

Center for the Study of Multiculturalism and Diversity

2016-17 Annual Review

This has been the second year of activity at the Center for the Study of Multiculturalism and Diversity, founded by Prof. Michael Karayanni. Prof. Barak Medina is the Academic Director of the Center, and Michal Barak is the director of activity. The Center continues to engage in research and teaching of subjects related to multiculturalism, diversity and Israeli society. In addition to these activities, the main goal was to promote a diverse campus, mainly thanks to the fact that the Center assumed responsibility for "Israeli Hope in Academia" at the Hebrew University.

Israeli Hope in Academia

The President's House in partnership with the Planning and Budgeting Committee of Higher Education launched "Israeli Hope in Academia" with the understanding that academia plays a vital role in shaping the face of Israeli society and all the communities that comprise it. The project aims to promote a vision of diversity and partnership in academic institutions. The Center for the Study of Multiculturalism and Diversity has been appointed to be in charge of the subject at the Hebrew University.

Committee for the Establishment of a Diversity Policy for the Hebrew University

As part of the implementation of "Israeli Hope" at the university, the university president appointed a committee to determine a diversity policy. Prof. *Mona Khoury-Kassabri* heads the committee, and the Center for the Study of Multiculturalism and Diversity concentrates its activities. Members of the committee include faculty members, administrative staff and students. Prof. Khoury-Kassabri represented us in a conference on diversity in universities that took place in



Washington DC. After submitting its recommendations, the Committee will continue to act to implement the recommendations and to advise the University on various issues related to diversity.

Committee for Encouraging the Intake of Male and Female Researchers: Gender and Diversity

The committee, headed by Prof. Batsheva Kerem, which is involved in encouraging the intake of women researchers at the university, was expanded during the past year to include the intake of male and female researchers from a variety of communities that are under-represented at the university.

The committee's recommendations were adopted by the university's senate and are in the process of being implemented. Each faculty is required to set goals for the intake of male and female researchers from the diversity groups and to take active steps to locate such researchers. As part of the implementation of the report, we will participate in the facilitation of workshops for members of the screening and intake committees on the subject of unconscious biases.

Research

Scholarships

The Center's scholarship recipients this year included Dr. Ahmad Amara, whose research deals with the laws of property during the transitional period between the Ottoman regime and the Mandatory government (post-doctorate); Two doctoral students in advanced research stages: Yaffa Nahoumi, who studies disadvantage and poverty in Haredi (ultra-Orthodox) society (at the School of Social Studies), and Micha Belzer, who studies the integration of bi-cultural identities: the case of religious and secular mixed couples in Israel (at the School of Education). Two students who are in the first stage of their doctoral studies were awarded a smaller scholarship: Lili Ilan, who studies the social history of the Western Galilee between



World War I and the military government (Faculty of Humanities), and Lilach Zagai Nim, who studies the life experiences of young educated and uneducated Ethiopian-Israeli students and their impact on their integration into Israeli society (the School of Education).

The Sternberg-Tamir Workshop for Multidisciplinary Research on Multiculturalism in Israel: A Comparative Perspective

In cooperation with the Sternberg-Tamir Chair for Comparative Culture, where Prof. Ronit Richie is serving, we conducted a research workshop on multiculturalism in a comparative perspective. The workshop included 12 graduate students from a variety of disciplines whose research deals with various aspects of multiculturalism. They were joined by scholarship recipients at the Center and other interested students. Lecturers from a wide range of research areas were present at the workshop and presented their work.

Conferences



The Center initiated, supported and participated in several conferences held this year at the University, including: a conference organized by the Clinic for Multiculturalism and Diversity on language, identity and place; a conference organized by the She'ifot (Aspirations) Forum at the Faculty of Law on the Status of Palestinian Women in Israel; a seminar in cooperation with the Department of Teacher Education at the School of Education on Multiculturalism in Society and in the Classroom; a conference on Law as Religion in cooperation with the Institute for the Study of Jewish Law.



Study of Needs and Challenges

The Center initiated a study that included focus groups of Arab, Ethiopian, ultra-Orthodox, and Mizrahi students whose goal was to study in depth the needs and challenges of students from minority groups. You can read the study [here](#).

Courses

The Clinic for Multiculturalism and Diversity



The Clinic for Multiculturalism and Diversity is a course in which students use a variety of tools to promote minority groups and fruitful dialogue between communities in Israeli society, while critically examining multicultural theory. On the legal level, this year's activity focused mainly on three areas: profiling, segregation in education and structural discrimination of minorities in the criminal justice system. This activity was conducted in reference to a series of communities, including Palestinian Arabs, the LGBT community, Ethiopian Israelis, and the African Hebrew Israelites. In addition to its legal activities and support, the Clinic has promoted intercultural dialogue and increased awareness to issues of diversity, inter alia, through interdisciplinary work that included collaborations in the fields of culture and the arts.

During the year, the Clinic convened every week for an academic seminar under the guidance of the Dean of the Faculty, Prof. Michael Karayanni, and Adv. Inbar Peled, with the participation of guest lecturers.

Among the guests of the Clinic this year were Nina Halevi, an activist from the transgender community; Adv. Anat Tahon-Ashkenazi, CEO of Itach-Maaki; Estee Rieder, an ultra-Orthodox activist from the organization *Not Elected, Won't Vote*; Marlene Wenig, lecturer and researcher of ultra-Orthodox cinema; and more.



In the legal field, the Clinic continued to promote the rights of individuals and groups that suffered discrimination based on their identity, in various areas of law, including criminal, civil-tort and administrative law.

1. The Clinic completed the writing of an administrative petition regarding the separate programs for Ethiopian immigrants.

For many years, the Israeli education system has operated mechanisms of open and covert differentiation toward the Ethiopian population. The Clinic works with the Israel Association of Ethiopian Jews in order to bring about a change in the policy of the Ministry of Education and to enforce a government decision to cancel the special programs for Ethiopian immigrants.

As part of the project, the Clinic presented its position paper, "This is not the Way", in the Knesset at the beginning of the school year, in which it pointed to the distinctive influence of the differentiated programs on Ethiopian immigrants. The paper was widely covered in the media, among others in Haaretz and the Walla news website, and was discussed by the Knesset Education Committee and the State Control Committee. In light of the failure of the contacts with the Minister of Education, Mr. Naftali Bennett, and as we did not receive an answer from the Ministry of Education officials, the Clinic completed a petition against the Ministry of Education demanding that the Government's resolution on these programs be implemented. The petition will be submitted to the Jerusalem District Court in July 2017.

2. The Profiling Project - The Clinic completed the writing of a suit to the Jerusalem Magistrate's Court over the ethnic labeling of a hijab-wearing Arab student that led to the search, delay and use of force against the student illegally. The claim is filed against the Ministry of Transportation and the security companies operating the Public Security Unit in Jerusalem. The Clinic's legal activity was supported by an information campaign on profiling in Israel (see below).



3. **Following a lawsuit by the Clinic: Non-stop Radio** compensated a student for NIS 25,000 after publishing her picture as an illustration of support for terrorists, following a settlement that was validated by a decision of the Jerusalem Magistrate's Court. The Clinic claimed that the picture of the student was connected to the affair only because she was an Arab wearing a hijab, and that this publication constitutes defamation on the basis of her ethnicity. The verdict was covered by the *Seventh Eye*. [*The Seventh Eye* is Israel's only independent and investigative magazine devoted entirely to Journalism, the Media, Freedom of Speech and Transparency.]

4. **The struggle against transphobia** - the Clinic continued to deal with the phenomenon of harassment of transgender persons, including police violence against the transgender community. As a result, a complaint that was filed by the Clinic to the Department of Internal Affairs was followed by an indictment against a policeman who assaulted a transgender woman and photographed her with her upper body exposed, a photograph published on the Internet. These days, the policeman's trial is under way. The affair received media coverage in Haaretz.

5. **Struggling against government barriers to transgender people** - this year, too, the Clinic continued to accompany individual inquiries of transgender women and men in dealing with the barriers that government offices place before them in the process of gender reassignment.

6. This year, too, the clinic continued to accompany the **African Hebrew Israelites community**, which is struggling to attain status in Israel and have the group recognized as a religious community.



Projects for policy change

1. **The Clinic continued to publish Diversity Now** - a newsletter on topics of diversity and multiculturalism in Hebrew, Arabic and English. The newsletter, written by students at the Clinic, reviewed developments in legal cases managed by the Clinic, discussions in the Knesset, and opinion columns of social activists in the fields of diversity.

2. **The Clinic completed the writing of a report on the situation of Ethiopian immigrants in the probation service.** The report deals with the identification of barriers and the analysis of attitudes regarding the role of the probation service in a multicultural society, with emphasis on its work vis-a-vis Ethiopian Israelis. In order to write the report, the students conducted interviews and focus groups with various bodies relevant to the procedure: criminal defense attorneys, probation officers, Ethiopian Israelis who came into contact with the service, as well as academics and social workers. The report deals with the mapping of barriers faced by Ethiopian immigrants vis-a-vis the Probation Service and includes recommendations for change.

3. **The Clinic launched a "Stop Profiling: Look at Me" campaign this year**, which aims to increase awareness of the phenomenon of "profiling" in Israel towards minority groups. In this framework, the Clinic created a video clip together with a student of the course "The State is Me" at the Bezalel School of Art. For the video, students at the Clinic conducted interviews with victims of profiling and observation at the Jerusalem Central Bus Station. In addition, students have written testimonies about the profiling in Israel of Palestinian Arabs and Ethiopian Israelis. The testimonies, together with an analysis of models for dealing with profiling from around the world, were edited into a booklet on profiling in Israel, which was presented together with the video at a special event on profiling in Israel in June





2017 (see below). The products of the campaign will be displayed on a Facebook page that will be maintained by students from the Clinic.

4. **The Clinic began to examine the question of gaps in preparedness for an emergency between Arab and Jewish communities in Israel.** In this context, the Clinic approached MK Nava Boker, chairperson of the Subcommittee for Firefighting and Rescue in the Knesset, as well as other MKs, requesting a Knesset discussion on the subject. At the same time, the Clinic submitted a request for freedom of information to the Firefighting and Rescue Commission, which responded only technically.

Round tables, Conferences



1. **For the second year, the Clinic held the Bio-Library event - the first human library in Israel,** which was initiated by the Clinic and received artistic interpretation following the cooperation of the Clinic with the Musrara School of Art. The idea behind the human library is simple: instead of borrowing a book, the visitors meet the original, people with a unique life experience and perspective. Alongside the human encounters,

students and graduates of the Musrara School of Art presented works of art on issues of identity: a station that created the "average face" of the evening participants, screening of words on the front of the building, encounters between musical worlds and more. The event was covered by Israeli and international media, including Galei Zahal, I-24, Time Out, Haaretz, Portfolio Art Magazine, Jerusalem Net, Evensi, and more.



2. The Clinic held "Inti B'tichki Arabi" [You Speak Arabic], a bilingual event of art, academia and experiential learning of the Arabic language. The event was intended to raise questions about the status of the Arabic language in Israel in general, and on the university campus in particular.

Among the events of the day was an academic panel on the status of the Arabic language in Israel with the participation of Meital Pinto, Amer Dhamshah and Yoni Mandel, moderated by Liat Kozma; Throughout the day, the University presented an exhibition of works by artists in the fields of language. Thus, the group Parhesia presented "Through The Language", a visual dictionary of words in Arabic and Hebrew, in response to the erasure of the Arabic language from the public sphere; Liron Lavi-Turkenitz presented a Hebrew-Arabic script that expresses the familial closeness of Arabic and Hebrew through orthography; also showcased were the works of the Egyptian typographer Mahmoud Tamam, with an experimental project that turns words in Arabic into a form that represents their meaning.

3. In June 2017, the Clinic held an event on profiling in Israel, with the participation of the Dean of the Faculty, Prof. Michael Karayanni, Prof. Barak Medina of the Faculty of Law, Dr. Simon Perry of the Institute of Criminology and Adv. Naomi Levenkron, together with victims of profiling, social activists and students.

We are currently parting from Attorney Inbar Peled, who established and directed the clinic in the last two years. Inbar is currently leaving for her doctoral studies in Canada and we are in the process of locating and recruiting a new supervisor for the Clinic.



Additional courses at the initiative or support of the Center:

(1) Cornerstone course taught by Dr. Tawfiq De'adle in Arabic on the subject of Islamic art.

(2) Cornerstone course taught by Michal Barak on multiculturalism in Israeli society.

(3) A course on gender and sexual minorities: theory and practice, contemporary topics and ideas (of the Lafer Center).

(4) Towards the next year we are establishing, together with the School of Education, a course on Multicultural Education in Jerusalem: Theory meets practice. The course will include students from the Educational Leadership track of the Department of Political Science and the School of Education (under the direction of Prof. Edna Lomsky Feder) and students from the School of Education. The students will study a theoretical course (under the direction of Dr. Aviv Cohen) and accompany joint study projects in Jerusalem. The project was funded by the Council for Higher Education as part of Service Learning.

(5) We are also initiating a new course, titled Ultra-Orthodox Identity in a Multicultural Environment. One of the goals of the course is to serve as a meeting point for Haredi students at the university.

Diversity as part of the curriculum at the Hebrew University

Last year, we cooperated with the "Libi Bamizrach" ["My Heart is in the Orient"] student cell in mapping relevant courses at the university that do not have enough representation for the history, culture and literature of Jews from Islamic countries. Students from the group contacted the course lecturers and experimented with leading a process of enriching the contents of these courses. This year we started a dialogue of lecturers and students on the subject. The discussion was moderated



by *Dr. Limor Samimian-Darash* of the School of Public Policy, and participants included Prof. Yifat Biton of the College of Management School of Law, Prof. Eyal Ginio of the Department of the Middle East, and Tamar Shalem of Libi Bamizrach. Next year we will continue to develop the subject.

Promoting a multicultural campus

This year, we continued to work with lecturers, tutors and academic staff to promote human diversity and the intercultural encounter on campus. Based on the experience of the Center's first year of activity, we have begun to work in cooperation with several academic units. Departments face different challenges in the context of diversity. This move is also intended to pool the resources of the Dean of Students of the Departments and of the Center. We met with the directors of the School of Computer Science, the Department of Chemistry and the Department of Accounting. In each of these units, collaborations were created according to their unique needs and opportunities.

Lecturers and faculty members deal with diversity

As a result of the cooperation between the Center and the Unit for Learning and Teaching, many of the Unit's training programs today include discussion of diversity in the classroom, whether through structured teaching in a heterogeneous classroom or through a discussion of active teaching or observations of interested lecturers. Some of the administrative staff participated in the training courses that were given this year by the Abraham Fund Initiatives on the subject of familiarity with Arab society in Israel. The courses were conducted as part of the training of the Human Resources Division at the University, and were attended by senior officials from the secretaries of student affairs and the Dean of Students.

Satisfaction Survey

The Dean of Students' Satisfaction Survey added a chapter dealing with the feelings of students from minority groups. The questions dealt with the degree of

tolerance on campus towards students from different groups. Students were also asked if they had experienced discriminatory or abusive treatment due to their belonging to any group. The results of the survey are still being analyzed.

Round table for the leading law firms in the economy

Collaboration between law faculties at Tel Aviv University, Jerusalem, Haifa and Bar-Ilan University. The event took place at the Faculty of Law in Tel Aviv. Participants in the discussion were attorneys from leading law firms in Israel. The purpose of the meeting was to think about joint action to open the legal market for Arab interns and lawyers. The meeting was also attended by representatives of civil society organizations: Kav Mashve, the Collective Impact Initiative and the Forum for Diversity in Employment.

Where students from different communities can meet

Madrasa – An Interreligious House of Study



The Madrasa was established two years ago by students as part of their activities at the Clinic for Multiculturalism and Diversity, and in cooperation with the Social Involvement Unit at the office of the Dean of Students. This year the Madrasa was run by one of the students (Bar Rappaport) and was led by two graduates of the first class. In the class, students from all religions meet to discuss social and philosophical issues such as the creation of man in the image of God and the belief in God, the treatment of Others, the tension between religious innovations and observance of tradition, the attitude towards women in the religion, etc. The topics are discussed based on religious texts from Islam, Christianity and Judaism (translated into Hebrew and Arabic). This year, 16 students participated in the Madrasa and met every week during the year. The students also organized an open day in which they invited the entire university community to study together



and tour religious sites in the Old City under the guidance of the Madrasa participants. The Madrasa is supported by the Center and the Truman Institute for Peace Research.

Dialogue Spaces



The dialogue spaces invite students from all the communities in the university to a roundtable discussion. The idea is to create a space for a one-time discussion (as opposed to an ongoing dialogue group). In response to a public appeal we issued together with the Social Involvement Unit at the office of the Dean of Students, ten students from a variety of fields of study were selected. The students were trained to guide various one-time dialogue groups. During the year, we held several open discussion sessions for students. We experienced with a meeting for women only, a meeting in a faculty forum and an open meeting for all students. The subject of the discussion was the multi-cultural campus, and a total of 50 students attended the meetings. Next year the meetings will be held on a regular day and time every three weeks.

Faculty Forums

Arab Jewish Students Forum in the Faculty of Humanities

A group of Jewish and Arab humanities students met every two weeks in order to promote Arab-Jewish space and create a joint bilingual academic dialogue. The initiative to establish a Jewish-Arab partnership is a product of cooperation between graduate students at the Faculty. At the basis of the partnership is the understanding that in order to promote a multicultural and respectful academic space, one must first address the basic components of the student experience. The group was guided by a Jewish student and an Arab student, led by the Social Involvement Unit at the office of the Dean of Students. During the meetings, the



participants raised ideas for various initiatives to promote a common academic and social space in the faculty, which they presented to the faculty administration. Some of the initiatives have begun to materialize. A central goal of the forum is to improve communication between Arab students and the faculty administration. We are interested in expanding the project next year to additional faculties (in cooperation with the Social Involvement Unit of the Dean of Students).

Arab Students Forum at the School of Computer Science:



At the School of Computer Science, a forum of Arab students is being formed in order to organize academic and social events for the Arab students and to maintain fluent communication with the school administration. The forum was organized by a computer science student and the first meeting was attended by

about 50 Arab students from the school.

The meeting hosted a graduate of the school who works at Google, a graduate of the school studying for a doctorate who teaches at the Technion, as well as the director of the Hasoub social venture for the promotion of entrepreneurship and technology in Arab society. The Forum will continue its activities next year. The meeting took place during the month of Ramadan and the students participated in an iftar dinner to break the fast.

Student Dorms

At the initiative of the Clinic for Multiculturalism and Diversity, the management of the student dormitories translated the rental contract into Arabic. In the coming weeks, the dorms management will hold an open conversation with the Arab students in the dorms in order to establish an ongoing dialogue.



Community Mediation in the Faculty of Law

In the past two years, the Faculty of Law has been fuming over the issue of the partition at the faculty dance. The debate between the students, with the participation of lecturers, took place in the hallways of the school, in the virtual sphere, and even in the general media. Together with the Law Students Association, we sought to take the opportunity to engage in a constructive dialogue about a multicultural campus and to conduct a "community mediation" process, during which students will reach agreement as they focus on the annual student ball.

Students from the Law Students' Association together with facilitators of the Dialogue Spaces received training over a number of sessions from attorney Yoni Naftali, an expert on community mediation. Together, they planned two evenings in which students would be invited to conduct a process of building agreements.

In the end, the mediation meetings did not take place due to the lack of student response. The Law Students Association decided to cancel the meetings owing to its position that law students were tired of the subject and asked to "put the debate behind them" and not open it again.