מרחבים ■ مجالات ■ MERCHAVIM
25 שנה של קידום חברה הוגנת • 25 عامًا من النهوض بمجتمع مُنصِف
25 Years Promoting a Fairer Israeli Society

MERCHAVIM

2022-2023

SCHOOL YEAR

ANNUAL **REPORT**

Celebrating Merchavim's 25th Aniversary

25 Years Promoting a Fairer Israeli Society

September 2023
Israel

From the Executive Director

The school year 2022-2023 started just as any other year, and we were all busy with our missions, aspirations, and plans. The first third of the year went smoothly, as expected, and then everything became much more complicated. Merchavim is an a-political organization, but when we found ourselves on Avi Maoz's blacklist, (Maoz is a new Knesset member working with the Ministry of Education), we had to take a stand. No, Merchavim is not identified with any political party, but unfortunately, fighting for self-evident liberal values has become political. Suddenly, everybody started talking about social cohesion...

Our answer to the turmoil was, and is, working even harder for a fairer Israeli society. That's why we developed a new program called Democratic Connections: The civil protest movement, which proliferated in the face of the developing crisis, drew many citizens in, while many other groups, like Arabs, Ethiopian-Israelis and religious people, were left out. Their absence strategically weakens Israel's pro-democracy camp. Our program targets the new leaders of this civil protest. It aims to increase their understanding of various groups in Israeli society and connect them with these groups to catalyze joint action. For starters, we will target the misunderstanding of Arab society. We are now looking for funding for this program and are very excited about its upcoming launch.

As always, we are thankful for the support of our donors worldwide that ensure that Merchavim has a sustainable impact on fairness, diversity and inclusion in Israeli society.

Shana Tova,

Michal Pinchuk

Executive Director

Highlights

Home Found at Merchavim

Shared Paths

The tours in Arab cities interface with Merchavim activities and enrich the toolbox with which we promote meaningful acquaintance between different groups in Israeli society. For example, we added a processing workshop to the tours based on Merchavim's activities and in cooperation with our training programs.

New Shared Society Infrastructure in the Informal Education

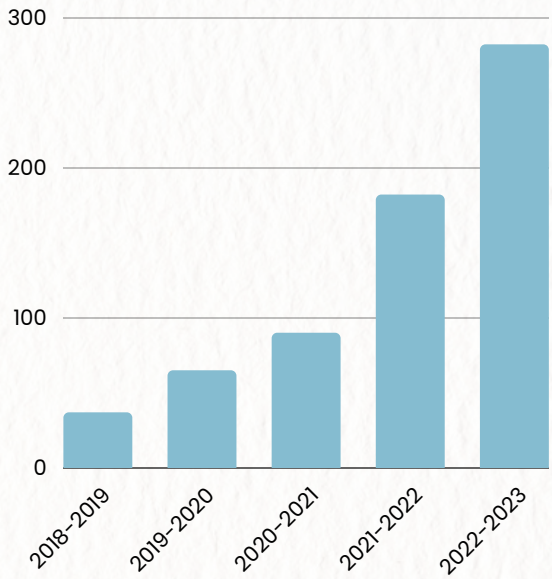
The Shared Society Incubator

The first cycle of the Shared Society Incubator program was completed. The two-year pilot was crowned a success, from which an outline for the future was formulated. The next cycle will begin in October 2023.

Booming

Arab Teacher Integration

Continued rapid growth in Arab teachers integrated into Hebrew schools. The institutionalization of the screening process and preparation for integration, the professionalization of the staff, and its expansion made this the flagship program of Merchavim, with 282 new teachers - a growth rate of 155% from the last school year.



Removing the Constraint

Integrating Teachers with Disabilities

A significant achievement of Merchavim - changing the Ministry of Education's policy and easing the admission requirements for teachers with disabilities to the Teachers Without Borders program. At the same time, Merchavim exited this program in elementary schools, and with the blessing of the MOE, we are working to establish a similar program in high schools.

The Power of Community

Integrating Ethiopian-Israeli Teachers

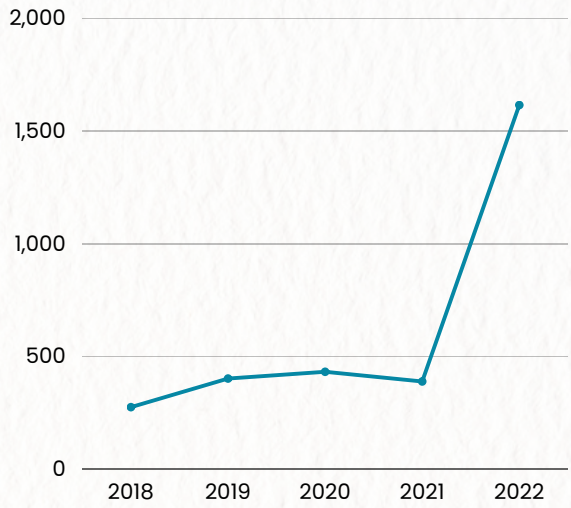
This year, we moved to strengthen the teachers' identity by establishing a teacher community for mutual support, learning, and promoting topics chosen by community members. One of our teachers testified following a community conference:

> *It is a privilege that we have such a community of teaching staff. It gives me a sense of security that I am not alone in the system and have a large community that supports each other.*

Surging

Diversity Training in Organizations

We had a leap in the number of workshops, seminars, tours, and lectures for business organizations in 2022, with 1,616 participants. This represents a growth rate of 415% from last year. We have added large customers, expanded collaborations and increased operations in municipalities.



Intervention on the Go

Addressing Biases in Municipal Services

The first phases of the pilot program in Haifa, Netanya, Kiryat Malachi and Yavne municipalities were completed with the municipal employees' high motivation to act and a deeper understanding of their needs and challenges. Following a thorough mapping process, two targets were selected by each municipality. The intervention program will now begin.

From Theory to Practice

The Social Cohesion Leadership Program

Several of the program graduates executed inspiring projects in the field of social cohesion. For example, a project for building a fairness indicator in Netanya's secondary education system and its implementation by tens of the city school principals. Another example is an initiative to launch a Twitter channel for anonymously sharing experiences of violent incidents in Arab society: https://did.li/0DS5q

22-23 Impact

The Shared Society Incubator

1 cohort | **20** organizations | **9** learning days | **17** graduates

The Social Cohesion Leadership Program

2 cohorts | **42** Organizations | **215** Alum

Shared Paths – Social Tourism in Arab Communities

1,429 tourists | **32** walking tours | **631** participants in virtual Ramadan tours

Fair Cities - Addressing Biases in Municipal Services

4 municipalities | **23,274** Ethiopian-Israeli residents | **8** intervention targets

Diversity & Inclusion Training for Organizations

20 Organizations | **162** Workshops & Seminars | **1,616** participants

The Arab Teacher Integration Program

282 new teachers | **100** new schools | **525** teachers in the program

The Ethiopian-Israeli Teacher Community

550 community members | **6** community activities | **145** active participants

The Teachers with Disabilities Integration Program

23 teachers placed | **80** participants in accessible training courses | Removing the **70%** disability barrier

Our Stories

Azhar Kashua, who participated in Merhcavim's leadership seminar, tells about herself and the seminar in the following video: https://youtu.be/JMa_8Momi74

Ruvi Frank, a graduate of the Shared Society Incubator, tells about his experience in the course in the following video: https://youtu.be/ddF5lq4Zd5o

Is diversity a problem or a strength? Teja Kinda, a member of the leading team of the Ethiopian-Israeli teachers community, thinks it is a force, that one must know how to manage:
https://youtu.be/Dksi-BImwxs

Thank you

To all our partners for your support and faith along the significant path we are walking together.
The Merchavim team

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