$200 Samsonite Laptop Backpack
16 \$100 Gift Card Johnny's Bar & Grille	17 \$50 Gift Card Barnes & Noble	18 \$25 Gift Card Esselon Cafe	19 \$50 Gift Card Sixteen Acres Garden Center	20 \$25 Gift Card Lowe's	21 \$50 Gift Card Atkins Farm	22 \$50 Gift Card Bass Pro
23 \$100 worth of Scratch Tickets!	24 \$25 Gift Card Rosewood Home & Gifts	25 \$60 value Houseplant +3 RescueWicks	26 \$50 Gift Card Stop & Shop	27 \$25 Gift Card Atkins Farm	28 \$50 Gift Card Applebee's	29 \$100 Gift Card Center Square Grill
30 \$25 Gift Card to Gardening Supply Hadley & \$50 Basket of Items	31 \$100 Gift Card Delaney House	* Mother's Day – Picture and itemized list at zontaqv.org/may2021 Rules: Starting May 1st, an announcement of the winner for that day will be posted at 6pm on www.facebook.com/ZontaQuaboagValley . The winner will be notified by phone or email, with arrangements for delivery. Then, that name will go back into the pot for the next drawing.				

Drawings will be on each day of the month in May. Winning names will be re-entered into the remaining drawings. Proceeds from the sale of this fundraiser will be used to support the work of Zonta, locally and globally.

Please fill out information below and return it with your \$25 donation to a Zonta member **or mail with check** to Zonta of Quaboag Valley, P.O. 1034 Belchertown MA 01007 **or register and pay online at** <https://zontaqv.square.site/>

Thank you to our Zontian members for their generosity and to our special sponsors: Steve Chiacchia, William Ploran, Kathy Picard Jillian Knapp–Rosewood Home & Gifts Dawn Nooney–Renew Calm Day Spa Carrie Neffinger–Woodland Massage Therapy

Name: _____ Address: _____

Phone # _____ Email: _____

Seller: _____



Included here just a few of the highlights from CSW

15-26 March 2021 ~ The 65th Session of the Commission on the Status of Women (CSW)

Largest annual gathering on women's rights worldwide.

Priority theme: Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls;

Review theme: Women's empowerment and the link to sustainable development

CSW65 Virtual 25,000+ joined – 66% first timers and many of them young people

Over 700 workshops 24/7 Open forum for women involved in NGOs worldwide

26th anniversary of World Conference on Women in Beijing– good goals, but few actionable steps or accountabilities.

195 member states in the UN; 45 represented on the Commission on the Status of Women

Consultation Day

Focused on Priority and Review themes – setting the stage for context of these two weeks. Emphasis also on the importance of multi-generational inclusion as we strive for gender quality. We must strive for respectful collaboration and shared leadership – it's a space of abundance – no need for scarcity and competition. We need to be partners in designing and co-creating the new reality – build the movement, educate about rights and advocate for the marginalized. Love the manifesto expressed at [facebook.com/beijing25youth](https://www.facebook.com/beijing25youth): Transformative co-leadership is a goal that can be achieved if we all work together!

Women of Power - Leading Together for a Better Future

Newly released data (<https://undocs.org/E/CN.6/2021/3>) shows that progress to achieve gender equality in public life and decision-making has been too slow. At the current rate of progress, **it will take another 130 years to reach gender equality** at the highest positions of power. The COVID-19 pandemic has impacted women disproportionately – from loss of jobs to rise in violence against women and unpaid care work. Although women are at the front line of COVID-19 response as healthcare workers, innovators and leaders, their contributions remain less visible and less valued. Only 3.5 per cent of COVID-19 task forces across 87 countries had gender parity. So, what happens when women lead? Evidence shows that when women are in power, they invest in often-overlooked policy measures – from expanding healthcare and education to green economies and ending violence against women – that ultimately build sustainable and resilient futures. Building back better from COVID-19 needs women at the center, leading and making decisions that serve the planet, address inequalities, and achieve equal power-sharing.

When everyone has a voice – men and women – we are all empowered, all perspectives are heard. We need to lift up, support and mentor other women so that we can build critical capacity; we need to offer virtual spaces for women to be open and practice skills of persuasion. Along with legal changes, cultures need to change. Most importantly we need men to lead that change with us.

Victimization of Women and Girls

Sam Houston State University's Department of Victim Studies are unique in their focus on women and girls. Topics covered included:

Women Incarcerated – The number of female incarcerations has increased 776% since 1978, with highest rate among women of color and mostly for non-violent offenses – primarily driven by reaction of law enforcement's get tough on crime initiatives. The impact on this rise causes a ripple effect: women are low risk but high need due to low economic status and mental health issues; 60% are mothers; 6-10% are pregnant; children often end up in foster care and many end up incarcerated too. The prison pipeline is predictable: 77-90% of women had one or more of the following issues: they were sexually abused, had adverse childhood experiences, suffered from substance abuse (many self-medicated) or were diagnosed with trauma-related disorders. Girls generally respond to trauma by suppressing, internalizing blame vs. acting out. According to studies, gender responsible correctional strategies are effective in preventing recidivism. Strategies include ensuring trauma-responsive safe environment, building healthy relationships for improving self-esteem, holistic programming services and supervision, work on positive self-talk and self-esteem/positive values, building skills that lead improved economic status, one-stop community services at release. Transformative justice involves preventing victimization – normalizing help-seeking before things get out of control.

Campus Sexual Assault –

Victims may **disclose** an assault to trusted peers in their social network, but only 20% **seek help** – reach out to formalize a complaint.

If that network is very small because of race or size of school, risk is greater for victim blaming or gossip or revenge – more apt to internalize the experience as shame. Helping professionals need to be aware of this dynamic and work to reduce barriers, address oppression, improve awareness programming.

Cyber Victimization –

Image-based harassment/ extortion/ revenge pornography (real or photoshopped) is considered one of the worse type of sexual abuse.

Hard to remove pictures, police can't help, questions about who owns images.

Critical to raise awareness very early for children to be safe online!!

Continued

Girls' Education: Access, Obstacles and Impact to Achieving Gender Equity

One of the speakers in this workshop, **Guadalupe Roman** (2020 YWPA Awardee), shared how she collaborated with a group of her high school classmates to form the Safe Spaces club after a teacher verbally harassed a classroom full of minority students, asserting that parts of their identities were unworthy of society. The club offers workshops for principals across her school district and sister schools throughout Texas, and several teachers have reported changing their instructional approach to create a more inclusive learning environment as a result. The students' efforts received financial support from the Embrey Human Rights Program, and Guadalupe was recognized for her work by the Princeton Prize in Race Relations. Expect to see great advocacy from this young lady!



How we failed to empower older women during the lockdown

The default for funding institutional long-term care but not caregiving at home is one of many examples of structural ageism. A crucial yet often hidden source of inequity, structural ageism is the explicit or implicit bias against older persons arising from policies, attitudes, and actions of social institutions. This systemic discrimination has a synergistic effect with internal ageism, or negative beliefs that individuals acquire about aging, on the health of older adults. Assets of older adults that **should** be celebrated include wisdom, independence, and resiliency. Intergenerational solidarity should be the norm. Caregivers, including selected family members, should be trained and paid fair wages. Technology should improve rather than worsen access to care and social isolation. Economic empowerment, lifelong learning and active networking could alleviate the disadvantages of older women.

Speak Up

Jenni Prisk's workshop on creating and presenting communications that will be heard and understood was first rate. From researching your audience and the venue, to developing your speech, to delivering it – all the things you need to think about and prepare for were covered. A must for everyone who wants to Speak Up. A copy of the 90-minute video with slides is available at knightatwork.com/presentations.

A staged reading of Lynn Nottage's Pulitzer Prize winning play Ruined

This play is in commemoration of the 20th anniversary of the UN SCR 1325, and the 25th anniversary of the UN Fourth World Conference on Women in Beijing. **Ruined** involves the plight of a group of women who have experienced the brutality of rape in the civil war-torn Democratic Republic of Congo (DRC). The systematic and violent rape of women has become a chief instrument of war, used both as a means of ethnic cleansing and tribal intimidation. It connects to the issues unfolding in war-torn countries worldwide through the narratives of the women caught between the war and the men who claim rights to their bodies and the land, and the men living within a patriarchal system and shifting ideas of masculinity.

Conversation Circle – Violence Against Women and Human Trafficking

Two amazing activists from Halifax, **Jeanne Sarson** and **Linda MacDonald**, spoke about the torture and abuse of women and children who are trafficked. For many people, human trafficking still conjures up images of kidnappings taking place overseas like in the movie **Taken**. But only about 12 per cent of sexualized human trafficking cases in Canada involve abduction or forcible confinement. In the vast majority of incidents, the perpetrator is a person the victim knows, most commonly a friend or a romantic partner. The pair has been instrumental in raising awareness and lobbying for change. Their book *Women Unsilenced: Our refusal to let torturer-traffickers win!* will be published later this spring.

Another activist **Racha Haffar** is building a youth army against #humantrafficking - Founder & CEO Youth Against Slavery Movement @YASMovement "Human trafficking should be a topic that's taught in schools, it should be talked about in the news. It is one of the most profitable crimes and the numbers are rising." Focus on the root causes

Someone is in slavery if they are...

1. Forced to work – through coercion, or mental or physical threat
2. Owned or controlled by an 'employer' – through mental or physical abuse or the threat of abuse
3. Dehumanized – treated as a commodity or bought and sold as 'property'
4. Physically constrained or have restrictions placed on their freedom of movement.

Websites recommended for further information include:

<https://humantraffickingsearch.org/>

<https://theantislaverycollective.org/>

<https://forum.generationequality.org/>

<https://covenanthousenj.org/how-we-help/issues/human-trafficking/>

<https://www.soroptimistinternational.org/?s=human+trafficking>

<https://www.voanews.com/usa/sex-traffickers-target-native-american-children-south-dakota>

Continued

Social Impact Storytelling

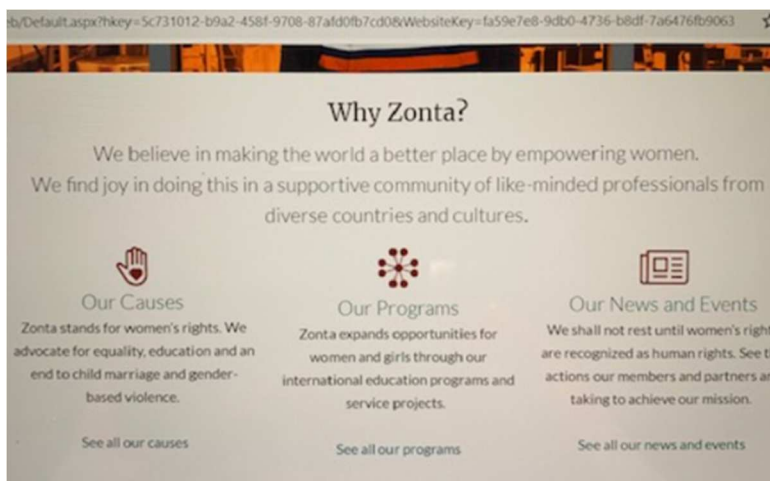
Effectively share your organization’s research, impact and mission with a story that connects to head, heart and hand. www.arianablossom.com/

Stories must be easily understood, memorable, inspiring and actionable. And, stand out from other organizations

Use the story in core messages, mission/vision statements, purpose statement, website, social media, funder pitches, grant applications, onboarding, blogs, interviews, etc.
 All members should practice the story and share with everyone who asks about their organization. (example: What is Zonta?)

Three parts to the story:

- 1) The Core – what the organization does and why (Simon Sinek – Ted Talk: Start with Why)
 - 2) Impact Story – the difference you are making on individuals or groups – specific enough for listener to say Wow!
 - 3) Origin Story – how you came to be involved (can be vulnerable – what you saw/heard, emotions felt, drive to action)
- Good example: <https://onlyoneyes.org/>



Is Zonta doing a good job?

Resource suggested: Global GoalsCast - a podcast that inspires and empowers listeners to make the world a better place by sharing the stories individuals, companies, and organizations that are advancing and achieving a more sustainable world.

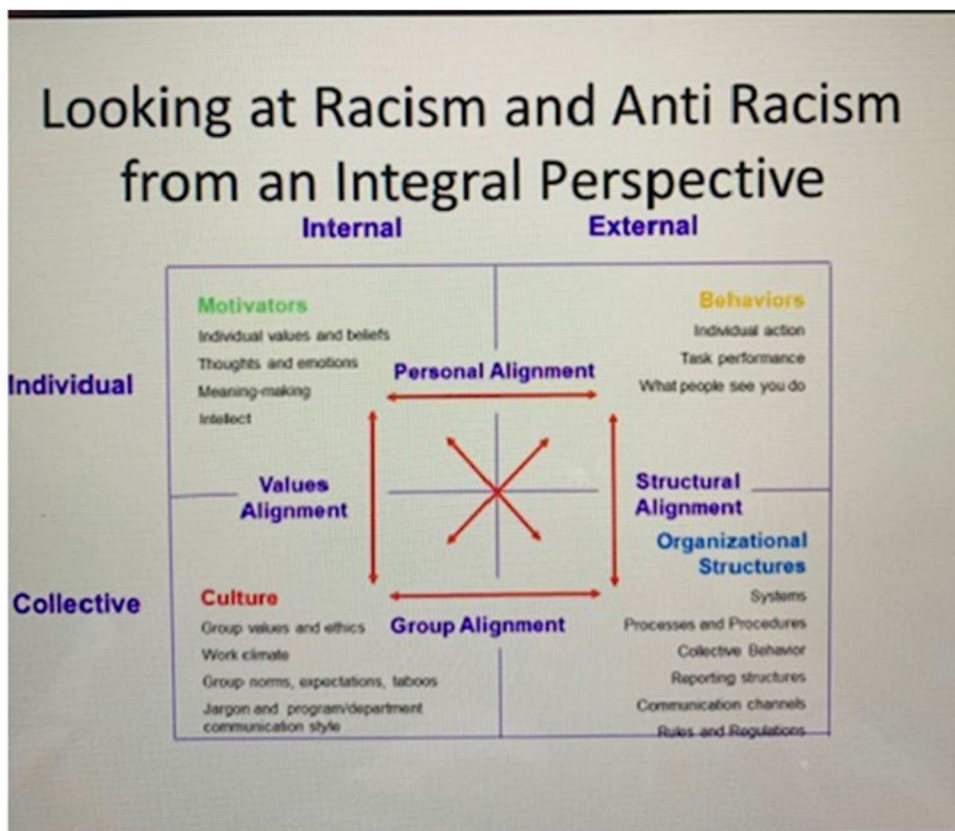
Anti-Racism – Making breakthroughs by continually working towards equality for all races, striving to undo racism in your mind (unconscious bias), your personal environment and the wider world.

Unpack points of views through different lenses:

- Your personal, psychological lens
- Your behavior lens, ways of showing up
- The environment, the cultural lens
- The systems lens, regulations, policies, structures.

It is helpful to have common understanding of terms. See Glossary of Diversity, Equity and Inclusion Terms at zontaqv.org/advocacy/

- Examples:
- Ableism
 - Ageism
 - Bigotry
 - Culture
 - Feminism
 - Inclusion
 - Microaggression
 - Oppression
 - Racial Equity
 - White Privilege





INSTITUTE FOR
GENERATIVE LEADERSHIP
The Power of the Possible



Interrupting Overwhelm & Expanding Resilience: Parenting in Trying Times with Andrea Bordenca & Sara Vatore

April 8th at 6 pm ET / 3 pm PT

Zontian Board member Andrea Bordenca and colleague Sara Vatore, a Somatic Experiencing Practitioner, MELT Method Instructor, and Peak Performance Coach, are hosting a free webinar that serves as a standalone and also an introduction to a 4-week mini course launching at the end of April. **On April 8th**, they will demonstrate the mind-body connection and how your thinking brain unconsciously influences your body. You will begin to recognize how certain tendencies impact how you create helpful and unhelpful patterns when it comes to caring for others.

The more competent we become, the more we can anticipate reactive states in those we care for. Because we are social animals, our systems are always operating from a place of survival. We will show how to intervene so we can support our kids' systems as they attempt to find safety in our presence.

When you join this free webinar, you will learn:

The role of the nervous system under stress for both adults and children

Practices to deepen presence and connection with others

More about the 4-week mini-course designed for parents, teachers, and those who care for youth.

Please feel free to share! [This is a free public event.](#)

Register: www.generateleadership.com/interrupting-overwhelm-expanding-resilience-parenting-trying-times/