

The Jewish-Arab Community Leadership Program

2020/21 ANNUAL REPORT



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At the University of Haifa, one finds a unique multicultural diversity - Jewish, Arab and Druze students are united in their journey of achieving the highest academic goals. In the everyday life on campus, this calls for intercultural understanding and mutual respect. As a consequence, the University serves as an important example of how to achieve peaceful coexistence in Israel.

Together with the University, we started the program in 2006 and are now looking back at 15 years of sustainable success. Our graduates all became engaged citizens and leaders in a diverse society.

We award scholarships to promising Arab and Jewish students, thus enabling them to acquire leadership abilities and to assume responsibility in their communities during their studies. We place particular emphasis on their involvement in local and social institutions. The University of Haifa is working together with the German Friends in identifying the worthiest candidates and supporting them in every academic or personal quest.

In the past year, our program was not only influenced once more by the COVID-19 pandemic, but also by rocket attacks from Gaza and the following unrest in which also affected Haifa. Once more I was deeply impressed by our scholars. They did not hesitate to organize a virtual round table which offered a safe space to talk about the difficult issues surrounding the ongoing conflict. More than 120 Jews and Arabs of various backgrounds attended the zoom meeting. They talked about their frustrations and worries, but also about hope for better times ahead. More importantly, they were able to see and understand the different perspectives, even during these tense times. In the end they all agreed that dialogue is the only way to move forward to a peaceful future.

I am proud to accompany these dedicated scholars. Their enthusiasm is what ensures the program's impact and success and it is also what makes me look hopefully into the future. It gives me motivation to carry on with the program – even more in the light of the 50th anniversary of the University next year.

A handwritten signature in black ink, reading "Sonja Lahnstein-Kandel".

Sonja Lahnstein-Kandel

Chairwoman

Association of German Friends of the University of Haifa

University of Haifa's Jewish-Arab Community Leadership Program
Annual Report for 2020/21

For the past 15 years, the University of Haifa is the proud home to the unique Jewish-Arab Community Leadership Program. The program is generously supported by the German Friends Association of the University of Haifa. The main objective of the program is to facilitate dialogue and to promote meaningful interactions between Jewish and Arab students. Our aim is for graduates of the program to become active and socially aware people who harness their learned skills and creativity to bring about change in their immediate environment and embrace social activism as a tool to create shared spaces for Jews and Arabs in our society.

Objectives of the Program

1. Create a nurturing and supportive environment for Jewish and Arab students to interact and work together on campus.
2. To initiate and implement community projects in which Arab and Jewish students work together, sharing equal civil responsibility and promoting shared values.
3. To serve as a role model for Arab and Jewish children and teenagers through the students' work in schools and community centers.
4. To provide the students with an activist mindset and empower them to believe in their ability to impact the environment they live in.

Elements of the Program

The program is comprised of two parts:

1. Initiating and facilitating diverse social activities in the Arab-Jewish community – Students initiate and take part in community work in schools and community centers in the greater Haifa area, working in ethnically mixed pairs or groups. Each student is committed to 90 annual hours of activity.
2. Training Program –two training programs were offered to the students this year and accompanied their work – one was aimed at new students joining the program and was geared towards topics of identity, belonging and shared living; and one that was aimed towards second year students in the program and promoted leadership skills and an activist mindset.

37 students took part in the program this academic year: 15 of them were first time students; 21 of them were in their second year. 18 of them were Arabs and 19 of them Jews. Their academic background was very diverse and included Sociology, Nursing, Communication, Art and Education as well as Law and Computer Science. Despite the challenges of COVID, lockdowns and the closure of campus, 36 of them successfully completed the program.



Training Program - Intercultural Leadership Workshop

The students participated in a customized Intercultural Leadership Workshop, which included theoretical studies on issues of leadership and multiculturalism as well as a practical aspect which put theory into action. In addition, the students took part in peer discourse sessions, in which they were invited to discuss their experiences in their respective community activities and the challenges they faced.

The workshops were year-long courses awarding the students with 4 credit points and taught by an Arab and a Jewish co-instructors, Nisreen Morqus and Hila Cohen Lang who both have extensive experience working with groups of mixed populations. The syllabus is enclosed at the end of the report.



Eyal Buchnik, a second year BA student in the Department of History, shares some of his experiences this past year:

"The Jewish-Arab Leadership Program has allowed me to connect and have a close relationship with people from different backgrounds and with different opinions, and engage in real conversations and dialogues with them. This program has provided me with opportunities for dialogue that would not have been available to me otherwise. To have fascinating conversations, to listen to stories from those considered "the other side", and to share my thoughts and opinions. This unique program facilitates real meetings with others, just to talk, small-talk with people, people I may never have had the opportunity to meet. "

Community Activities within Educational and Social Frameworks

The following table details the various community projects the students were involved in this year:
(some students were involved in several projects simultaneously)

Project Name	Where?	Number of Students
Multicultural Education Schools Project : Shizafe school & Bosmat	Downtown Haifa Mutanabbi-Shizaf High School Bosmat High School	5
Multicultural Education Schools Project : Achva School	Elementary school	12
Student Dormitories multi-cultural Activities	University of Haifa	6
Learning Project - Language as a Bridge	Zoom – due to COVID	12
Learning Project - "Language as a Bridge project" (Graduates program)	Zoom – due to COVID	4
Beit Hachessed- Children Learning Center	Downtown Haifa	2
"Positive" Music Events	Alia & Hadar Neighborhood & online	4
Heart-to-Heart "(Graduates program)	Zoom – due to COVID	1
Shof El Nof " (Graduates program)	In the northern areas of Israel	4
Program Coordinator		1



In the above photo: Nataly Livshitz and Ranin Diab facilitating an activity with school children

Project Descriptions

Project Shizafe school & Bosmat was supported by the Joachim Herz Stiftung.



Jewish and Arab students from the leadership program worked in the Arab school of Shizafe and the Jewish school of Bosmat on issues of identity and cultural narratives. The aim was to bring these pupils together working individually in each school, but due to COVID restrictions, meetings between the students were not allowed. Nevertheless, the pupils did work with Arab and Jewish students and made meaningful and personal connections with them. The teachers in both schools also worked with the students in activities that were geared towards bringing content to the children.

Project at Achva Arab Primary School – Studying Hebrew together

Ten Jewish and Arab students worked with children in the Arab elementary school of Achva, especially on their Hebrew language skills. This was done through games, drama and other creative

methodologies. The students made a true personal connection with the pupils, and the school staff reported that the pupils made real progress.



Learning Project - Language as a Bridge project

The project has two facets: in one, the students teach each other their languages – Arabic and Hebrew respectively. And the other was geared to the community in which students taught interested people in the Haifa community to speak either Arabic or Hebrew.

Projects at Beit Hachesed – Children Learning Center

Beit Hachesed is a shelter for people in need who cannot find proper solutions to various hardships they are facing. One of its aims is to provide academic support programs for at-risk children and youth in the Haifa area. The Center provides them an opportunity to develop and grow. Our students provided private tutoring to the children while creating personal and meaningful relationships with them.

Heart-to-Heart

A program initiated by Natalie, a student of the program, who through her studies is very interested in the topic of mental health and wishes to raise public awareness to the challenges faced by people suffering from mental health issues. Together with her fellows in our program, she organized a series of zoom sessions that featured people who are dealing with mental health issues who talked openly to the students and facilitated discussions.

"Positive" Music Events

The project aims to bring people from various ethnic backgrounds together through the music. The students organized special performances in people's homes around the city of Haifa. These events brought forth a unique model for community cultural events, which incorporated home



Positive - Haifa
10.6.2021 | 20:00





Neomi Maggeni | Kevork Estephanian | Faraj Srur



Positive Haifa - Winter live concerts






Liron Meyuhas & Shahar Kaufman | Lazer Lloyd | Mark Kirzhner & Michel Sajrawy



Thank you!



Carol Farah & Almira Farah | Shalosh Trio

hospitality and musical performances by multi-cultural groups. Due to COVID, five of the events were held online and streamed live on Facebook, featuring Jewish and Arab musicians. The project received great public exposure. When the restrictions were lifted, two live events took place with the participation of approximately 150 guests in the audience.

Multi-cultural activities in the University Dorms

The University of Haifa dormitories are home to 1,000 students - Jews, Arabs and international students. Our aim is to create opportunities for these students to come together and get to know one another. Our students worked in task groups to organize events for the residents, among them musical events, dances, picnics, lectures and more.

Due to COVID-19 restrictions that prohibited large gatherings, our students came up with creative solutions such as a photography competition on the topic of representations of multiculturalism.



In the photo above: Daniel Mekonen; Michal Levshev; Hisham Bawardi; Eyal Kheir; Ahmad Taha; Yahia Mattar.

Shof El Nof – multicultural tours in the Northern parts of Israel

In the framework of this project, our students facilitated guided tours that center around areas of shared living, in the aim of learning about each other's cultures and customs: they guided a Christmas trip in Haifa, a tour of the village of Manda and trip to the Arab city of Shfara'am.



In the photo: the students on their visit to a Mosque in the Arab city of Shfara'am



In the photo: the students on a trip to Nazareth during Christmas.

Our special events:

Spring seminar:

The annual seminar of the Jewish Arab leadership program was held in April of this year, at the 'Kalaniot' parking lot in the Carmel. Surrounded by the budding nature of the Carmel Mountain, the students met physically for the first time after seeing each other only on Zoom. The focus was on celebrating the freedom to meet out in the open and displayed spring in different cultures: through art work prepared by the students; through expressing the wish for calmness, strength, beauty, relationships, love and peace; through a "Voice and Movement" Workshop, and writing poems about their experience in the Arab and Jewish Program.



In the photo: Michal Levachev; Joury Boshnaq; Bat-el Alon; Zohar Zenescu; Shaed Boshnaq; Maria Abboud.

Trip to the Arab Village of Tamra

On the nights of the month of Ramadan, the Arab village of Tamra dresses up to celebrate. The locals break their daily fast; visit the mosques and their neighbors. Through the facilitation of two of the program's participants, our students joined these festivities in the month of May and experienced the holiday spirit. During the tour they learned about the customs of Ramadan, ate a shared Iftar meal together, visited the "Love and Equality" organization and helped prepare food packages for people in need.



In the photos: the students taking part in the activities of the Ramadan holiday.

Special workshop following the violence events of May and April:

On May 20, more than 120 participants, Arabs and Jews, met for a zoom dialogue in the shadow of the violent events that took place in mixed cities, including Haifa. The participants - students and faculty – were divided into 7 parallel online discussion circles facilitated by Jewish and Arab facilitators. They talked about their experiences and difficulties in the aftermath of the events.

The Dean of Students, Prof. Jenny Kurman, opened the event: "As a multicultural community, we wanted to offer a safe place for Jews and Arabs to talk about the difficult issues surrounding the conflict, from Orthodox Jews, to Ethiopians, Druze and Arabs".

The university's President, Prof. Ron Robin, said that the University has been teaching a 'bachelor's degree in coexistence' for 50 years. Many members quoted and echoed the sentiment, asking for more opportunities for joint discourse. Ideas relating to the introduction of dialogue courses into the curriculum in a broad and meaningful way were introduced.

Participants talked about their frustrations and worries, but also about hope for better times ahead.



"The meeting created hope in my heart," explained **Ali Shaar**, a bachelor's undergraduate student in information systems and a fellow in the Arab-Jewish leadership program. "I saw Jewish and Arab people with a strong desire to come together and

explain what they were going through, with the goal and hope that it would strengthen the empathy between Arabs and Jews. I was glad that people listened to me and even more that at the end of the discussion there was a desire for coexistence. More meetings like these are needed to spread friendship and hope."

Graduation event at the end of year

The end of the academic year was celebrated with a tour of the Jewish Orthodox neighborhood of Hadar, to learn about the history of the local community and the development of Hasidism. The students were hosted by a family from the Viznitz community and learned about the cultural customs, the daily lives of women and men and Torah study.

At the end of the evening the participants of the program received certificates and three graduates received certificates of excellence.



This is what our student **Tzipora Mendel** said at the program's end of the year event:

"Each and every one of us came with their packages that includes their beliefs, we were able to open each other's packages and that too for a peek, we were able to stay ourselves

but we were also attentive to different opinions. We started with a discussion about identity and its shades through cultural representations and what it means to us, we met on the Carmel Mountains, ate, got to know each other and sang songs, from there we could access what happened and happens around us outside our window and what is meaningful to our lives and the results of having each other.

A big thank you to everyone involved for making this possible. Thank you for a special and meaningful experience.

Thank you from the bottom of our hearts. "



In the photo: Nasrin Markus; Eyal Buchnik; Nataly Livshitz; Maria Abboud



In the photo: Gil Kilnor; Maria Abboud; Amit Zarbib; Nataly Livshitz; Noor Mallak; Sapir Gudkar; Shaed Boshna.

Evaluation: The evaluation of the Program is conducted on two levels simultaneously: project evaluations and student evaluations. The evaluations take place twice a year: at the end of the first semester (February) and at the end of the academic year (July). The program's staff meet their contacts in the community as well as the students. They discuss all the issues and expectations. There is also an end-of-year meeting with the managers of the Unit of Social Involvement to discuss the past year and brainstorm about activities for the coming year.

From all the evaluation forms collected, the following has become apparent:

- All of our community partners have expressed complete satisfaction with this year's conduct, despite the COVID-19 restrictions which effected our activities.
- All our partners are interested in continuing the joint activity in the next year.

Appendix 1

Training Course for First-Year Students:

Developing Intercultural Awareness

Goals:

- Development of intercultural leadership by learning through experience based on individual and group learning processes.
- Development and examination of concepts of personal and cultural identity within the context of a multicultural society. Development of reflective ability and critical analysis of perceptions and positions regarding cultural identity and the Israeli social structure.
- Acquisition of theoretical and practical tools required for effective interpersonal communication, joint work and community leadership in a diverse intercultural environment.
- Development of social ventures and acquisition of tools to lead projects, integrated with and accompanied by student volunteerism in community centers and in social projects on campus.

Key Course Themes:

- **Building a multi-cultural group** – what is multiculturalism in general and what does it mean in Israeli society in particular? Creating a shared and common goal.
- **Cultural and personal identity** – includes an examination of participants' personal identities and cultural origins, development of one's personal identity in a cultural context, and acceptance of the different identities by the group and by society.
- **Intercultural conflicts** – personal perception and perception of the other, ability to distinguish stereotypes, and strategic analysis and management of conflicts in an intercultural context.
- **Intercultural integration** – influence between different cultural sources, integration and combination of cultural sources, and cultural variety and diversity as a social resource.
- **Working in a multicultural setting** – practical aspects of a culturally diverse work environment.

Means of Study:

The workshop is based on both experiential and active experiences, employing a variety of workshop subjects and significant reflective processing of individual and joint experiences.

- A procedural series of meetings according to models of experimental learning, group development and the cultivation of multicultural awareness.
- Mixed group workshop activities that facilitate interpersonal and group encounters of participants from various cultures.
- Intensive study days for all program participants – academic multicultural study tour day and a joint final community project.

Student Assignments:

- Full participation and completing all routine assignments
- Participation in a joint community project during the course
- Completion of reading assignments
- Submitting a final concluding paper at the end of the year

Final Paper requirements

All students are required to submit a reflective essay describing the personal journey and team process they went through and its relevance to the theoretical models taught. Participants have to rely upon a personal journal they will write throughout the course and reflect upon it.

Training Course for Continuing Students:

Intercultural Leadership – A Training Workshop for Mentors

Goals:

- Continuing and developing joint learning in mixed groups
- Developing, planning and leading skills for multicultural activity and basic mentorship skills
- Learning from social and leadership ventures in a multicultural atmosphere

Offered Framework:

- One group was mentored by a Jewish mentor
- Bi-weekly two-hour session meetings. At first to build the group, plan the year and provide basic intercultural training
- Later on the meetings will take place once every fortnight and will accompany the community projects and deal with dilemmas arising from the work
- A joint activity such as a study tour or a joint community project

Key Course Themes:

- **Building the group and its cohesiveness – first 3 sessions**
 - Planning the year and managing expectations
 - Division into sub teams and planning their work
 - Peer learning
 - Leadership models
- **Following the initial 3 sessions the following sessions took place once every two weeks**
 - Guiding the task teams on a need basis and dealing with the dilemmas arising from the work in the field
 - Analyzing realities and dilemmas of intercultural leadership
 - Simulations and feedback
- **Responsibility for joint projects:**
 - Leading the activity groups in the dorms and the community centers
 - Producing two multi-cultural events in the Haifa community
 - Planning and leading dialogues ("roundtables") for students in the joint Seminar.

Training Program – Second year Students 2021

In the academic year of 2021, the group of students in their second year of program led and hosted a new project of multicultural community discussion circles called 'Haifa Meeting Point', as part of the multicultural discussion community of Mabat and in partnership with 'Derech Shira Banki'.

-Goals

- Acquisition of skills and experience in leading and hosting a multicultural discussion.
- Joint leadership of a social and community enterprise.
- Development of a multicultural discussion in the discussion community on campus and in the city of Haifa.

-The framework of the activity

- Bi-weekly meetings, in an online format, due to the limitations of COVID in the academic year 2021.
- Every two weeks, a pair of a Jewish student and an Arab student prepares and leads a multicultural discussion on their chosen topic.
- The sessions are mandatory for the veteran students in the program, and are open to all students in the program and on campus, in addition they are open to the entire community that is interested in intercultural discussions.

-The actual activity

- During the year, 9 meetings were held, all students in the program participated in hosting and leading a discussion.

Veteran and new students, friends and family, and those interested in the community attended the meetings, about 25-30 participants in every meeting.



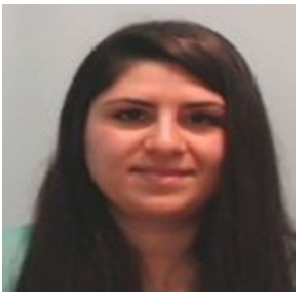


- During the escalation in May, a wide-ranging discussion event took place, as part of the 'Meeting Point' platform, in which 7 parallel discussion circles took place, with the participation of about 130 participants.



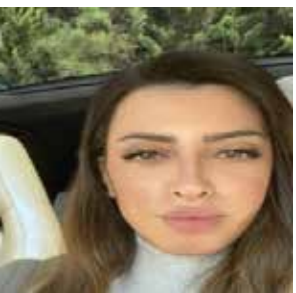


Schedule of the program:

Date	Activity	Description/Notes
7.11.2020	The first meeting with the student group.	Introduction activities
12.11.2020	Preparation meeting #2	Preparation of activities - selection of topics, splitting into work groups, etc.
26.11.2020	Discussion Meeting #1	"Female art in the 21st century - beauty, character and everything in between" The female body and its representation in the media and art - as part of the week to combat violence against women. Hosted by Nur and Zohar.
10.12.2020	Discussion Meeting #2	The first candle of Hanukkah - a meeting with Uri Banki.
24.12.2020	Discussion Meeting #3	Christmas - the holiday of holidays. Hosted by Sapir and Rabia.
7.1.2021	Discussion Meeting #4	The attitude of the Israeli Police towards different populations: Arab and Jewish. Hosted by Michal and Shahad.
21.1.2021	Discussion Meeting #5	National and civil service – Is it service for everyone? Hosted by Marwa and Daniel.
4.3.2021	Discussion Meeting #6 As a part of a community conference.	The Nationality Law. Hosted by Eyal and Gil as a part of a community conference.
18.3.2021	Discussion Meeting #7	The LGBT community in a multicultural society – Mabat hosts
8.4.2021	Discussion Meeting #8	Violence against women – Hosted by Michelle and Mary
20.5.2021	Discussion Meeting #9 Dialogic discussion during escalation.	A Dialogic discussion during the escalation in May events – Mabat hosts.
3.6.21	Discussion Meeting #10	'Soul under Conflict' - Mental Health in the Community in the Context of the Jewish-Arab Conflict. Hosted by Netali and Ahmad.



Appendix 2

Participants in the Jewish-Arab Community Leadership Program 2020-21 Arab students






No.	Student Name	Discipline of study	Year of Study	Student Photo
1	Aseel Ibraheem	Sociology	1	
2	Joury Bushnaq	English Literature	2	
3	Mary Ayoub	Law and Psychology	2	
4	Ali Shaer	Information Systems and Computer Science	1	
5	Rabia Dabag	Music	3	




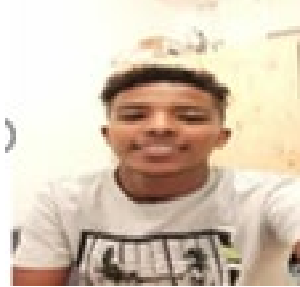

No.	Student Name	Discipline of study	Year of Study	Student Photo
6	Faraj Srouf	Music	3	
7	Noor Mallak	Theater	3	
8	Hayat El Zubidat	Nursing MA	2	
9	Marwa Amarya	Multidisciplinary studies	2	
10	Shahd Boshnaq	Bibliotherapy MA	2	






No.	Student Name	Discipline of study	Year of Study	Student Photo
11	Issa Zaatry	Music & Art	3	
12	Ahmad Taha	Teaching Certificate	1	
13	Ranin Diab	Anthropology MA	1	
14	Bawardi Hisham	Nursing	4	
15	Maria Abboud	Art and Psychology	3	




No.	Student Name	Discipline of study	Year of Study	Student Photo
16	Eyal Kheir	Political Science	4	
17	Yahia Mattar	Biology	1	

Jewish students

No.	Student Name	Discipline of study	Year of Study	Student Photo
1	Bat-el Alon	Communications Sciences and Communication Disorders	2	
2	Noa Ialoum	Social Work	2	
3	Talker Shoham	Nursing	4	
4	Zohar Zenescu	Learning Disabilities MA	3	
5	Daniel Mendelson	Israel Studies	3	

No.	Student Name	Discipline of study	Year of Study	Student Photo
6	Eyal Buchnik	Israel Studies	2	
7	Einav Ben Shmuel	Linguistics	1	
8	Tsipora Mandel	Learning Disabilities	3	
9	Daniel Mekonen	Multidisciplinary Studies	1	
10	Maggeni Neomi	Music	3	

No.	Student Name	Discipline of study	Year of Study	Student Photo
11	Gutkin Michelle	Nursing	4	
12	Amit Zerbib	Human Services	3	
13	Gil Klimor	Learning Disabilities MA	2	
14	Eden Carmel	Counseling and Human Development School of the Arts	3	
15	Netaly Sara Livshitz	History of Israel and Education	2	

No.	Student Name	Discipline of study	Year of Study	Student Photo
16	Gudkar Sapir	Nursing	4	
17	Michal Levachev	Communications Sciences and Disorders	4	
18	Ronit Raz Inbal	Gender Studies MA	1	
19	Aviya Hazan	History	1	