



The Yellow Rose is a ZONTA International emblem, which signifies:

*"Radiance and Beauty"*

**ZONTA  
ADVANCING THE  
STATUS OF WOMEN  
WORLDWIDE**

## *Cheyenne Zonta Newsletter*

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# *Zonta Zephyr*

## *March 2008 Newsletter*



**June 10, 1963: John F Kennedy signs the Equal Pay Act into law. Almost four decades later, men's and women's salaries have yet to reach parity.**

### **About Zonta International**

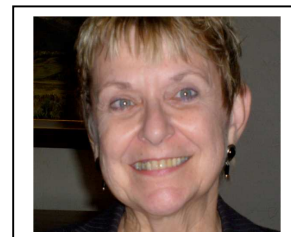
Founded in Buffalo, New York, USA, in 1919, Zonta International is a worldwide service organization of executives in business and the professions working together to advance the status of women.

<http://www.zonta.org/>

### *Message from President Lynne Weidel*

#### **HOW FAR MUST WE TRAVEL?**

I was reminded recently of how far we still have to travel - especially in Wyoming. I don't mean in miles, but in the journey for wage equity. We all know that men make more income than women. This has always been so. National statistics indicate that women earn 77% of what men do. However, here in Wyoming, the gender wage gap is 63%, the worst in the nation. So know that every time a man in Wyoming receives a dollar in the work place, the woman next to him receives just 63 cents.



This is a very alarming and disappointing statistic for those of us who have slugged it out for years striving for gender wage equity. We hoped that the indignities and discrimination we faced would create a work place of equal pay for equal work for our daughters and their daughters. If not this, at least the opportunity for the women to earn a wage that would provide a decent standard of living for themselves and their families. However, the State sponsored 2003 study on self-sufficiency indicates that in 17 of Wyoming's 23 counties women are unable to obtain self-sufficiency. Not surprisingly, single women with young children are those least likely to achieve self-sufficiency.

This is a problem without simple solutions. There are many reasons for this inequity. We all know them. Women gravitate to lower paying professions – nursing and teaching as opposed to engineering and science. Women move in and out of the work force to raise families, losing opportunities for advancement and wage progression. In our State many of the higher paying jobs are in industries and trades that have not historically hired women.

(Continued on Page 2)

## Dues Increase!!

**Statements have been issued as we begin to collect dues for the Zonta year 2008-2009. District dues have not been increased since 1995. At District Conference in Spearfish SD last year, members passed a motion to increase District portion of club dues by \$13.00. Therefore we will be collecting \$133.00 to renew membership for those who are “actively engaged” in the workforce and \$120.00 for retired members. New members will pay \$148.00.**

**Dues must be paid by 4/1/08.**

What role do we Zontians play in addressing this problem? We support Climb Wyoming. We provide scholarships to women so that they can advance. Through the work of Zonta International, we are creating and strengthening networks that support women in bettering their lives. All of this makes a difference.

But, there can be more. Were you aware that very few women negotiate in the workplace for what they are worth? Most men do. As a result of this gender difference, women create the path for their own income inequity. As we work with young women in our community we must teach them how to go after what they are worth. They need mentoring and role models. Maybe some of us do, too. Do we value what we offer? Do we go after what we are worth?

As we Zontians do our work to enhance the status of women, let's remember the subtle differences and skills that are also necessary to correct this problem. These aren't taught in classrooms, at least not yet. They are learned one-on-one. Let us be the teachers – and the learners, too. For if women are ever to reach their full potential, we must know our worth and ask that it be rewarded. There is work to be done on the state level, too. In the year to come, let's put advocacy on our Zonta agenda. Let's work for self-sufficiency for the women of Wyoming. We still have a distance to travel but when women join together, the journey usually ends successfully!

~ Lynne Weidel

*Inspired by Wyoming Nonprofit Day at the Legislature presentation “Gender Wage Equity”, February 19, 2008.*



### Rosie the Riveter: Patriotic and Underpaid

Because of the large number of American women taking jobs in the war industries during World War II, the National War Labor Board urged employers in 1942 to voluntarily make “adjustments which equalize wage or salary rates paid to females with the rates paid to males for comparable quality and quantity on the same or similar operations.”

Not only did employers fail to heed this “voluntary” request but at the war's end, most women were pushed out of their new jobs to make room for returning veterans.

from “Infoplease” Women's History Month  
[www.infoplease.com/spot/equalpayact1.html](http://www.infoplease.com/spot/equalpayact1.html)



## *Minutes Board Meeting 02/07/2008*

### **Zonta Board Meeting-----February 7, 2008-----Noon – 1 PM**

The meeting was called to order by President Lynne Weidel. Edith Garrett, Cory Meyer, Betty Squires, Judy Berkley, Peggy Krepelka, and Deb McCann were present.

Edith indicated the current Treasurer's Report was printed in the Zephyr and will distribute copies of the Treasurer Report at the next regular meeting.

Lynne presented the District Budget and District By-Law Changes/Dues Increase to the Board. The Board then discussed it. There were no areas of contention and will be presented to the regular membership at the Feb. 14<sup>th</sup>, 2008 meeting, with a do pass recommendation from the Board.

Cory gave a report on the Spring Fund Raiser for CLIMB Wyoming. She plans to distribute the event and 50/50 raffle tickets, for members to sell, at the regular membership meeting on February 14<sup>th</sup>. It is scheduled for Wednesday, March 12<sup>th</sup>, a full "sit-down" dinner, at the Holiday Inn, starting at 6 pm.

Discussed the February general meeting's tentative agenda. Cory will have a program from Jessica Barrett-Spears on CLIMB Wyoming and the Spring Fund Raiser. Plans were also made to discuss the International Convention coming this summer so members can begin thinking about our voting Delegate(s), and the District Budget and District By-Law Changes/Dues Increase will be voted on.

An e-mail will be sent, requesting for committees to get any budget requests for next year to Sandy by the end of February. A budget preparation meeting will be scheduled in March. Peggy mentioned that more funds are needed for Web development/support.

Lynne will be requesting a YTD report from all committee chairs to print in the Zephyr.

The Service area of focus for 2008 – 2010 will be presented by the Nominating Committee in April.

The distribution of the International Service funds for this year was discussed. Betty Squires suggested ½ going to the Jane M. Klausman Business Scholarship and ½ going to the Zonta Rose Fund, from which Zonta International **spends where it is most needed**. Further discussion was made and Peggy Krepelka moved and Betty Squires seconded a motion to distribute the funds as follows:

1/3 to Jane M. Klausman Business Scholarship

1/3 to International Service programs including several International Education programs

1/3 to Zonta Rose Fund.

The motion carried unanimously.

Edith will distribute Dues statements at the next meeting, then mailing to any member not in attendance.

Member support for the International Conference Raffle was discussed. Having someone sell the raffle tickets at the door should increase sales, and Peggy suggested a one-time "pass the hat" in addition to the monthly raffle be considered.

The meeting adjourned at 12:59 pm.

Respectfully submitted

Edith Garrett, Acting Secretary



## *Minutes General Meeting 02/14/2008*

Zonta General Meeting-----Hitching Post-----February 14, 2008

The general meeting was called to order by President Lynne Weidel.

Donna Artery gave the "Zonta Minute" dealing with trafficking of human beings. She had a handout with facts that every member received.

Guests were introduced. Mona Pearl introduced Catherine Blades and Deb Sanchez introduced her guest, Melissa Holmes, who intends on becoming a member.

Minutes from the December and January general meetings were approved as written in the Zephyr.

Lynne presented the District 12 Revised Budget and Amended By-Laws. The Board recommended approval. There being no discussion, they were approved by the members. Mary Walker gave kudos to Kathy Carlson for her work with the By-Laws.

February birthdays were recognized. They are Nancy Freudenthal, Flossie Vance, and Betty Haselman.

Lynne introduced the Climb Wyoming guests. They were Jessica Barrett Speers, Curt Johnson, and Shanda Heidelberg. Jessica explained the progress report that was on each table. Climb Wyoming has been in existence for about 20 years with an 85% success rate. The program consisted of 10 people at a time. They learn life skills, individual and group counseling, wages, education, and developing a support network. The program follows the graduate for a year after graduation, then the University of Wyoming continues for another year. Shanda then spoke about being in the program. She just started in mid-January. She has two children, ages 12 and 2. She was very enthusiastic.

Cory spoke about the Second Ladies Night Out. Everyone received their envelopes at the meeting with the tickets for the raffle and the event. March 6<sup>th</sup> is the date to get everything to Cory. She still needs more silent auction prizes.

Sandy spoke about the Antique show and the Budget. More co-chairmen are needed for the Antique show. The list was published in the Zephyr. Please contact the chairman of the committee you would like to co-chair. Also, anyone needing budget considerations, need to e-mail Sandy by March 1. This is the club budget.

Edith spoke about Raising Readers. There is a fund raising breakfast on April 26<sup>th</sup> at the YMCA if anyone is interested,

Also, please let Lynne know if you would be interested in being a delegate at the International Convention this summer. We are entitled to two delegates.

Jody gave a reminder about the Glass Slipper Ball in Colorado Springs March 1<sup>st</sup>. She thought maybe some members could get a car pool going. Please contact Jody if you are interested.

Lynne Weidel won the raffle and donated the money to Shanda from Climb Wyoming.

Meeting adjourned at 1:00 pm.

Respectfully submitted,  
Sandy Hudson, Secretary



## Committee Chairwomen

Finance: Sandy Hudson  
632-0820 (h)

PR/Communications:  
Peggy Krepelka  
638-0800 (w)

Organization/Membership/  
Classification:

Jody Gostas  
778-0686 (h)

NewZeas  
Chelsey McManus  
635-7459 (h)

Status of Women/Service:  
Cory Meyer  
631-9909 (c)  
433-0320 (h)

United Nations:  
Deb McCann  
632-0217 (h)



*A light exists in spring  
Not present on the year  
At any other period.  
When March is scarcely here*

*A color stands abroad  
On solitary hills  
That silence cannot overtake,  
But human nature **feels**...*

~ Emily Dickinson  
"85"

## Membership Information



Every Zontian carries a desire to expand the club, to invite friends and business acquaintances to join us in our mission to improve the status of women. Now is the best time of year to extend invitations to join since the new Zonta year begins June 1<sup>st</sup>, allowing enough time for the process to take place.

Normally, we invite someone to a luncheon or function (like Ladies' Night Out—hint, hint). Then we ask the guest to complete an application, if she is wants. Applications can be found on our website or from anyone on the Membership Committee (Jody Gostas, Melissa Leger, Linda Bogart, Chris Kercher). The Membership Committee reviews the application and the diversity requirement (more later) and forwards the application to the Zonta Board for approval. A formal invitation to join Zonta is then extended to the applicant. Your guest should be invited to join no more than 2 months after submitting her application.

Most of the following information is extracted from our Bylaws or the International membership manual. "The membership of this club shall be limited to Classified Members, Past International Presidents, and Honorary Members."

Here we will concentrate on "classified members."

A Classified member is a decision-maker accepted for membership under a major classification as shown in the Zonta Marian de Forest Membership and Classification Manual.

Eligible for membership are executives and professionals, or *others in decision-making capacity willing to support and implement the Objects of Zonta International*. [Italics my own.] Membership candidates should be sought among the community leaders in a variety of activities.

To be invited to membership, a candidate shall be actively engaged in a recognized business or profession in a decision-making capacity.

A classified member has all rights and responsibilities of membership, including the right to hold office and represent the club at meetings, except as otherwise provided in the Bylaws.

Classified membership shall be for life after five (5) years' membership except as otherwise provided in these bylaws.

Once a "tenured" classified member retires, she retains her pre-retirement classification - or may have it changed if she engages in another qualifying capacity.

There is also a diversity qualification for all clubs. There must be a number of classifications represented equal to at least 25% of the number of members. For example, if there are 60 members in the club, there must be at least 15 different classifications represented to discourage a club of (let's say) all teachers or all nurses or all realtors.

So that is more than you wanted to know about membership, but it is all very important to developing our club in the spirit of Zonta.

~ Jody Gostas

Chairman, Organization, Membership, Classification





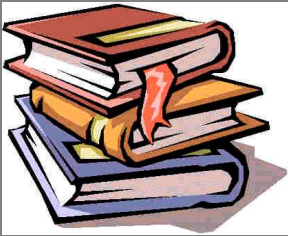
# MARCH 2008

S M T W T F S

Research these facts and more with free resources available at [www.gale.com/free\\_resources](http://www.gale.com/free_resources)

						1 1973 – Robyn Smith becomes first female jockey to win a major race (The Paumonok Handicap at Aqueduct).
2 1978 – Bette Davis becomes the first woman to win American Film Institute's Life Achievement Award.	3 1962 – Track and field star Jackie Joyner-Kersey is born.	4 1933 – Frances Perkins becomes first female member of the U.S. President's Cabinet (Secretary of Labor).	5 1962 – Marilyn Monroe wins Golden Globe Award: World's Favorite Actress.	6 1806 – Elizabeth Barrett Browning is born.	7 1992 – Nicole Stevenson swims short course world record for the 200-meter backstroke.	8 <b>National Women's Day</b>
9 1945 – Anne Frank dies.	10 1913 – Harriet Tubman dies.	11 1953 – First woman army doctor is commissioned.	12 1912 – Girl Scouts of America is formed.	13 1906 – Susan B. Anthony dies.	14 1991 – American Kristi Yamaguchi wins World Ladies Figure Skating Championship.	15 1933 – U.S. Supreme Court Justice Ruth Bader Ginsburg is born.
16 1833 – Susan Hayhurst becomes the first female pharmacist.	17 1912 – Campfire Girls is created.	18 1964 – Olympic speed skater gold-medalist Bonnie Blair is born.	19 1997 – Pamela Gordon is elected the first female prime minister of Bermuda.	20 1852 – Harriet Beecher Stowe publishes "Uncle Tom's Cabin."	21 1994 – Anne P. Sidamon-Eristoff is named chairwoman of Museum of National History.	22 1972 – Congress sends Equal Rights Amendment to the states for ratification.
23 1950 – Olivia de Havilland wins Best Actress Oscar for her role in <i>The Heiress</i> .	24 1899 – Dorothy Constance Stratton – first director of Coast Guard Women's Reserve – is born.	25 1934 – Gloria Steinem is born.	26 1973 – The first women are admitted as members of the London Stock Exchange.	27 1912 – First Lady Helen Taft and the wife of the Japanese ambassador plant the first two Japanese cherry trees along the Potomac River.	28 1982 – Louisiana Tech defeats Cheney in the first NCAA Women's Basketball Championship tournament.	29 1918 – Pearl Bailey is born.
30 1932 – Amelia Earhart is the first woman to fly solo across the Atlantic.	31 <i>"How important it is for us to recognize and celebrate our heroes and she-heroes!"</i> – Maya Angelou					





Just a quick mention of a great little book to have on hand. What on Earth Have I Done? by Robert Fulghum is full of delightful essays . He spends 1/3 of the year in Seattle, 1/3 on Crete, and 1/3 south of Moab UT. Many of the essays are spin-offs based on where he's living at the time. I am not a Fulghum fan (this is the first book by him that I have read) but it's an uplifting book and the genesis of the title will make you smile...

NOW---  
GO TO THE  
DELTA KAPPA GAMMA  
BOOK SALE FOR  
INSPIRING SELECTIONS  
MARCH 1-2 AT DINNEEN  
HISTORIC BUILDING.  
THEN SEND ME A BOOK  
REVIEW FOR NEXT  
MONTH!

*Do you have news  
you'd like to share with  
other Zontians? Do  
you have suggestions  
to improve the  
Zephyr? Contact Jody  
Gostas at 778-0686 or  
[booknut@bresnan.net](mailto:booknut@bresnan.net)*

## Calendar of Events

### March 1<sup>st</sup> 7:00 pm Saturday

Glass Slipper Ball  
Crowne Plaza Hotel  
Colorado Springs CO

### March 3<sup>rd</sup> 5:45 pm Monday

NewZees Meeting  
Barnes & Noble

### March 5<sup>th</sup> 5:15 pm Wednesday

Antique Show Committee  
Barnes & Noble

### March 6<sup>th</sup> Noon Thursday

Zonta Board Meeting  
3<sup>rd</sup> Floor Meeting Room  
Laramie Co Library

### March 8<sup>th</sup> Zonta Rose Day

International Women's Day

### March 12<sup>th</sup> 6:00 pm Wednesday

Ladies' Night Out  
Holiday Inn

### March 13<sup>th</sup> Noon Thursday

Zonta General Meeting  
Hitching Post Inn

### March 15<sup>th</sup> 11:00 am Saturday

3<sup>rd</sup> Annual Author's Luncheon  
Zonta Foothills Club of Boulder

### March 23 EASTER

No one alive today will ever see  
Easter this early again!

### April 25<sup>th</sup> Evening Friday

Equality Initiatives Film Gala  
Ramkota Hotel, Casper

## Happy Birthday, Zontians



*Nancy Coyle 3/07  
Deb Sanchez 3/08  
Kathy Cathcart 3/23*

