

A word from your President



Hi, I hope you all had a restful time over Christmas and the New Year!

It is so important to look after our own mental health; to be still and take a pause from our busy schedules; to stop and "smell the roses"; to connect with the real SELF; to appreciate the little things in life and to remember it's our relationships that enrich our lives.

It was so uplifting to see your beautiful smiling faces at our February meeting. The sound of connection and companionship was music to my ears! The warmth of the love and affection among you makes us strong and secure. To be a successful Club we all need to feel a part of the whole.

I feel very positive facing 2023 when we will continue to support our tried and true: *Zonta House, Birthing Kits, Young Women in Public Affairs, Lucy Bohan Nursing Bursary, the Jane M. Klausman Business Award, Breast Cushions, and Trauma Sensitive Yoga.*

This year we have our *Area 3 Workshop* (hosted by the Zonta Club of Perth) and the *D23 Conference in Bunbury*. Attendance at these events value adds to our membership as it reinforces the fact that we belong to a much bigger

force of women, all of whom are working to *Build a Better World for Women and Girls.*

The *2024 ZI Convention in Brisbane* is another event that allows you to experience this oneness; that we are all part of a universal movement. The coming together of so many different women is energising and powerful.

I am looking forward this year to hearing our guest speakers as they bring a different dimension to our monthly meetings. Thank you, *Wendy* for coordinating these; not always an easy task.

Linda will be stepping up as *District 23 Coordinator for the Jane M. Klausman Women in Business Scholarship* whilst *Bev* is on twelve months leave. *Thank you Bev* for the very professional handling of this task and for *Linda* who so willingly offered to take on this role. As a consequence, *Irene* has agreed to Chair the *Greater Visibility Committee* (formerly known as the PR & Communications Committee which change emanated from last year's International Convention in Hamburg.)

I would like to welcome *Gillian Elder* to our Club. Gill will join the Fundraising Committee as will *Ruth Thomas*, former member of the ZC of Swan Hills (now defunct) and more recently an independent member of Zonta International, who will transfer to PNS in March. Last

November we inducted *Dr Lesley Andrew* who has joined the Service and Advocacy Committee—valuable new members who will bring different ideas and energy to PNS.

We also welcome back *Chris Tapley* and thank *Shelley* for covering during Chris' absence. We missed you Chris and are thrilled to see you back in the 'arms' of your Zonta friends. However, please remember to pace yourself and ask for assistance as you ease back into your role as Chair of Fundraising.

As you all know, we are hosting an *IWD Breakfast on Friday 10 March* with thought-provoking Guest Speaker *Dr Barbara Nattabi*. As last year's breakfast was cancelled because of Covid restrictions, we hope members will give serious thought to supporting this year's event. IWD (March 8) is also *Zonta Rose Day* when Zontians around the world reflect and give tribute to the individuals who have empowered them, or women in their communities (more about this over the page). Remember, International Women's Day is a global celebration of women. How wonderful is that? Why not be part of it?

I'm looking forward to 2023 as the year has started off very well.

Love and affection,

Sue Reddick

International Women's Day & Zonta Rose Day Breakfast Friday 10 March 2023

Marmion Angling and Aquatic Club
(227 West Coast Drive, Marmion)

6.45 for 7 am start—finish 9.00 am

\$50 pp includes plated breakfast



Be inspired by Special Guest Speaker—*Dr Barbara Nattabi*
Senior Lecturer at the School of Population and Global Health
The University of Western Australia
whose theme for this event is

Embrace Equity

Dr Nattabi is a public health researcher and educator with seven years' experience working with rural disadvantaged marginalized populations in post conflict Northern U over eight years working experience in rural Australia



To book, go to—<https://events.humanitix.com/zcpns-international-women-s-day-breakfast-2023>

RSVP by 5 pm Friday 3 March 2023—Enquiries to Kaye Metaxas 0412 476 567

Since 1999 **Zonta Rose Day** has been linked with International Women's Day. The aim was to increase the visibility of Zonta while promoting IWD and to reflect on the voluntary work done by Zontians to support and empower women worldwide. Zonta's annual Rose Day campaign will run through 8 March.

If you are not able to attend one of the many planned IWD events, but would like to support this once-a-year special day, why not consider making a **tribute gift** to the **Zonta Foundation for Women's Rose Fund**? Honour an individual who has believed in you or inspired you by their work to provide education, health, safety and economic opportunities for women and girls.

To make your donation follow the steps using [this link](#), ie

- * **Designate a gift amount.**
- * **Choose the Rose Fund.**
- * **Indicate 'yes' for an Honour/Memorial Tribute and 'yes' to send an eCard.**
- * **Enter your recipient's email address, type in your personal message and select your preferred eCard.**
- * **Enter payment details and submit.**



Collectively, even a small donation will make a difference to thousands of women and girls around the world.

Your gift will assist the Foundation to provide programs such as—

International Service

Providing life-changing opportunities to empower women and girls and improve their health, provide better economic opportunities and prevent gender-based violence.

Education

Dedication to achieving gender equality in education, supporting scholarships, fellowships and awards for women and girls.

Mission in Action

With a network of Zontians in 63 countries working to improve the lives of women and girls in their local communities by carrying out our Zonta mission.

Zonta says NO to Violence

Committed to achieving a world free of violence against women and girls.

We believe in making the world a better place by empowering women. We find joy in doing this in a supportive community of like-minded professionals from diverse countries and cultures.

This IWD, let us all celebrate together and **Build a Better World for Women and Girls.**



AMY hits the 'jackpot'!

We were delighted to learn that **Amy Zahra**, our Club and District recipient of the **Jane M. Klausman Women in Business Scholarship** has been awarded a US\$5,000 Zonta International JMK scholarship. This is fantastic news for Amy, a single Mum with two teenage boys, who is working so hard to achieve her goal of completing her MBA this year.

Amy received her Area 3 award at the Founders' Day Luncheon last year followed by the District award in December. Her application was sent onto ZI which culminated in her recent success.



This year marks the first time that ZI has awarded US\$5,000 scholarships to 37 women representing 23 countries (one per district/region and a second scholarship for each of the five largest districts). A press release and biographical description of each recipient will be posted on the [ZI website](#) shortly.

Amy was all smiles last year (shown here with former D23 JMK Coordinator, **Dr Beverley McNamara**), but this has probably become permanent now!

Congratulations and well done Amy from all of your Perth Northern Suburbs friends. And our best wishes for the completion of your degree.

Membership Celebrations

Members are feeling quite elated at the moment having introduced three new members to PNS recently as mentioned in our President's message.



Shown above is **Gillian Elder** who was inducted at our February meeting. Gill was introduced to PNS through our 'Kit Queen' **Connie**.

Gill grew up in a very happy household in County Cork, Ireland, with her parents and two siblings. At 17, she left home to study nursing in Dublin where she met the most amazing women, whom to this day remain her closest friends.

While studying nursing, her love for women's health and wellbeing developed. The hospital she was affiliated with was in one of the poorest areas of Dublin where she saw some dreadful mistreatment of women. Of course, at this time contraceptives in Ireland were ostracised.

Following four years in Dublin she returned to Cork to marry her husband Graham with whom she had gone through school. She undertook a Family Planning course and worked in the Cork FP Clinic for seven years.

In May 1989 Gill and Graham decided to emigrate to Western Australia with their three-year-old son. Gill started work at King Edward Memorial Hospital in the November where she happily

stayed for 30 years! Starting as a Nurse/Midwife, she went onto specialise as a Nurse Consultant Urogynaecology until she completed her Masters in a Nurse Practitioner Course at Curtin University in 2010. This allowed Gill to run her own independent clinics, prescribe medications, order x-rays, CT scans and blood tests.

Since retiring in 2020 Gill has discovered Bridge, which she now plays three times a week and absolutely loves. She also walks most mornings along the coast for 7-10 km, loves reading and going to book club and, of course, lunches!

Gill is looking forward very much to being involved with Zonta and excited about being part of this amazing organisation. We are excited too, that Gill has joined us and we look forward to working with her to achieve our goals. **So a very big welcome Gill.**

(I knew I had a connection with Gill—her birthday is the same day as mine and Elaine's, and she hails from the land of Guinness!Ed)

Ruth Thomas is no stranger to Zonta. The longer-standing members of PNS have known Ruth since she became a **Charter Member of the Zonta Club of Swan Hills** in January 1999.

Our Club was actually responsible for chartering Swan Hills so we have had a lot of fun and much collaboration with them. It was sad to see them disband.



Ruth was a Perth girl until the age of 6 when she moved with her family to Corrigin where her parents purchased the newsagent/gift shop. She boarded at MLC and met her husband Kevin who was a 4th Year Christ Church boy.

Following high school Ruth entered SCGH as a student nurse and at 18 married Kevin. Daughter Vicki was born in 1978 and son Nat in 1981. There are four grandchildren.

In the early 80s, Ruth and Kevin spent time in Port Hedland where Kevin worked for a civil aviation authority and Ruth did some work in the hospital. Returning to Perth Kevin continued working for CASA and Ruth returned to the respiratory ward at 'Charlies'. Helping sick people become well again and caring for those in their last days was what Ruth loved about nursing. Many of

those patients were adults with cystic fibrosis and to this day Ruth keeps in contact with many of them. However, 12 years ago Ruth became disillusioned with the system, basically, too little palliative care, too late.

After this, **Aerodrome Management Services (AMS)**, which Kevin started 27 years ago with just the two of them, took over much of Ruth's life. This has now evolved into a team of four administering 180 odd staff all over Australia.

With retirement looming, their son Nat will take over as MD in July but Kevin will most likely continue consulting and Ruth will reduce her activities to merely the social side.

AMS sponsors the annual **Karrinyup Cystic Fibrosis Golf Day** and buys a table at the **Respiratory Foundation's Melbourne Cup Lunch** raising money for research into CF. Last year AMS started **sponsoring a smaller golf day run by one of their staff for bowel cancer. Starting Over Support** gets help from AMS (5 boxes of toilet paper at a time), pillows from selling chocolates and the staff buy items in lieu of paying for the Christmas party! How amazing and what a wonderful corporate philanthropist.

When not working Ruth makes comfort and baby quilts. She likes to knit in front of TV—mostly scarves to give to homeless support groups. Currently

she volunteers with the **Perth Homeless Support Group** on most Sunday mornings serving insecure housed homeless food, toiletries and clothing. Some 225 people each week—"very sobering just 10 minutes from home".

Ruth does the gardening, enjoys going to symphony concerts, the ballet and Ellington lunch with friends. She loves Prime Movers as well as adult ballet classes and gym training sessions with her daughter-in-law. Cooking is not one of her favourites but the grandchildren certainly are!

Ruth is a 'true blue' Zontian—**Charter Member of Swan Hills, President** twice, **served on every committee**, was the **Area 3 Foundation representative** for a time and would love to expand this role. Having learnt from former ZC Swan Hills' member 'Nancy the Great', Ruth is also an expert raffle ticket seller and will be joining our Fundraising group.

Like Alison, Ruth is a Convention and District Conference 'junkie' having only missed three conventions since New York—one was at a cousin's wedding and two because of COVID. She said—"I think I've been to every workshop and district conference since joining."

Not only is Ruth a wonderful Zontian, she's also an exceptional human being. Needless to say, we will welcome her with open arms and look forward to her involvement!

Flying High with Amelia

Did you know this year marks the **85th Anniversary of the Amelia Earhart Fellowship**? Amelia joined Zonta in 1928 and in 1938 a scholarship was established in her name. Follow the relevant stages of its development here—

1923
Amelia, the pioneer
At the age of 25, Amelia Earhart becomes the 16th woman in the United States to be issued a pilot's license.



1938
Navigating the future
In 1938, Zonta's members establish a scholarship to be awarded each year to a woman for graduate study in aeronautical engineering.



1928
Connection to Zonta
Amelia joins the Zonta Club of Boston and later transfers to the Zonta Club of New York.



1984
Reaching new heights
In 1984, the Fellowship amount increases to US\$6,000. It increases again to US\$10,000 in 2008.



2023
Celebrating the aviator
2023 marks 85 years of 1,704 Amelia Earhart Fellowships, totaling more than US\$11.3 million given to 1,275 women from 76 countries.



Today
Expanding horizons
AE Fellows lead the way with breakthroughs in aerospace engineering and space sciences as researchers, scientists, astronauts and more!



In the past Area 3 Zontians have celebrated **Amelia Earhart Day** around **11 January** the date when Amelia became the first person to fly solo across the Pacific. She was also the first female to fly non-stop across the Atlantic. Needless to say, she inspired many other female pilots including our Marion who organised many of the Area events.

Throughout 2023, we will be recognizing our amazing Fellows and the breakthroughs that women around the globe have made in aerospace engineering and space sciences. So keep an eye out for these stories from ZI.



Student Nurses Gifted

PNS has been blessed with the most generous of gifts from a former Club member/President—and career nurse in her early days—who wished the money to be used in some way to benefit nurses

On with the thinking caps as we didn't want this to be confused with our **Lucy Bohan Nursing Bursary** (in memory of **Lucy Bohan**, our second Club President) and which is now being sponsored.

Our first thought was to approach **ECU's Nursing and Midwifery Faculty** with whom we have had a long association through the above Bursary. A meeting was therefore arranged last year for **President Sue** and **Dawn** to meet with the Associate Dean.

Following this and by using their database, a number of female students experiencing financial hardship were identified—principally in attending and paying for practicum costs. Common themes included—

- *paying for fuel and transportation;*
- *locating and paying for temporary accommodation (eg coming to the metro from a rural area, or attending an opposite end of the metro area);*
- *meeting ordinary expenses such as rent due to reduced capacity to work;*
- *meeting out-of-pocket expenses required to undertake the practicum such as WWC, manual handling, first aid and CPR, respiratory mask fitting, police clearances, etc.;*

It was agreed that supporting students with their practicum would be the best use of funds. Our donor was happy with this approach. Whilst devastating for everyone involved as you can imagine, there are some students, because of these financial constraints, who do not complete their course, not to mention the loss of additional nursing staff for our hospitals.

Further work by the **Faculty's Student Success team** has identified a worthy student to receive the first \$1,000 grant. She is a single mother bringing up two teenage daughters who is determined to complete her nursing degree this year despite the many hardships she faces each day.

Upon being contacted by Sue, this student couldn't believe her luck in being selected and was overwhelmed by our donor's gift. It has given her the encouragement to 'soldier' on and finish her degree. We will contact her again at the end of 2023 to see how she fared.

These grants will be provided over the next two years—five students per year each receiving \$1,000 to support their financial needs. Our Club is hoping to continue this 'gift' beyond 2024 by seeking grants, further donations or fundraising, as both the Faculty of Nursing and Midwifery and PNS believe it is such a worthwhile initiative.

Around the Club

It's that time of year when many of our members spread their wings and flick off to various parts of the world. **Irene**, for instance, has just returned from a long holiday in the USA. Hang on for the ride—here's what she had to say—

"My 2 1/2 months holiday was spent in Honolulu, Las Vegas, New Orleans, Page, Cabo San Lucas and Los Angeles.

Commencing in Honolulu, I completed my first full marathon event on December 11th in the 50th Anniversary Honolulu Marathon. It was a mammoth undertaking training religiously 5 days a week for 7 months and crossing over the finish line, no matter how long it took, was a victory for me. It

was an explosion of joy, triumph and euphoria—so surreal!

It was also great to catch up with a few of my school friends in Honolulu.

Additionally, I met Karen Foissotte, a member of the Zonta Club of Oahu (previously known as Zonta Club of Leilehua) and introduced her

to my sisters Amy and Charlene hoping one day they will both be Zontians like me. I wasn't able to attend their Club Christmas party as the date changed to the day after I left Honolulu.

On to Las Vegas where we spent Christmas and New Year. My brother hosted a family Christmas lunch in his new home, celebrations continued through the night and everyone stayed and had leftovers for dinner. We played board games, had a go at karaoke, and consumed way too many alcoholic beverages! Everyone had a great time.

We spent a week in New Orleans from January 18-25 exploring the city's vibrant culture of jazz, Creole cuisine and home of Mardi Gras. We tried all their famous dishes like Jambalaya (similar to paella), Gumbo (a soup), Crawfish Étouffée, BBQ Shrimps, Grilled Oysters (with bread-crumbs), Po' Boy (a sub sandwich), Red Beans with Rice (similar to a chilli con

carne but with rice). We also went on a Whitney Plantation Tour to learn about the history and legacies of slavery in the United States; cruised aboard a paddle steamboat on the Mississippi River; joined a walking tour through the streets of New Orleans—lots of French history and interesting architecture; also went on a swamp tour to get



up close and personal with a couple of alligators. On the last night, we went to an NBA basketball game—New Orleans Pelicans vs Denver Nuggets which was fun.

On January 27-29, we drove to Page in Arizona to check out Antelope Canyon and Horseshoe Bend (see pic below), a 4-hour drive from Las Vegas. We spent two nights in Page then drove back to Vegas on the 29th.

cont'd below



From February 6-13, my family flew to Cabo San Lucas, Mexico to celebrate my daughter Dayna's 40th birthday. We stayed in a 3-bedroom ocean-view penthouse suite at Cabo Azul Resort which was very luxurious. We honoured her birthday every night with cake, and sang Happy Birthday until her birth date on February 11th, when we celebrated in style on a sunset premier dinner/show cruise. One night we dined at Los Tres Gallos and she was serenaded by a Mariachi singing her Happy Birthday. We spent many days lounging on sun beds around the pool, swimming, sipping and enjoying all the different margaritas at the cocktail bar and playing beach volleyball.

The last stop was Los Angeles where we visited the Getty Museum and Getty Villa; had lunch at Santa Monica Pier and Malibu Pier.

Many fond memories were created and will be treasured forever."



Wow, Irene, what a fabulous holiday full of family and fun events. Quite a logistical juggle to fit everything in I'm sure. I'm worn out just reading about it!

Two other members are braving the floods and earthquakes in New Zealand. Wendy has gone to Christchurch for her Mum's 100th Birthday! What a milestone for the family to celebrate. I wonder whether she will receive a card from the new King Charles!

Linda, on the other hand is flicking around the North Island and spending time in Wellington visiting various landmarks. One of these is the birth place of NZ Author Katherine Mansfield whose works are celebrated across the world. This year is the 100th anniversary of her death. On her return home Linda is now keen to re-visit Katherine's book of short stories.

Linda also 'bumped' into Gandalf the Grey, the wizard from 'The Hobbit' and 'The Lord of the Rings' while visiting the tourist office. She and her friend also toured Parliament House and visited St Paul's

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Anglican Cathedral, a beautiful church where she lit candles for special people in her life.



At right the Wizard 'Gandalf the Gray' and below Katherine Mansfield's home.



By all accounts Linda and her friend Marg are enjoying their stay in the 'entertainment' area of Wellington which Linda suggests is a bit like Northbridge. Should keep them pretty well occupied with plenty of restaurants and interesting sights!

At the other end of the spectrum, new member **Lesley**, in her professional capacity, has been busy writing in the 'West Australian's' *Opinion* column

advocating on behalf of nurses and international students with regard to conditions and mental health issues. Lesley is, therefore, well suited to our **Service and Advocacy Committee** and consequently a very valuable member of our Club.

While **Irene**, our technical guru, was running in the Honolulu marathon, we needed someone to handle the video/

audio requirements for the February meeting. Being a geologist and familiar with IT, **Nola** unhesitatingly 'rocked' up to fill the void! She did a great job as well, and seemed pretty happy, as can be seen here. So, Nola, you've become a much more valuable member of PNS and put Irene's mind at rest if and when her next break clashes with one of our meetings!



'**Cushion Queen**' **Kath** at the end of last year, ventured East to Queensland to visit a friend in Maleny in the hinterland behind the Sunshine Coast. She then flew to Newcastle and travelled onto Tuncurry, a coastal town in the mid north-eastern region of NSW for her brother Alan's 70th Birthday. Her other brother from here, Graeme, was already there. So it was quite a family reunion. Apart from the celebration, Kath took the opportunity to explore the area. The 'boys' took her to the Nundle Woollen Mill which I'm sure was of great interest to Kath knowing her passion for knitting. It is one of the last working mills operating in Australia still using machinery from yesteryear.

cont'd below



These machines process raw wool into some of the most beautiful and colourful yarn which would have been very tempting for Kath I'm sure!

However, it will be back to assembling cushions shortly as Elaine has a backlog of cases ready for stuffing. Kath has arranged for her Craft Group to fill 40 of these on 14 March and will organise a day in April for our members to fill more, so keep an eye out for the date.

If you haven't attended one of these days they can be quite social and chatty while you stuff away! And, of course, it is one of our very rewarding and worthwhile service projects.

On 8 December Bunnings Balcatta set up some stalls for community groups to promote their organisations and sell items to raise funds. Alison reported back as follows—

"Tonight's PR event resulted in sales of \$40 for two personal alarms (one bought by Treasurer Susie!) and a Bunnings' voucher of \$100, so it was worth the time.

As the stalls were outside, Jean, the two Sue's and I only lasted 6–7pm; it was so cold and windy and often blew the shoe bags off the table. Bunnings put on free sausages in a bun, popcorn, cool drinks, face-painting and a Christmas choir—mostly drowned out by the fairy-floss machine!



Anyway, Jean was superb talking to ladies on what we do (breast cushions and birthing kits), so more women heard about Zonta. Some ladies who learnt about the cushions had not received them, one in the Mount Hospital."

Thank you to these members for their time in promoting PNS and collecting a few dollars for the kitty. If it had been a warmer evening, we may have been more successful.

December was quite a busy month as it was end-of-year party time. The Board again catered with the usual superb spread. Zontians seem to be fabulous chefs. **Thanks to Letitia and Ambrose** for providing the venue. It was a great opportunity to socialise and relax after such a 'full-on' year.

Mid December saw several members help wrap the myriad of Christmas gifts that had been donated to the Refuge. This has become an annual ritual and quite a lot of fun, but more importantly, special for those gift recipients at this time of the year.

Hot off the press! Our **Chris** is a 'Nana' for the first time! Son Shane and d-in-l Lindsay welcomed a 7lb boy—"Little Taps" (still to be named) on Feb 16.



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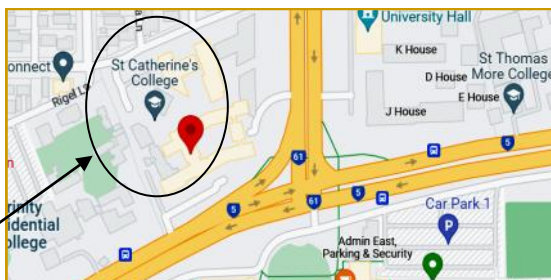
Our November *Zontapreneur* spoke about **Orange Day** when *Alison, Sue, Jean, Elaine and myself* marched in Perth—on a 38°C day—in support of Zonta International's campaign—**16 Days of Activism Against Gender Violence** and **'ZONTA Says NO to Violence Against Women'**.

We met, welcomed and were joined by Zimbabwean *Tjipo Malaba* (far right) who was intrigued and interested in learning about the campaign and Zonta in general. Tjipo is keen to meet more of us so she's decided to join us for dinner on 1 March. We look forward to welcoming her.

Important Zonta Dates

To add some icing to your membership, Zontians should seriously consider attending the **Area 3 Workshop** on **29 April**, the **D23 Conference in Bunbury 1-3 September** and the **ZI Convention in Brisbane 27 June to 1 July 2024**.

The **Workshop** is being hosted by the **ZC of Perth at UWA's St Catherine's College**, 2 Park Road, Crawley. This is where the Perth Club holds its monthly meetings. The Program is in progress with the theme **Build a Better World for Women and Girls**. More detail will be available in due course including the speaker bios.



September this year will be the second time there has been a **Conference** in Bunbury the first in 2003. This will be a great opportunity to attend without funding interstate airfares.

Of course the real icing on the cake will be the **ZI Convention in Brisbane**. In Zonta's history, this is only the third time Australia has hosted a Convention. The previous ones were Sydney in 1984 and Melbourne 2006. Better plan to attend as there probably won't be another one for a very long time!

Members should start thinking about attending these special events. They can be inspirational, educational and fun. Start the conversation with your fellow Zontians. *At least note the dates!*

Join us in Bunbury!

1-3 September 2023

[Click here for more information.](#)

Join Zontians from around the world

27 June—1 July 2024

ZONTA CONVENTION BRISBANE 2024

CHANGE OF GUEST SPEAKER FOR MARCH 1 DINNER

Unfortunately Tina Hollis from StrokeSafe is now unable to attend our dinner meeting on 1 March.

However, the Stroke Foundation's Community Engagement Coordinator has done a sterling job of locating a substitute at short notice. Her name is **Carolyn Prunster** whom I'm sure will give an equally interesting and educational presentation.

CLUB MERCHANDISE

A reminder that the Club has various items for sale all of which are included in your **Member Directory**, thus—

Shoe/Utility Bags
\$5 ea or 6 for \$25
(available through Dawn)

Personal Alarms \$20
(available through Sue Sofoulis)

Rose Cards \$10
(available through Sue Sofoulis)

Birthday Wishes to the following members—

Month	Date	Member
February	16	Dagmar (belatedly)
	23	Genevieve today
March	7	Lesley
	8	Jan
	10	Sue Pertile
	22	Jean
	28	Ruth

'Embrace Equity' is the theme for this year's IWD

*We can all truly embrace equity.
It's not just something we say.
It's not just something we write about.
It's something we need to think about,
know and embrace.
It's what we believe in, unconditionally.
Equity means creating an inclusive world.*



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