



DIVERSITY IN ZONTA

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ZI Diversity Working Group under ZI Membership Committee



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ZONTA INTERNATIONAL



Biennial Goal

“Value diversity and respect of all backgrounds. We believe that fostering a diverse and inclusive global community is a powerful platform to bring about the social change needed to make our vision for gender equality a reality. A diverse community of Zontians is essential to our ability to achieve our mission to create a more equitable future, and we must strive harder to be an organization where everyone feels empowered to be their full authentic selves.”

Zonta International...



...to explore strange new worlds.....
to boldly go where no Zontian has gone before!!!

Today we will,

...through continuous dialogue and participation:

explore the meaning of diversity

explore the benefits of diversity

look within our clubs

Understand the spirituality of diversity

Understand Belonging/Acknowledging choices

Learn about the Culture of diversity- Normalizing it

Create Action Items

**Please pull out your cell phones and look up
“Diversity.”**

Let us list the ways a club can be diverse.



**Is your club diverse?
How?
What's missing?
Does your club represent the
community it serves?**

Benefits of Diversity: Let us list them.

Foundations of Diversity*

Culture

- A culture consists of unwritten and written principles and laws that guide how an individual interacts with the outside world.
- They are then taught and reinforced by other members in the group.
- Which then becomes a shared system that is passed on from generation to generation.

Religion, rituals, traditions, etiquette, cuisine, language, beliefs are all examples of culture.

*From Heidi Moore's presentation

What does culture provide?



A
sense of
belonging.*



*From Heidi Moore's presentation

Spirituality of Diversity Normalizing the Discussion

Acknowledge that people have choices.

The fact that a person chose **Zonta** over many other organizations, and many other ways available to him/her to spend their time, money, and emotional investment.



What will you do next?

Key Words to Take Home

- **Culture** of Diversity and Inclusion
- Provide sense of **Belonging**

BOTH IDEAS GOOD FOR RETENTION, AS WELL!

AND ONE MORE THOUGHT FOR THE ROAD.....

IF THE MOUNTAIN DOESN'T COME TO MOHAMMED.....

**.....then
Mohammed
must come to
the mountain!!**

Join community groups to search for potential members.

This will provide diversity and we will also learn about what the community needs from us!!

Together We Empower Each Other and then we can empower other Girls and Women globally.

There is power in numbers.

We have a long way to go to achieve gender-equality.

THANK YOU.