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ZONTA

CLUB OF
DENVER

MEMBER OF ZONTA INTERNATIONAL

EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

Smoke Signal - December 2017

December Meetings

Holiday Party at the Baby Haven

December 7, 2017, 5:30 p.m.

3630 W. Princeton Cir., Denver, CO 80236

We will provide a potluck dinner to Haven residents. **If you signed up to bring food, please arrive at 4:30 for set up.** If you have not signed up for food but want to attend the party, please RSVP to mary@mathiaslockandkey.com.

Club Holiday Party

December 14, 2017, 5:30 p.m.

at the home of Gwen Fornia



PRESIDENT'S MESSAGE

It's the most fabulous time of the year - shopping, gifts, parties, and giving. Our club is busy this



Wishing you a happy holiday season and a joyous new year!

-- Your Smoke Signal Staff

AREA 3 MEETING AND AMELIA EARHART LUNCHEON

Don't miss this event on Saturday, **January 20, 2018 from 11:00 a.m. to 4:00 p.m.** at the C4C building on the CU Boulder campus. The theme is "Women Helping Women Globally," and will include two AE Scholarship winners as speakers. First-timers are encouraged to attend, and their registration fee will be reimbursed by the club. For all others, registration is \$35. To register, go to the District 12 [website](#).

CALL FOR VOLUNTEERS!

month preparing for holiday parties, both for our members and for residents of The Baby Haven as well! I hope you can attend at least one of the parties. We will be having a potluck at each one. Some of our members signed up to bring food to the Haven party, and I hope the rest will sign up for the member party. Our Signup Genius email has gone out for the menu items needed, so look to that message to find out what you can bring for each of the celebrations.

At our December meeting, we will distribute the first flyers on the Day of Film. Please take several and give them to family members, friends, co-workers and acquaintances to encourage them to attend our great film, "**Little Stones.**" The Director is mobilizing friends and organizations she knows in Denver to help us publicize and sell tickets. We hope to sell out as soon as possible!

I wish you all a happy holiday season as we wind down 2017 and start the new year in just a few weeks. We have much to look forward to, including the Amelia Earhart/Area 3 meeting. In February, we will host a fabulous meal for our grant recipients, giving us a chance to meet individual representatives and hear more about their respective missions.

A major event next year will be the International Convention in far-away Yokohama, Japan. Online registration is now open for the event. You can schedule tours pre-and post-convention, as well as day tours during it. Hotel reservations are available, and you should keep your eye out for the best airfares to the convention by checking out the "Hopper" app. See the convention [website](#) for all the details.

Thank you all for EVERYTHING you do. See you soon!

~Julie Bradley

MINUTES OF NOVEMBER 9TH MEETING

To read the minutes of our meeting on November 9, 2017, click [here](#).

Please contact Nikki Headlee or another member of the Nominating Committee if you would like to be considered for a position as a club officer, director, or committee chair in 2018. This form will allow you to submit yourself or other candidates to the Nominating Committee.

2017-2018 Zonta Club of Denver

Officers

Julie Bradley, President
Marian Lee, President-elect
Mary Lou Edwards, Vice President
Penny Burke, Secretary
Gwen Forna, Treasurer

Directors

Liz Savage
Mary Benoit
Carol Mangold
Wendy Moraskie

Foundation Officers

Julie Bradley
Mary Lou Edwards
Gwen Forna
Marian Lee

Foundation Trustees

Evie Ashmore
Judy McNerny
Liz Cameron
Pam Dumonceau

Please send your newsletter submissions to Judy McNerny, Marian Lee, and Wendy Moraskie.

visit us online at www.zonta-denver.org

Committee Reports

MEMBERSHIP

Happy Holidays, Zontians of Denver! You should have received the invitation to our annual holiday party, which will be on our regular monthly club meeting evening (Thursday 12/14/17) at 5:30 pm at Gwen's home. The invitation includes Gwen's address and a sign-up for bringing food and beverages for the party.

If you did not receive the invitation, please email me at esavage2017@gmail.com or call me at 720-209-0475 as soon as possible, and I'll make sure you receive it. Looking forward to seeing everyone there!

~ Liz Savage



FUNDRAISING

The Fundraising Committee is working on details for our Day of Film in March. Below Wendy's report is a copy of the flyer. In spite of having to cancel our last two meetings (life got in my way!), we have been communicating via email. Thanks to Judy McNerny for preparing the flyer for the event. We are setting up the process to purchase tickets and are ready to receive lists of your prospects for buying tickets. Please forward them to Sara Ball at jeball0@gmail.com and to Mary Lou Edwards at rhmlעדwrds@aol.com. We will write the letters and get them mailed soon after January 1.

Judy Allen and Evie Ashmore sold jewelry at the District 11 conference in Greeley. We will continue to sell the Badge Holders, in both black and silver and rawhide and black colors, for \$15.00 at our meetings. We will also sell them at the Area 3/Amelia Earhardt luncheon in Boulder on January 20.

Our selected film, "Little Stones" is currently being shown at events around the world. It was voted Best of the Festival at the Zonta Film Festival in Waterloo, Ontario, Canada. We believe we have a wonderful film this year, but the success of the event depends on all our members placing flyers strategically, talking about it, selling tickets and referring possible ticket buyers to Sara and Mary Lou.

Our next Fundraising Committee meeting will be Monday, January 15. We are still confirming the location.

~Mary Lou Edwards

SERVICE

We have selected our club's grant recipients for 2018. Here is an overview of this year's grantees. Each organization received the full amount requested in its grant application:



HOPE HOUSE OF COLORADO

Hope House of Colorado began when the founders, two former teen moms themselves, recognized that because 67% of teen moms live below the Federal poverty line, they are a particularly vulnerable population that is often overlooked. The organization empowers teen moms to strive for personal and economic self-sufficiency resulting in a healthy future for them and their children.

Hope House was awarded \$4500.00 for their GED program, which provides one-on-one tutoring to teen moms who are studying for their GED. Hope House also covers the cost of the GED testing, removing a significant economic barrier for teen moms earning their GED. To learn more about Hope House, go [here](#).

FRIENDS OF THE HAVEN

Friends of the Haven serves low-income families in which the mother has a substance use disorder, and most frequently has additional challenges such as a history of trauma, mental illness, homelessness, inadequate education and work skills, health concerns, and involvement with the criminal justice system.

The Haven provides 36 residential treatment beds. Within the Haven's program, there is a separate *Haven Mother's House*, which is a 16-bed residential program for mothers with infants and pregnant women struggling with drug and/or alcohol addiction. Through its programs, the Haven helps its residents to eliminate substance abuse, increase their level of functioning, enhance educational levels and employment skills, and engage in meaningful involvement in the community.

The Haven was awarded \$7000.00 to continue funding its exercise program through the YMCA, adding both recreational activities such as fishing, camping, and hiking, and cultural activities including visits to the theatre and ballet. To learn more about The Haven, go [here](#).

DOMESTIC VIOLENCE INITIATIVE

Founded over 30 years ago, The Initiative (previously known as the Domestic Violence Initiative or DVI) is the only organization in Colorado that focuses on the intersection of cross-disability issues and abuse. The organization provides direct services such as victim advocacy and domestic violence counseling, outreach to make resources available to victims of abuse, and education to raise awareness of the issues and change the conversation around domestic violence.

DVI was awarded \$10,000.00 to serve their disabled female clients that are victims of domestic violence, sexual assault and human trafficking. To learn more about The Initiative, go [here](#).

GLOBAL HEALTH FOUNDATION

The Global Health Foundation supports innovative solutions to improve the health of people living in under-served communities around the world. In Colorado, GHF supports family planning and sex education through a state-wide public education campaign.

GHF was awarded \$10,000 to support its "Beforeplay.org: Just Talk About It" program. The goal of this project is to reduce unintended pregnancies, promote good sexual and reproductive health and well-being, and help "normalize" conversations about these topics through printed materials, social media, advertising, and its website. To learn more about GHF and Beforeplay, go [here](#).

GRANT AWARD DINNER

Please join me on February 8th for our Grants Dinner. Time and place will be announced. You will have the opportunity to put faces with these organizations, hear more about their great works and see them receive their grant funds.

Our next service committee meeting will be **December 28th at 5:00 pm** at Hacienda Colorado.

~Mary Benoit



ADVOCACY

We still need volunteers to write Advocacy articles for the Smoke Signal in April, May, and June 2018. If you are able to take one of these slots, please let me know. Also, slots for Advocacy Moments at our monthly meetings are open from January on. Please consider volunteering. This is a great opportunity to inform the club members of how they can advocate for an issue you are passionate about. If you would like to sign up for a Smoke Signal article or Advocacy Moment, please contact me by phone or text at 303-596-4668 or email me at cbmang@aol.com.

Legislative Preview - Club members are invited to attend a Colorado Legislative Preview sponsored by the Colorado Center on Law and Policy on **Thursday, January 11, 2018 from 8:00 AM to 9:30 AM**. The event will be held at 789 Sherman St., in the Aspen Room on the First Floor, Denver, CO 80203. Topics will include:

- What's on CCLP's legislative agenda for the year ahead?
- Funding sources and other strategies for affordable housing so that more Coloradans can put a roof over their heads;
- How we'll continue to address issues influencing health care costs and Medicaid benefits; and
- How impending policy changes in Washington could affect family economic security and health care in Colorado.

We'll provide a light breakfast for what's sure to be an informative and engaging event. This event typically draws a standing-room-only crowd, and capacity is limited, so RSVP now by using this [link](#).

Please read this month's Advocacy Article, "[Speaking Out About Sexual Misconduct](#)."

The Advocacy Committee is in the process of scheduling its next meeting, which will likely take place via conference call on December 8 or 9.

~Carol Mangold

PUBLIC RELATIONS

Here is a copy of our flyer announcing the Day of Film:





Zonta's Day of Film 2018: Little Stones

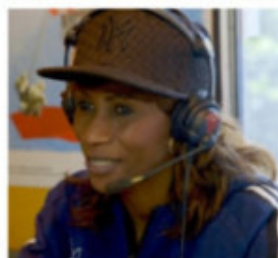
LITTLE STONES weaves together the personal narratives of four women using art to empower women and girls.

Graffiti artist Pamela Castro has risen to the top in Brazil by blazing her own trail and using street art to raise awareness about an issue that hits very close to home: domestic violence.

Sohini Chakraborty, a dancer and sociologist, volunteered at a shelter for sex trafficking survivors in India. She knew instinctively that dance could help girls reclaim their bodies after the trauma of trafficking.

Senegalese hip-hop star and activist Sister Fa regularly tours in West Africa, using her fame to spark a dialogue around the taboo subject of female genital mutilation.

American fashion designer Anna Taylor was a college student when she met unemployed Kenyan seamstress Judith in a Nairobi slum. Anna hired Judith to sew her clothing designs, and later founded Judith & James which trains and employs impoverished Kenyan women to produce high fashion clothing.



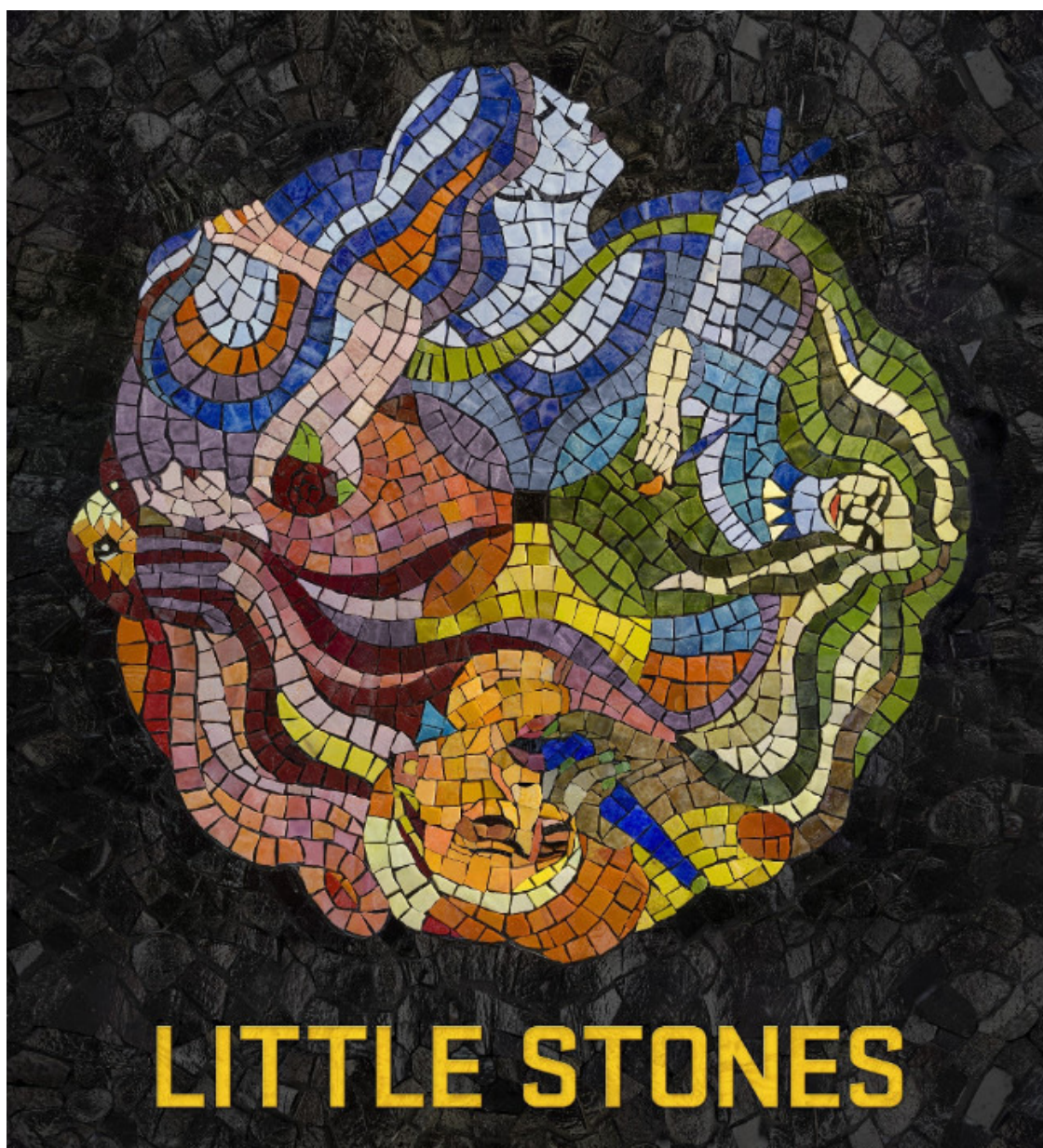
Please join us at Zonta's Tenth Annual Day of Film for this inspiring film, panel discussion and brunch.

**Saturday,
March 31, 2018
9:30 am
Tivoli Student Union
900 Auraria Parkway
Tickets \$45**

For more information go to: www.zonta-denver.org

 **Zonta Club
of Denver**
Member of Zonta International

This Zonta Club of Denver Foundation fundraiser will finance projects of the Zonta Club of Denver and of Zonta International, benefiting women and girls in the Denver area and around the world.



Why are we Zontians?

Inside the 16-month Ashley Doolittle murder investigation *by Cassa Niedringhaus, Fort Collins*

Coloradoan, 11/30/17. This article on a case involving the deadly escalation of dating/relationship violence, describes the type of situation we as Zontians hope to prevent. We advocate and support educating our community about the struggles and barriers women face, and hope to have an impact so fewer women suffer the fate that Ashley Doolittle did. The end of the article describes some of the signs of domestic violence. Do you know someone who may benefit from reading it?

Club Calendar

Club Meetings

December 14, 2017 (Holiday Party)

5:30 p.m., Gwen Forna's home

January 11, 2018

5:00 p.m., Barb Pellegren's home

February 8, 2018

5:00 p.m., location TBD

Board Meetings

January 25, 2018

5:00 p.m., Tony's Market

Special Events

Area 3 Meeting

January 20, 2018

11:00 a.m. to 4:00 p.m.

Boulder, Colorado

2018 Day of Film

March 31, 2018

Auraria Campus, Tivoli Center

News from Zonta International



29 JUNE – 3 JULY 2018

Registration for the 2018 Zonta International Convention in Yokohama, Japan is now open! Go to the convention [website](#) to register, and for details on the conference schedule, programs, tours, and travel arrangements.

Call to Order: Meeting called to order at 6:10

Introduction of guests

- Theresa Bloomberg from the Volunteers of America (VOA)
- Gerry Erickson from the VOA
- Katie Bray and Courtney Hadee
- Sandy Luther
- Lauren Anderson

Advocacy Moment – Mary Lou Edwards

Mary Lou Edwards provided a meaningful discussion regarding human trafficking and how other countries are addressing the issue in a more impactful way. Colorado recently confronted their own weaknesses in addressing human trafficking and made up some real ground through legislative enhancements and improving the State's grade to a B+ over what had been a lower score. MaryLou also provided a good website to review and see how to help and assess your own impact on human trafficking:

<http://slaveryfootprint.org/my-footprint>

Program: Volunteers of America (VOA) and Women Veterans of Colorado

Mary Lou Edward introduced Theresa Bloomberg, a retired Kernel from the Air Force who served our country for 30 years. Theresa Bloomberg spoke about how the Zonta Club of Denver's grant for the Women Veterans of Colorado and VOA for women veterans made a difference in 2017. Kernel Bloomberg and Gerry Erickson provided an overview of how the Women Veterans of Colorado and VOA is supporting homeless women veterans through getting them into safe, temporary housing and assisting them in finding a more stable situation. The VOA can serve up to 22 women at a time and has had a stabilization success rate of 80%. The Zonta Club of Denver provided funding that provided more comfortable accommodations for women veterans in the VOA temporary housing.

Approval of minutes -

Julie Bradley called for any corrections to the minutes. The minutes were approved as published.

Treasurer Report – Gwen Fornia

Gwen Fornia has been working closely with Barb Pellegren to transition the treasurer duties. Barb Pellegren will officially take over duties in December.

Advocacy – Julie Bradley

Carol Mangold was not able to attend for advocacy so Julie Bradley reported that Carol Mangold will be working with the committee to make sure all meetings have filled slots for the advocacy moments going forward. Julie Bradley encouraged interested Zontians to talk to Carol Mangold and let her know if you would be interested in providing an advocacy moment.

Public Relations

There was no report.

Fundraising – Mary Lou Edwards

A fundraising committee meeting is scheduled for November 20, 2017. A reminder was provided to please purchase the pouches because it is not too early to buy for Japan. The Day of Film is being worked on and we are getting excited in preparation for the event.

Membership – Liz Savage

Excited to announce two new half-year members Bev Meyers and Kim Dillard.

The Holiday Party will be at December 14, 2017, starting at 5:30 at Gwen Fornia's house. Liz Savage is working on putting together the invitation – go through sign-up genius. Everyone agrees that the Club usually has way too much food and always has just enough wine.

For the January meeting that supports the efforts of Zonta International, the club needs a location. Barb Pellegren invited everyone to her home for the meeting. This meeting will also be a potluck dinner.

Service – Mary Benoit

There is a volunteer opportunity for Hands of the Carpenter. Ten Zontians have signed up, only six volunteers are needed to provide snacks and fruit. Once all information comes in on Monday – Mary Benoit will send all volunteers an email – need six that will actually be able to attend. The location is South Golden Road – right off of I-70 – next to the Rock Rest Inn.

On the 7th of December, there will be another Holiday Party with Friends of the Haven starting at 5:30. Those who are bringing items will need to be there at 4:30 PM. The event will be starting earlier than normal because this party will include children. The sign-up sheet went around and there is more than enough food, but please note that everyone is welcome – this should be a lot of fun! If you are not bringing anything, you don't need to come until 5:30 – will send an email out. Nikki Headlee collected money to provide gifts to the ladies (the gifts will be socks for each lady and books for the kiddos).

Service Grants – There was a budget sheet provided.

- 1/3 goes to Zonta International
- 10,000 to Amelia Earheart
- Former Zonta Grantee, DVI, will be awarded 10,000.00 this year
- Global Health Foundation – Before Play – resources and tools materials to think and talk about their sexual and reproduction health – delaying, spacing, avoiding – will be awarded \$10,000
- Friends of the Haven will be awarded \$7,000 for weekly exercise program
- Hope House of Colorado – parenting teen moms – one on one instructions in tutoring will be awarded \$4500
- The club was asked to vote on the two new organizations Global Health Foundation and Hope House of Colorado –
 - Judy McNerny moved to vote
 - Cathy Conley seconded
 - The motion passed unanimously
- Mary Benoit reminded everyone to attend the February meeting to hear about the great work of the 2018 grantees

Recognitions

Dottie Jenkins for 14 years of service

Sarah Ball for 5 months of service

Theresa Bloomberg won the drawing and \$49.00 was donated to the Zonta Club of Denver

The meeting was adjourned at 8:02 pm

Respectively submitted by Penny S. Burke

SPEAKING OUT ABOUT SEXUAL MISCONDUCT

By Carol Mangold

Sexual misconduct in the workplace has dominated the news recently. It seems that every week, another icon of the entertainment world, news media, business, military or government falls from grace. Our reactions range from surprise, shock, disappointment, disgust, anger and hopelessness. Some of the accused have acknowledged their inappropriate behavior and offered apologies while others remain in the alleged category.

It hurts when a favorite TV sit-com actor, politician or journalist, that we admired and considered credible, betrays our trust. We've heard the stories about the Hollywood casting couch, but now it's apparent that sexual misconduct by those in a position of power is more widespread than previously recognized. Our gut reaction may be based on our own experiences in the workplace.

According to The Civil Rights Act of 1964, sexual harassment in the workplace is illegal. Sexual harassment is defined by the U.S. Equal Employment Opportunity Commission (EEOC) as "unwelcome sexual advances; requests for sexual favors and other verbal or physical conduct of a sexual nature when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile or offensive work environment." Victims of sexual harassment may be male or female. A 1991 amendment to Title VII of the Civil Rights Act expanded the rights of victims of discrimination to obtain jury trials and recover compensatory and punitive damages. Both public and private employees in the United States and in U.S. based companies operating in foreign countries with greater than 15 employees are protected by this law.

Not all harassment is overtly sexual in nature in a hostile work environment. Insulting, demeaning or derogatory conduct directed at an individual based on gender should not be tolerated. More subtle indignities may include being interrupted, ignored or discounted in the presence of others. I'm reminded of an encounter I witnessed while working in a hospital in the mid 1970's. An elder, male physician in a position of authority at the institution approached a younger female physician dressed in the traditional attire of her culture at the nurses station in the presence of a number of other hospital staff. As she was conducting her business with the nursing staff, he walked up and asked her if she thought it was possible to be a physician and a "lady" at the same time. The room went quiet. After a very brief pause, she turned to him and politely replied, "Is it possible, Dr. _____, to be a physician and a "gentleman" at the same time?" I'm guessing, he thought twice before attempting to intimidate another female colleague in the workplace again.

Forty years later, it is discouraging to reconcile the progress women have made with lingering pockets of misogyny, resistance to women in positions of authority, and abuse of

power by sexual predators in the workplace. In the past, victims were not taken seriously and were reluctant to come forward as they risked losing their jobs or opportunities for promotion. We applaud the victims who have found the courage to come forward and expose the behavior of their abusers. At the same time, we must also be cautiously aware that a potential exists for false accusations.

What are some things you can do?

- Familiarize yourself with State and Federal Laws regarding sexual harassment in the workplace.
- Speak up when you experience inappropriate behavior.
- Tell the abuser directly to stop the behavior.
- Report the behavior to human resources or a supervisor.
- Document incidents including date and time.
- Save emails, recorded voice messages, etc. pertaining to the behavior.
- If you are in a position of authority strive to create a work environment where everyone feels safe and respected.
- File a claim with the Equal Employment Opportunity Commission (EEOC) within 180 days of the offense or file a complaint with the Fair Employment Practices Agency in your state.

There are other topics we could explore that go beyond the scope of this article focused on the workplace. How do we socialize young boys and girls regarding gender roles, expectations and stereotypes? Why do men (and some women) feel threatened by women in positions of power and authority? As consumers, why do we purchase products from businesses that exploit women or sexualize young girls in their advertising? Why do we support movies, watch television programs or purchase music with content that exploits or demeans women and girls? The goals and objectives of Zonta are uniquely associated with these concerns as we strive to advance the status of women worldwide.