



SMOKE SIGNAL

[Website](#) | [Service](#) | [Scholarships](#) | [Membership](#) | [Contact Us](#)

MARCH, 2016

National Women's History Month and International Women's Day!



WASPs with a plane named "Miss Fifiella," the mascot designed for the women by Walt Disney Studios
Courtesy of The Woman's Collection, Texas Woman's University

As Zonta honors National Women's History Month and International Women's Day, it is valuable to look back on

In This Issue

[Women's History Month](#)

[Improving the Status of Women](#)

[Legislation to Watch](#)

[March Meeting](#)

[Committee Reports](#)

[Minutes](#)

[President's Message](#)

[Upcoming Events](#)

[Calendar](#)

Quick Links

[Zonta International](#)

[Zonta District 12](#)

[Zonta Says No](#)

[UN Women](#)

Think about It

It is not fair to ask of others what you are unwilling to do yourself.

~ Eleanor Roosevelt

some of the women that paved the way into a better future. Recently, the Pentagon has announced unprecedented changes to more equal male and female mission assignments in the US Military. The ground gained by women in the armed services makes one remember hard-fought battles for gender equality in the past.

Back in World War II, many women filled the void of the male troops away and forever changed the role of women in the workplace. A significant example of women taking up the cause for their men abroad is the Women Airforce Service Pilots (WASP), a group of approximately 1100 civilian women that came to the aid of a nation in severe need of pilots.

The WASP pilots were trained by the US military and flew every type of military aircraft, including the B-26 and B-29 bombers. The women did not receive combat training; however, they received essentially the same training as their male counterparts serving overseas. During the initial trainings, many of the male instructors seriously doubted whether a female pilot could handle these large military planes in adverse weather conditions. Time and time again, the female pilots proved themselves in training, proving to be of great value to the military during a challenging time.

The WASP pilots conducted flight missions that included flying planes from the factories to ports, towing targets for live anti-aircraft artillery practice, and transporting cargo. In fact, some of the more qualified women pilots tested rocket-propelled and jet-propelled planes. These missions were not without risk: 38 women pilots lost their lives. Not surprisingly, when 1944 and the end of the war came, WASP was disbanded; the Air Force said the program was no longer needed with the men coming home. Most of the WASP alumni were not able to be pilots following the war. None of the women found jobs as commercial airline pilots; some, however, became stewardesses to remain in the air.

The records of the WASP were classified for 35 years, largely left out of history books and their contributions unacknowledged. Finally, on July 1, 2009, President Barack Obama and the United States Congress awarded the WASP the Congressional Gold Medal. On May 10, 2010, the 300 surviving WASPs came to the US Capitol to accept the Congressional Gold Medal from House Speaker Nancy Pelosi and other Congressional leaders.

As we watch the gains of women in the military, it is poignant to think about the brave WASP pilots who served our country without recognition for so many years.

~ Penny Burke

Nominating Committee Report

The Nominating Committee presents the following slate of candidates for the 2016-2018 Club Board:

President: Katie Wienecke (as President-elect, automatically becomes President)
President-elect: Julie Bradley
Vice President: Marian Lee

Updated Images on our Business Cards!

Do you have your Zonta business cards yet? If not, contact Julie Bradley to let her know what information you want on them. She will mail them to you or bring them to a meeting.

Treasurer: Gwen Fornia
Secretary: Carin Paupore

Director (2016-17): (vacant)
Director (2015-17): Nancy McWhirter
Director (2016-18): Elizabeth "Liz" Stewart
Director (2016-18): (vacant)

Nominating Committee:
Judy Allen
Mary Lou Edwards
Dorothy Swindt

Respectfully submitted,
Cathy Conley, Barbara Pellegren and Olette Stanberry

Why are we still working on Improving the Status of Women?

Why do we continue to work so hard on this? Isn't this tiring? Can't someone else do it? Haven't we achieved equality yet? Why do we keep at it? Because the survival of the planet depends on it.

A recent AgriPulse article by Attorney Marshall Matz really pulled me up short, made me stop and think about our global connections and contributions. In the [article](#), he wrote:

Looking forward, what would it really take to totally wipe out global hunger?

According to the State Department, to feed a growing world population, we need to increase global food production by 70% before 2050. Women make up the majority of the agricultural workforce in many areas of the world. Yet, today, for every investment we make in producing food, we fail to get the best results because many women lack the access they need to land, seeds, water, credit and markets.

That is particularly true in Africa, as pointed out recently by Dr. Agnes Kalibata. Dr. Kalibata, who was the Minister of Agriculture in Rwanda responsible for a dramatic turnaround in the country's food security, is now the president of the Alliance for a Green Revolution in Africa (AGRA). "Africa is the last region of the world to go through an agriculture transformation," she notes. "Africa has lagged behind for a number of reasons, including lack of access to improved seeds, fertilizers, mechanization and irrigation. The good news is that we are starting to see positive changes. A real African agriculture transition is underway. We are very single-minded about closing the yield gap for smallholder farmers and especially women farmers."

Africa is key to global food security because the continent contains a majority of the world's underdeveloped agriculture land. Further, yields are so low (only 10% of yields in the U.S.) that they can be increased dramatically by simply providing smallholder women farmers access to modern (hybrid) seeds, inputs and educational services.

The distribution system in Africa has to be a major focus of attention. Whether through private sector agro-dealers, community groups or government, smallholder farmers in very remote villages must gain access to the tools of modern

4

agriculture.

The newly released UN 2030 Agenda for Sustainable Development places a high priority on agriculture and empowering women. Included in the 17 Sustainable Development Goals is a commitment to double, by 2030, the agricultural productivity and incomes of small-scale food producers, particularly women.

So it is imperative that we keep working with Zonta locally and internationally to empower women. Many of Zonta's international projects deal with getting resources to women so they can support their families and contribute to their communities. In addition to larger goals like increasing global food production, consider the US --and local-- under-utilization of women as a resource. How many family farms have failed, that could have been sustained, had the remaining family members (often women) been afforded the resources to keep producing food? How many urban women are trying to support a family without adequate resources, skills and living-wage job opportunities?

The optimal employment of women can be dramatically increased with the right education, training and opportunities. That's where you, as a member of Zonta Club of Denver, help to fill a gap. The only direction to go is up!

~ Wendy Moraskie

Legislation to Watch!

The Colorado legislature is in session, and each of us has the opportunity to let our State representative and senator know how we feel about the bills that are introduced.

There are several that deal, directly or indirectly, with pay equity for women. I think most of us believe that a woman doing the same job, and doing it as well, as a white man should be paid the same as the man, not 52% (Latinas), 63.6% (African-American women), 70.2% (Asian American women), 58.4% (Native American women), or 81.9% (white women) of what the white man makes in Colorado (statistics are from the website of the National Women's Law Center). If you think any of these bills will help to move the needle in the right direction, please send a quick email to your representative and senator (to find their email address go to <http://openstates.org/>, enter your address, then click on the names to get contact information).

Here are the bills:

HB 16-1001 State Contractors Certify Compliance with Equal Pay Laws

The bill requires a business that bids for a contract with a governmental body to submit with its bid certification that it is in compliance with state and federal equal pay standards and laws; except that this requirement does not apply to businesses that have 50 or fewer employees.

HB 16-1156 Extend Pay Transparency Protection All Employees

Current law states that it is a discriminatory and unfair labor practice for an employer to discharge, discipline, discriminate against, coerce, intimidate, threaten, or interfere with any employee or other person because the employee inquired about, disclosed, compared, or otherwise discussed the employee's wages, unless otherwise permitted by federal law. Federal law exempts certain classes of employers from discrimination laws. The bill strikes the reference to that exemption and extends the current law to those classes of employers, thereby providing discrimination protections to all employees.

HB 16-1166 Prohibit Seeking Salary History for Job Applicants

The bill makes it an unfair employment practice for an employer to seek salary history information, including compensation and benefits, about an applicant for employment.

SB 16-096 Creation of the Pay Equity Commission

On July 1, 2015, the statutes creating the pay equity commission (commission) expired in accordance with an automatic self-repeal clause. The bill reestablishes the commission within the Colorado department of labor and employment. The commission is charged with the following tasks:

- * Educating employers in the state about issues or practices that may contribute to pay inequities;
- * Working with business groups and educational institutions to develop and maintain an inventory of best practices for encouraging equal pay;
- * Encouraging employers to implement equal pay best practices;
- * Studying other state models of equal pay practices that achieve pay equity;
- * Developing a program recognizing employers who pursue pay equity practices;
- * Conducting outreach and education to employees and employers regarding pay equity; and
- * Working to establish Colorado as a model employer with regard to pay equity.

If you really want to have an impact, follow the bills on the legislature's website, find out which committee is considering it and email each committee member as hearings on the bill approach.

If you want to do this but can't figure out how, email me to set up a time to talk while we are both sitting at our computers and I'll help you.

When contacting your own representative or senator, be sure to mention that you are one of THEIR constituents. At the state level, a dozen emails is a groundswell! If it is not your own representative or senator, let him or her know you are a Colorado voter.

~ Judy Mc

March Meeting

Meeting Details

Date:	Thursday, March 10
Time:	5:30 p.m.
Location:	Fresh Fish Company 7800 East Hampden
Advocacy Moment:	Mary Benoit
Price:	menu prices

Reservations are essential so the restaurant can set the appropriate number of places.

Please contact Marian Lee as soon as possible but no later than noon on Monday, March 7th at MLee@bhfs.com to make reservations for yourself and your guests.

Committee Reports

Service Committee

The February Grant Awards banquet was a festive affair! Grants were awarded to Making Choices, COVA, Hands of the Carpenter, and Domestic Violence Initiative. The service committee will be contacting each group to remind them of our Day of Film and to begin planning this year's service opportunities for our club.



The theme for the February Delores Dinner was "Breakfast for Dinner". The women loved the meal. Thank you, Olette, Liz, Debbie, Mary, Julie, Nikki, Carin, and Judy Mc for providing all the food.

Olette has announced that she will be stepping down as the Delores dinner organizer this June. Olette is looking forward to helping our next organizer by sharing all her wonderful tips. Thank you, Olette, for making the dinners so special for the women at Delores and for making it so enjoyable for all of us who participate by providing and serving the meals!

The Item of the Month for March will be a cash donation that will go towards the Delores dinners.

The next service meeting will be on Monday, March 7, at 6:00 p.m. at Perkins.

~ Nancy

Fund Raising Committee

We're one week away from our Eighth Annual Day of Film. Your fundraising committee has a wonderful event in place. As of this date we have sold 116 tickets with 13 seats taken by sponsors. We don't yet have the names of all the sponsors who will be attending. A huge thank you to all of you who have bought tickets, handed out our promo cards, put up the film flyers, offered the opportunity to friends, and signed up to help the morning of the Day of Film. We are quite sure that we will have a full house which is 150-160 people!



~ Nikki

Advocacy Committee

I was fortunate to attend the 2016 AAUW Public Policy Day on February 6. I hope this summary will encourage you to attend next year's event.

The theme of the day was "Women's Economic Security."



The first speaker was Andrew Romanoff, now president and CEO of Mental Health America of Colorado, an organization focused primarily on mental health advocacy. (If you have untreated mental illness, it impacts your ability to get and hold a job.) You may have liked or hated Romanoff when he was in the legislature but you would have enjoyed his talk because he is an excellent speaker. He touched on many things:

- statistics (Colorado has 1,325 hospital beds for the mentally ill--50th in the nation--and 5,433 prison cells)
- thoughts about why mental illness is viewed so differently from heart disease and diabetes, for example (you can't see it; it isn't as well understood)
- personal stories (his cousin recently died of suicide, leaving her family stunned)
- how the Affordable Care Act has changed things (it mandates coverage on a par with coverage of other illnesses, but what that means in practice is still being worked out)

He also shared some ideas about how you and I can help a person suffering from mental illness:

- in a crisis, call 1-844-493-TALK
- get trained in Mental Health First Aid at a free eight-hour training course put on by his organization (go to mhacolorado.org and click on Programs)

Next was a panel discussion relating to pay equity featuring Ellen Golombek, Executive Director of the Colorado Department of Labor, and Linda Meric, Executive Director of 9to5, National Association of Working Women.

Golombek touched on pay equity but focused on how people can find employment.

She believes parents need to STOP telling their kids they need a four-year college degree because, she says, they don't! A group has been formed to introduce the concept of "business experiential education" to Colorado, modeled somewhat on Switzerland's apprenticeship system. This system is not limited to trades--carpenters, electricians and so forth--but includes apprenticeships in, for example, finance. Almost 70% of Swiss CEOs started this way. Some go on to college following their apprenticeships, but not necessarily.

Golombek also mentioned a "displaced homemakers" program to help people (90% women) who have lost their source of security to enter the workforce, and the 50 workforce centers across Colorado.

Meric talked about pending Colorado bills supported by 9to5, several of which are mentioned in the legislation article above.

The final presentation was by Amy Blackwell, president-elect of AAUW Colorado, who presented to our club several years ago. Amy talked about AAUW salary negotiation workshops. These are "Start Smart," for female and male college students, and "Work Smart," for women already in the work force. The workshops include discussions of the pay gaps, why there are gaps, what happens over time, how to figure out the market value of the job you want, and specific steps in a negotiation (which are transferrable skills, Amy noted), with the final instruction being "share this information."

Oh, they served lunch and I enjoyed talking with the friendly and personable AAUW members at my table. Sorry you missed it!

Please don't miss our March program where we will hear from CoNEHT about how Zonta Wings will work.

~ Judy Mc

PR Committee

The Day of Film is fast approaching and the PR Committee is looking to make sure the media is advised. After our last 'Grants' meeting we had an article in Your Hub about the meeting and presenting \$25,000 worth of checks to our four grant winners! Go to this [link](#) to read the article entitled: **Zonta Club of Denver Aids At-risk Women with \$25,000 in Grants to Local Nonprofits** on the Hub!



~ Julie

Membership Committee

The Membership Committee met on January 27, 2016. We were pleased to note that we are well ahead of our Net +1 goal for this year, which is 32 members. Currently, our club has 36 members and at least two prospective members who have indicated they plan to join effective June 1st.



The next Club meeting will be on March 10th at 5:30 p.m. at Fresh Fish Company, 7800 E. Hampden Ave. Our speaker will be Katherine Miller of the Colorado Network to End Human Trafficking (CoNEHT). The April and May meetings will also take place at Fresh Fish Co.

The next Happy Hour will be on March 31st, 2016 at 5:00 p.m. at Citron Bistro, 3535 S. Yosemite. Please join us if you can, and feel free to bring a friend.

~ Marian

Minutes

ZONTA CLUB OF DENVER February 11, 2016 Bent Noodle

Call to Order: 6:00 p.m. Judy Allen, President
Introduction of Guests:

- * Roberta Roth (former ZCD member)(Nikki Headlee)
- * Vicky Pelton (Cathy Conley)
- * Polly Trumbo (former ZCD member)(Judy McNerny)



Advocacy Moment: Penny Burke

- * Presented on Mattel's decision to expand Barbie line to include 4 different body types, many skin tones, eye colors, and hairstyles.
- * The original Barbie likely contributed to body image issues in girls, teens, and women.
- * Shared quotes from girls who got to critique the line. Generally stated that they liked how much they could relate to the new dolls.

**DINNER
Program**

Awarding of Service Grants

Colorado Organization for Victim Advocates (COVA) representative, Sterling Harris, presented on the healing and justice approach of COVA to victims of Human Trafficking. The money will be used for the unmet needs of women and girls who have been trafficked in the Denver area on their path to stabilization and long-term goal achievement.

Domestic Violence Initiative (DVI) representatives presented on the organizational belief that empowering women is the ultimate prevention for abuse. When services are unavailable, or there are gaps, victims are particularly vulnerable. There are few services specifically for victims with disabilities. Tactical abuse is common- over-medicating, will only get food for 'favors'. DVI will use the money to empower clients to break the cycle of violence and create a large-scale social change movement against stigma.

Hands of the Carpenter representatives, Dan and Brenda Georgopoulos, reviewed history of Zonta support. This year in May, 10 vehicles will be presented to single mothers, one will be specifically from ZCD. Additionally, funds will be used to repair vehicles for an additional 10 women.

Center for Spirituality representative, Vy Thorgren, and Gilda, a graduate of the program, presented on the program **Making Choices**. Thanked ZCD for the trust involved in making this partnership happen. On average, 52% of offenders re-offend. This falls to 8% for people who go through the program, which includes 18 months of mentoring after re-entry into society. The money is going to expand these mentoring services.

Approval of Minutes January 14, 2016 Carin Paupore, Secretary

* File as approved.

Treasurer:

Filed for audit/ membership page

* See members-only section for website for details.

50/50 Drawing: Carin Paupore! ZCD receives \$62.00.

Committee Reports

Membership: Marian Lee

* Membership committee is excited to announce that we are +4 on the year.

* For the next three meetings, our venue will be Fresh Fish Company on Hampden Avenue. We will see how it goes, if people like it we can reserve it further.

Fund Raising: Nikki Headlee

* Three weeks away from 8th Annual Day of Film, have sold 44 tickets, \$5200 in cash sponsorships, and \$600 in partnerships with Metro. Goal is \$10,000, Currently we are at \$6500.

* Main fundraiser, excited about moving to Tivoli Ballroom.

- o 15 tables of 10 with plenty of room for brunch.

- o Screens at both ends, with two facilitators for post-film discussion

- o Parking will be validated, bring ticket inside. Parking is at 9th and Walnut

* The film is **The Hunting Ground**, a documentary about the cover-ups of sexual assaults on college campuses and the story of two women who took matters into their own hands.

* Please grab cards and flyers to post around. Invite people! Buy a ticket for a friend!

See e-mail with ticket purchasing information.

- * Sign up to help out at the event! Sign up sheet went around at meeting. Email Nikki Headlee if you want to help day of the event.
- * Looking for 100% club participation, hoping that everyone either buys a ticket or donates.
 - o Nikki Headlee will make sure that Metro is posting flyers on campus.
 - o Should we send a reminder e-mail to event attendees about the parking situation?
 - o Members should post the flyer on their Facebook page. "Share" off of the Zonta FB page so that it gets more play.
 - o Someone on PR committee should post flyer as a comment on the article that was about the instances of sexual assault on CU campus.

Old business:

- * None

New Business

February 23: Legislative Breakfast.

- * One more ticket available.
- * Ticket claimed by Katie Wienecke.

Note to the board

- * New board meeting location

Douglass County Club

- * Trivia Night on April 9
- * Was really fun last year, we should try to have two tables.
- * 6 people per team, \$50 per player.

Garage Sale is in May, start thinking of it now

Adjournment: 7:45 p.m.

~ Carin

President's Message

March is "National Women's History Month." This years theme is: "WORKING TO FORM A MORE PERFECT UNION HONORING WOMEN IN PUBLIC SERVICE AND GOVERNMENT."

The women that have been honored this year have helped to shape American history through their public service and leadership in government. These women have demonstrated how women have faced challenges and opportunities and succeeded against all odds.



Judy Hart who worked 27 years for the U.S National Park Service. Through her work she established the Mary McLeod Bethune National Historic site. She became the first National Program Coordinator for the National Heritage Area. She worked to help establish the "Women's Rights National Historical Park," becoming the first superintendent in 1980.

She also became the first superintendent of the "Rosie the Riveter/World War II Home Front National Park in Richmond, CA. This was dedicated to the women who made a vital contribution on the home front during WWII. Over 9,000 Rosies have contributed stories

to the park and given over 2,000 personal items and mementos to the park for safe keeping. The park now can offer these items and the stories and experiences of countless women for public view.

March is also the month Zonta Club of Denver was chartered. Through the last 89 years the club has helped numerous women to obtain a better life. Through our continued service to help women we look forward to another 89 years.

Judy Allen, President

Upcoming Events

SAVE THE DATE! Zonta Club of Denver Annual Garage Sale!!

Coming Soon!! May 21st from 8am to 3pm at Cynthia's house on Glencoe.

Start gathering all your items now to donate to the sale. We will be collecting items at Cynthia's home. Bring your items there already priced and ready to sell. More info on when to bring and sign up sheets for the event coming in next month's *Smoke Signal*.

Any leftovers will be donated to The Salvation Army who will pick them up after the sale.

Items to donate:

Furniture	Household items	Outdoor Furniture
Tools	Kitchen Small Appliances	Kitchen tools
Linens	Costume Jewelry	Scarves
Purses	Books	CD's & DVD's
Books on tape	Decorator items	Luggage
Tires	office items	Baby items
Toys	Games	All kinds of Items!!

You can bring items of clothing in bags to donate to The Salvation Army but we will not be selling them at the garage sale. TV's, Computers must be in complete working order as if not they need to be recycled and The Salvation Army will not take them.

Featured Song in *The Hunting Ground* did not win the Oscars but it is a great song nevertheless

The Lady Gaga song, " 'Til it happens to you," that she and another rape survivor wrote for *The Hunting Ground*, was a nominee for best song, and the performance was introduced by Vice President Joe Biden, with encouragement to go to [ItsOnUs.org](http://www.itsonus.org) (www.itsonus.org) and take a pledge to intervene when consent has not been or cannot be given.

<http://www.ew.com/article/2016/02/28/oscars-2016-lady-gaga>

March 15th-20th Women+Film Festival at SIE Film Center - Just an FYI since we have participated in the past....lots of great movies!

<http://www.denverfilm.org/filmcenter/>

Calendar

Date	Event	Time	Location	Details
March 5	Day of Film	9:30 am	Tivoli Student Union 900 Auraria Parkway	<i>The Hunting Ground</i> Panel Discussion Champagne Brunch
March 7	Service Committee Meeting		Perkins	
March 9	Trustee's meeting		Sharkey, Javer & Howes	
March 10	Club meeting	5:30 pm	Fresh Fish Company 7800 East Hampden	Program: CoNEHT helping trafficking victims
March 20	Delores Project	6:30 pm		
March 25	Board Meeting	5:30 pm	Tony's on Broadway	
March 27	Katie W's Birthday			
March 31	Club Happy Hour	5:30 pm	Citron Bistro Lounge Area	
April 9	Douglas County Trivia Night	5:30 - 9:30 pm	Douglas County Fairgrounds	
May 21	Annual Zonta Garage Sale	8am - 3pm	Cynthia Herndon's home on Glencoe	Save up your sale items!
July 1-6	63rd Zonta International Convention		Nice, France	Information at zontaconventionnice.com
Sept	Governor's Seminar			

Zonta Club of Denver
P.O. Box 2665
Denver, CO 80201

Empowering Women through Service & Advocacy
information@zonta-denver.org

Copyright © 2016. All Rights Reserved.