



# DIVERSITY IN ZONTA

Ela Pandya

District 9 Conference 2023

# ZI Diversity Working Group under ZI Membership Committee



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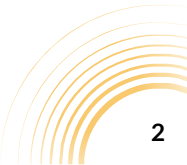
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**ZONTA**  
INTERNATIONAL



## 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.”

# Responsibilities of the Diversity Working Group

- Inform clubs, area, districts about the ZI Diversity Statement
- Demonstrate how diversity is an enrichment for a vibrant club life
- Develop concrete ways and figure out best practices how clubs, areas, districts can implement the Diversity Statement
- Collect interesting information for the ZI and Foundation Reference Library.
- Write additional reports and other PR material for The Zonta, ZI website, Newsletters, and other media to support HQ Communication Department when required.
- Inform Clubs about expected profiles of the membership.
- Instruct Clubs to keep diversity practices in succession planning.





# What is Diversity?

Diversity is the range of human differences,  
including but not limited to:

**race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.**

# Benefits of Diversity

- Smarter decision-making. ...
- An increase in profits and productivity. ...
- Reduced rates of employee turnover. ...
- Improved reputation for your business. ...
- Be fair and identify potential bias. ...
- Value all of your employees equally.
- Better opportunities in creative problem solving

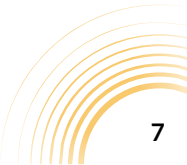
# Foundations of Diversity\*

## 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.



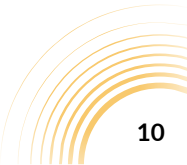
# What will you do next?

## 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.....



**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.**