



# GENDER EQUALITY VISION AND ACTION PLAN FOR THE CITY OF HAIFA



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### **In Appreciation**

The Vision and Action Plan was created in collaboration with over 500 women, men and others, who took part in the City for All platform sessions in 2019, and who commented and made suggestions about what gender equality in the City of Haifa means to them.

To all of them, Thank You!

City for All - Haifa could not have developed from the initial Vision to an Action Plan without the friendship, solidarity, participation, commitment and care, modesty, accuracy, growth and discovery, creativity, humor, joy, faith, and even the struggles, discussions and dilemmas of the Leading Team in the City of Haifa; and, importantly, without the belief that gender equality is the path to social growth (See page 17 for the Steering Committee members);

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# VISION FOR GENDER EQUALITY IN THE CITY OF HAIFA

September 2020

1. Equality between women and men is a fundamental right and the Haifa Municipality will act on all fronts to promote this equality.
2. The Haifa Municipality will identify and act against all types of discrimination (direct or indirect) based on gender, disability, race, color, ethnicity, age, language, faith, religion, political opinion, gender identity, sexual orientation, nationality and economic status.
3. The Haifa Municipality will promote the equal participation of women and men in the municipal decision-making processes and the City's institutions. Among other things, the Municipality will promote adequate representation for women from all groups, bearing in mind the fact that Haifa is a city shared by Jews and Arabs, and is a multicultural city.
4. The Haifa Municipality will work on adopting a gender mainstreaming approach to all its activities, including urban planning and urban renewal programs, cultural, educational and sports events. It will ensure the security and safety, and so forth, by incorporating expertise for integrating a gendered approach in every decision making forum. The decision-making process will take into account the opinions and recommendations of both male and female residents of the various neighborhoods, including young, adolescence and adult men and women.
5. The Haifa Municipality will adopt a zero-tolerance approach to violence and will work to eradicate gender-based violence. The Haifa Municipality will provide support for victims, both women and men, by endorsing prevention and detection programs in educational institutions, budgeting and expanding existing support and treatment facilities and emergency services throughout the City (including setting up new facilities), advertising them and making them accessible to all residents, women and men.
6. The Haifa Municipality will invest all resources needed for legislation, development, implementation, evaluation, measurement and reporting in accordance with this vision during routine and emergency times.

**We hereby declare our commitment to these principles and their implementation in the City of Haifa.**



**Mr. Ohad Segev**

Director General of Municipality



**Ms. Beatriz Katz-Rosen**

Adviser to the Mayor for Gender  
Equality and the Status of Women



**Dr. Einat Kalisch-Rotem**

Mayor

# GUIDING PRINCIPLES FOR GENDER MAINSTREAMING

In order for the Vision to take hold, the Municipality will adopt gender mainstreaming measures in all its activities, including:

- Ensuring equal accessibility for women, men and other genders, to all municipal services and ensuring that necessary changes are made for this purpose in various areas of activities; in sports, education, science training, urban planning and renewal, public transportation, security in public spaces and at home and work, promoting employment opportunities and entrepreneurship, exercising rights, social services and so on.
- Promoting adequate representation of women from diverse population sectors in decision-making forums.
- Translating the Vision and its practical implementation, in the following ways, including:
  - Defining issues in a way that will allow for the recognition of gender gaps and lack of "gender neutrality."
  - Collection, disaggregation, and analysis of data based on gender, in addition to age, nationality, language (mother tongue), financial ability, parenthood, disabilities, etc.
  - Including a Gender Equality Index for evaluating all work plans.
  - Gender analysis of the Municipal budget.
  - Training employees in the local authority and in municipal institutions about gender mainstreaming.
  - Using gender inclusive language (male/female) in all publications without sexist implication, objectification or messages that may spur gender-based violence.

## THE CITY FOR ALL PROGRAM IN HAIFA

The City for All program is an initiative of Itach-Maaki - Women Lawyers for Social Justice. In 2018, in the City of Haifa, one of the largest cities in Israel, a unique multicultural and shared city (Jewish-Arab), was selected to pioneer the program, with the blessing of the Mayor of Haifa, Dr. Einat Kalisch-Rotem.

The program in Haifa was initiated and headed by Attorney Dana Myrtenbaum, director of City for All at Itach-Maaki along with Ms. Beatrice Katz-Rosen, the Mayor's Advisor on Gender Equality. They were joined by the Haifa City for All Lead Team, made up of senior representatives from the City of Haifa including; city council members, civil society organizations, academics, business people and activists, representing the multicultural diversity of Haifa society. (For the Lead Team members see page 17)

In late 2018, the Steering Committee conducted a survey among women leadership groups in Haifa, and asked "where should gender equality be promoted in Haifa?". The survey raised five key issues:

1. Security for women
2. Employment and entrepreneurship
3. Gendered approach education
4. Special needs of Arab women in Haifa
5. Promoting women to positions of influence

Another broad issue that emerged from the survey was planning and infrastructure, which is particularly important for quality of life, security, employment and other matters related to gender equality - and exists as a parallel concern throughout the Policy recommendations listed below.

These core issues form the basis of our policy recommendations. However, it is important to note that the following list is not complete. The integration of a gender mainstreaming approach not only means addressing the issue of gender in all the activities and decisions of the local authority, but also including the unique needs of women from the many diverse population sectors in Haifa. This means consulting with: Arab women, religious women, immigrant women and/or women without status, women survivors of violence, elderly women, young women at risk, women with disabilities, women living in poverty and more.

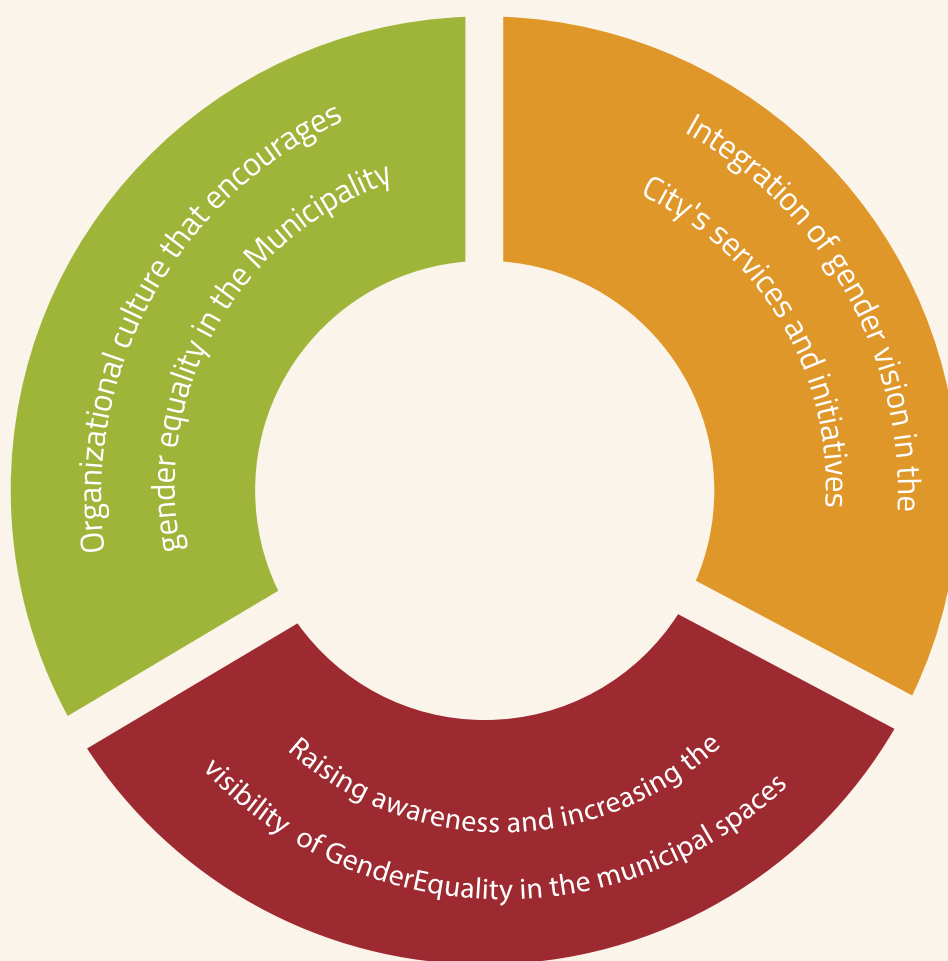
In 2019, five collaborative platforms were held together with the public where these issues were discussed, and problems and recommendations for each of the foregoing aspects were examined. Over 500 women, men and others, of all ages, from all Haifa neighborhoods, including women/men with disabilities, Jews, Arabs, representatives of social and grassroots organizations, employees of the municipality and of corporations, subject experts and others participated in the collaborative platforms.

In September 2019, a committee to promote gender equality was set up, for the very first time in the City of Haifa, headed by Ms. Naama Lazimi, a member of the City Council. Ms. Lazimi is striving to implement the Vision and will push the Action Plan and recommendations forward as part of municipal policy in the coming years. The Vision was presented to Haifa City Council and approved on September 8, 2020.

# POLICY RECOMMENDATIONS

The recommendations set out in this document were raised by the collaborative platforms and in Lead Team discussions, and after consultation with organizations and experts in various fields. The recommendations are divided into three categories:

- A. Organizational culture that encourages gender equality in the Municipality
- B. Integration of gender vision in the City's services and initiatives
- C. Raising awareness and increasing the visibility of gender equality in the municipal spaces.



## A. ORGANIZATIONAL CULTURE THAT ENCOURAGES GENDER EQUALITY IN THE MUNICIPALITY

City for All / Public Recommendations:

1. Training Haifa Municipality employees to integrate gender awareness in their work processes, plans, reports, budgeting and assessment of plans and activities.
2. Ensuring the use of inclusive and functional language in all municipal activities, including signposts, advertisements, forms and so forth.
3. Developing a plan for the fair and balanced representation of women in all decision-making positions within the Municipality.
4. Making municipal tenders accessible for women and men suppliers who provide services and goods to the Municipality.



## B. INTEGRATION OF A GENDER VISION IN THE CITY'S SERVICES AND INITIATIVES

### 1. Security for Women

#### Security for women in public spaces

##### **The problem: Inadequate sense of security in public spaces**

##### Suggestions for improvement:

Measures for ensuring safe passage at night:

Additional lighting on the streets and pathways, along sidewalks from bus stops to residential areas and at the entrances to public buildings.

Pruning of trees and removal of hazards that may interfere with pedestrian vision, including areas where there are stairs.

- To increase security patrols around residential neighborhoods from 11:00 pm to 5:00 am, especially on holiday eves, holidays and weekend, as well as integrating neighborhood residents in these patrols.
- To encourage the employment of women in municipal patrols and surveillance.
- To remove known safety hazards, for example sealing abandoned buildings.
- To develop an urban safety standard for safe places of entertainment, that will include an incentive program for training waiters and business owners to identify sexual harassment of women, and draft conventions for bar and club owners.
- To develop and operate an interactive digital map by the Municipality, in the security department, which will also be shared with police, and where city residents will be able to report the areas that are unsafe for women.
- To add security cameras throughout the City, particularly in recreation and entertainment areas.

##### **The problem: Inadequate sense of security in public transportation**

##### Suggestions for improvement:

- Training for public transport officials in identifying risk situations and in providing assistance for people, men and women, against assault or sexual violence, including harassment.
- Signposts to prevent sexual harassment on public transportation in Hebrew, Arabic, Russian and Amharic.
- To set up a safety precaution standard for women in public transportation.
- To promote the use of Apps and alert buttons in emergency situations, including by installing distress buttons on buses and at bus stops.

## **The problem: Lacking a sense of security in parking lots and public toilets**

### Suggestions for improvement:

- To reduce walking distance at night by increasing the number of parking spaces:  
To put up signs for parking for residents of the neighborhood only.
- To increase lighting in public parking lots.
- To increase safety in public services, including by increasing lighting, to have the entrance to toilets in an accessible and visible place and with locked stalls.

### Security of women in the family

## **The problem: Lack of sense of security of the City's women inside their homes**

### Suggestions for improvement:

- To seize illegal weapons.
- To require security staff to hand in their weapons at the end of each shift including employees of security companies that provide services to the Municipality.
- To conduct a test for adding remote distress buttons in homes where girls and women are at risk.
- To increase the standards of the social workers who address the issue of violence at police stations, by including Arabic, Russian and Amharic speakers.
- To co-opt the Mayor's Adviser to the Israel Police Enforcement Committee.
- To conduct neighborhood programs to encourage support networks for girls and women who feel unsafe and are in distress and experience violence by their spouses and/or relatives.

## 2. Employment

### Improving the Balance Between Family and Work

**The problem: Women who work must deal with numerous barriers relating to their multiple care-giving roles, especially as parents.**

#### Suggestions for improvement:

- To correlate education system hours and frameworks (including summer camps, after-school programs and nurseries) to the work week hours, and to provide solutions for vacations and holidays.
- To provide graded subsidies for summer camps and afternoon care.
- To expand the after school care networks and nurseries to all neighborhoods in the City.
- To synchronize public transportation in neighborhoods with the education system and the working hours of women by increasing the frequency of transportation in the morning and at pick up times from schools and kindergartens; as well as adding transport lines that connect the neighborhoods to women's employment centers.
- To set standards for jobs to integrate criteria for balancing work, family and gender equality in the following areas:
- To promote family and life balance by extending maternity leave at the expense of the employer, including the possibility of working from home, encouraging maternity leave for men, allowing gradual return to work from maternity leave, reducing working hours and shortening working days.
- To initiate activities for reducing the gaps in the workplace: by reviewing gender pay gaps and adopting measures to reduce them, by encouraging equal representation for women and men at all levels, as well as diversity and gender-balance on managements and boards of directors.
- To promote activities that prevent sexual harassment and GBV (gender based violence).
- To promote compensation and evaluation of employees based on productivity.
- To promote diversity and inclusion in employment.

## Improving the Balance Between Family and Work

### Promoting Women-Owned Businesses

#### **The problem: Hardships in the development and sustainability of small and medium scale enterprises owned by women in the City**

#### Suggestions for improvement:

- The Haifa Municipality will adopt a multi-use policy in its neighborhoods.
- The Haifa Municipality will spearhead changes in urban procurement criteria to allow for small business owners to take part in tenders.
- To set a target for allocating 10% of procurement budgets to local enterprises owned by women.
- To encourage the conversion and renovation of abandoned buildings into small businesses owned by women (to provide incentives for the use of assets).
- To integrate women artists and artisans who are City residents in every major urban event.
- To continue municipal support for courses and training for self-employed men and women to improve productivity and profit.
- To hold a campaign to promote buying from local and small businesses - "I am a woman-owned business in Haifa".
- To build a "Haifa women buy from women" website and Facebook/Instagram pages and/or neighborhood sites that will allow entrepreneurs and self-employed women to offer products and services.
- To develop urban tourist routes that include visits to women-owned businesses.
- To set up an urban forum for women business owners that will, among other things, share knowledge for business development and mentoring opportunities.
- To set up a municipal website that will gather all the business information of men and women business owners in various languages.
- To establish shared work spaces, under the auspices of the Municipality, free of charge or at a reduced cost, in the neighborhoods.
- To encourage alliances between large and small businesses. Achieving this through mentoring programs, involvement of large businesses in entrepreneurship education, and encouraging large businesses in the City to purchase products and services from small women-owned businesses.

### 3. Gender Equality Education in the City

Education is at the heart of every profound and sustainable process of social change. Education is at the heart of every profound and sustainable process of social change. The efforts made for incorporating gender equality in education should be applied to the entire education system starting from early childhood, including the non-formal education system.

The problem: The municipal education system reflects the reality of Israeli society with gender gaps in science, sports, GBV (Gender Based Violence) and gender stereotypes.

#### Suggestions for improvement:

- All students in the municipal education system will participate in a workshop on the prevention of GBV, that will include prevention of sexual harassment and creating safe relationships.
- The design of educational spaces will include shared activity rooms and play areas for boys and girls that have accessories and pictures displaying all genders. Additionally, the educational space structure should feel safe, including the toilets and showers and children's literature and textbooks should contain gender diverse content.
- All education staff training will include a gender mainstreaming approach.
- The Municipality will encourage men to apply for jobs in care-giving and education throughout the educational system.
- To enforce equal dress codes in all educational frameworks.
- All classes and activities (especially sports classes) will be open and equal to all genders and the children will not be divided by gender for the purpose of class competitions.
- The Municipality will offer and encourage students in Haifa's education system to take a course in self-defense and to adopt programs that encourage gender diversity in areas where there is gender imbalance such as in sports, science and dance.
- To ensure equal distribution of sports budgets and sports facilities in terms of hours per day.
- To hold a women's film festival in Haifa once a year.

## 4. Women in positions of influence

**The problem: Under-representation of women in positions of influence in all spheres of life**

**Suggestions for improvement:**

- The Municipality will work to promote 50% representation of women from diverse population sectors in all Municipal positions of influence (in administrative positions, on the City Council, on committees, boards of directors and so forth).
- To establish forums for linking and equipping women to serve in positions of influence and programs to encourage women to run for senior positions.
- To set up a center for finding senior positions that open up in all areas of life and for finding and matching women to these positions.
- To set aside women quota positions in every municipal decision-making forum.
- To review the wording of tenders for senior positions in the Municipality so that they will not include phrases that will deter women from applying (such as requirements for "working irregular hours", "the job involves a lot of travel", etc.).
- Information and education: To hold campaigns that emphasize the visibility of women in senior positions.
- To ensure dedicated advertising for women for the purpose of integrating them into positions of influence. To take measures to proactively locate suitable women and to encourage them to apply.
- To develop and set up leadership programs for girls.

## C. RAISING AWARENESS AND INCREASING THE VISIBILITY OF GENDER EQUALITY IN THE MUNICIPAL SPACES.

We are in the process of raising far-reaching public awareness and visibility of gender equality in all the City's activities and exposing the uniqueness of the City - locally, nationally and globally. This process will include analysis of desired values and promoting them while ensuring that residents of the City, civil society organizations, business sector and the Municipality representatives will relate with the idea of gender equality in all spheres of life.

### **Planning suggestions and actions that can be generated:**

- Municipal branding forum: made up of representatives from the various Municipality departments and other partners for promoting a strategic municipal branding plan for promoting gender equality.
- Using the Municipality's digital and communications platforms to create visibility and awareness of the issue of gender equality, including e-newsletters, proactive advertising on the website, social networks and billboards, as well as networking with global platforms for advertising, learning and sharing.
- To establish a digital archive for municipal actions for gender equality in the City.
- To hold a local municipal, national and/or international conference to showcase the City's gender equality efforts.

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of the  
**JEWISH WOMEN'S FOUNDATION**  
of Metropolitan Chicago

*The*  
**Miriam Fund**  
Creating opportunities for women and girls



## THE HAIFA CITY FOR ALL LEAD TEAM



**Beatrice Katz Rosen**, is a social worker and serves as an advisor to the Mayor of Haifa on gender equality. She is Director of the Women's Horizons (Ofek Nashi): A program to Help Women Trapped in Prostitution



**Attorney Ela Alon**, is Executive Director of Itach-Maaki Women Lawyers for Social Justice. Until recently, she served as Deputy Registrar of Cooperative Societies at the Ministry of Economy. Before that, Ela worked as an attorney at the Tel-Aviv University Legal Clinics where she took part in establishing the Koach LaOvdim organization and initiated the social faction, Worthy Purpose, in the Israel Bar Association elections. Ela published a study on the legal aspects of volunteering in Israel and worldwide, which served as the basis for a proposed Government bill on the subject. Ela holds an LLB (cum lauda) and LLM (cum lauda) from Tel-Aviv University. In 2015 Ela received an Outstanding Worker Award from the Civil Service Commission.



**Dana Myrtenbaum**, is an attorney and social innovator. She is the Director of the City for All program at Itach-Maaki Women Lawyers for Social Justice. Over the past two decades, Dana has initiated and established innovative programs integrating academia and community social change activism and policy shaping benefiting mature young women and girls. Dana holds a Masters in Law (LLM), majoring in Human Rights, Law and Gender, and a Master in Public Administration (MPA) from Harvard Kennedy School of Governance, Boston, MA, USA.



**Attorney Shirin Batshon**, Co-Director of the City for All Program, is a Fellow of the Humphrey Fellowship Program (a Fulbright program) and has served over the past three years as a legal adviser at the World Bank Group in Washington DC, USA, focusing on conducting research, global indicators and developing global policies. She was involved in developing collaborations with various UN agencies, civil society organizations and experts from around the world. Shirin also has more than 10 years experience as an attorney in Israel and in teaching, with emphasis on social change.



**Attorney Noga Dagan-Buzaglo**, is the Executive Director of the Adva Center. Noga specializes in labor law, and is a researcher in education, labor and social security. Noga holds a M.A. in Sociology from Hebrew University of Jerusalem. She has worked in education for over 20 years and is one of the founders of the Students for Social Justice unit at the Hebrew University. She is an organizer of the Mizrahi Feminist Conference, and a founder of the Kedma School in Jerusalem that seeks to provide quality community-based high school education. Noga is a member of the board of HILA organization that encourages parents' involvement in schooling in low-income neighborhoods and developing areas.



**Noor Falah**, is a psychologist (M.A. in clinical psychology) and group therapist (leading therapy groups, empowerment groups and activism groups). Noor treats her patients at her private clinic and works at Itach-Ma'aki as an activism facilitator and coordinator and provides training for women on generating social change in various communities. Noor is working on a PhD in Religious Sciences at Tel Aviv University.



**Shani Elden-Haimi**, is the Director of Training and Development at WePower (Ken - Women Power). Shani is a group facilitator and leadership development consultant for women, specializing in the public and political arenas. She holds a MA in Media Studies (Hebrew University), and Group Facilitators training (Department of Social Work, Tel Aviv University). An activist on local and national issues, Shani brings practicality and spirituality together in her belief in people and their ability to change reality!



**Sarit Blum**, is Director of Women's Spirit (Ruach-Nashit) in Haifa, a CSO that helps women victims of violence gain financial independence. Sarit holds a B.A. in Behavioral Sciences and Educational Counseling and a M.A. in Mental Health Rehabilitation. Sarit left the hitech industry after years of working in senior administrative and human resources positions to join the civil society sphere. Over the years working for the CSO she has provided assistance for the mentally disabled and support for women victims of violence.



**Dorit Bar David**, holds a M.A. in Social Work (MSW), and is a social worker, psychotherapist, counselor, and family therapy specialist. Dorit has vast knowledge and experience in direct domestic violence therapy for women and men. She is the Director of the Haifa Municipality's Family Department & Center for Treatment & Prevention of Domestic Violence that provides support for all family members with domestic violence problems. Dorit heads development of community programs for preventing domestic violence.



**Dana Goldring**, is founder of Bosser - Emerging artists community, and organizer of "Urban Art Festival" and "Light the Night" project which aims to raise awareness about personal safety and prevention of violence in public spaces using various methods.

She is a social activist, multi-disciplinary artist and cultural entrepreneur. She strives to achieve practical change in the public arena through discourse, art and the involvement of local communities.



**Orly Gafni holds**, a M.A. in the development of educational systems and is a certified instructor. She headed the From Birth to Adolescence program of the Haifa Municipality's Education Administration under which education communities worked to promote gender equality throughout the education system, working in collaboration with the Ministry of Education and all community partners. Orly worked in the realm of pedagogy at the Hebrew Reali School in Haifa and the Jerusalem Municipality's Education Administration.



**Omaima Jeshi**, is married and the mother of Ahmad and Aya. She is coordinator of the Pina Hama Center for the Elderly in the Halisa neighborhood of Haifa and serves as municipal coordinator of all the Pina Hama centers. Omaima is a social activist and participates in promoting some of the projects in her neighborhood for raising awareness among the residents, such as the sex education project at the local school, the Youth Space project, and the Nur Al Hayat group for mothers. She is also a member of the board of the Association for Social Advancement.



**Vardit Dozler tangi**, is the Head of the Haifa branch of WIZO. She is a mediator and group facilitator. Vardit is the representative of the women's organizations on the Wizo Emergency Council, and a member of the Forum for Fighting Violence against Women. Vardit (38) is a resident of Haifa, married to Roi and mother of Lihav and Bari.



**Mira Dana**, is a psychotherapist, group analyst, and specialist in eating disorders. She has been a social activist for many years. Mira worked at the Women's Therapy Centre in London for 11 years, in the Rambam Hospital Eating Disorders Unit and at Women's Horizon (Ofek Nashi). Today she runs a private clinic. She is the author of the book "Women's Secret Disorder".



**Carmit Holzman**, is a born social entrepreneur. She was manager of the Haifa branch of Elem for ten years and in 2012 she founded the Haifa branch of the Women's Courtyard, where she still works today in promoting the welfare, access to rights, and employment of young women that do not have family support. Carmit is 46 and mother of three.



**Rachel Ziv**, a social worker, is the Director of the Haifa Women's Crisis Shelter, and chairlady of the Forum of Women Shelters in Israel. Rachel holds BSW and MSW degrees. She is married and has two adult sons. She was born in Haifa and has lived there her entire life. For 30 years she has been involved in fighting domestic violence against women through therapy for women, raising awareness among professionals and students, participating in Knesset committees, and various forums on this issue, inside and outside of Haifa. She believes that we do not have the right to raise hands, not in violence and not in the sense of giving up and despair!



**Stav Habibi**, is the head of the Family Responsibility Department at the Haifa Municipality, which she founded and established two years ago. The purpose of the department is to promote the subject of multi-sectoral partnership in the City's public-social arena and to generate sustainable working platforms between the City, the business sector, CSOs and activist residents' organizations. Hubtipus was set up in this spirit as such an enabling platform.



**Ulfat Haider**, is the head of practical learning and is program director of Beit HaGefen. She holds a B.A. in Physical Education, Geography and the Environment and a M.A. in Gender Studies. She is a counselor certified by the North Carolina Outward Bound organization and is a coach and facilitator of Outdoor Training field workshops. Ulfat leads challenging nature hikes for women and intercultural leadership programs in Israel and abroad.



**Orit Cohen**, is the founder and CEO of Mootag. The mother of three is a social entrepreneur and activist, expert in SDG based strategy and branding for enterprises, corporations, local authorities and education systems.  
[www.mootagoc.com](http://www.mootagoc.com)



**Naama Lazimi**, 33, is married to Avi and mother of Rona Esther. She is a member of the City Council, chair of the Gender Equality Committee, and lives in Kiryat Eliezer in Haifa



**Hana Mansour**, is head of the Arab Society Department of Culture, at the Haifa Municipality. She is married to Dr. Samir and is mother of Nur. Hana has a B.A. in Psychology and Education. She is a personal and group coach and group facilitator. Ever since she ran a community center, she has been involved in social activism, particularly concerning women. Today she manages an Arab Women's Forum and is active in promoting gender equality in the Arab community.



**Tali Meshulam Itach**, is a 36 years old, married mother of two daughters. She is an industrial and management engineer, a former city councilor, a member of the education committee, and the Director of the Haifa Tourism Association. Tali is a neighborhood social activist, and a resident of Neve David in Haifa.



**Tzameret Hershko**, is the Organization and Community Coordinator for Woman for Woman - Feminist Center, Haifa. She has been a group facilitator and feminist activist for over 30 years. She is 50 years old.



**Dr. Mohamed Said**, is married to his wife Sabrin, and father of Yosef and Sirin. He is Head of community work at the Haifa Municipality Welfare Department. He is an expert in field work and policy change



**Merav Tzabah**, lives in Haifa and is married, a mother of three and a grandmother of four. Merav is a Technion graduate and holds a degree in Industrial Engineering and Management. She worked in the hitech industry for many years. Merav is a Technion certified personal coach and a Haifa University certified group facilitator. She is Director of the Haifa branch of Emunah, the National Religious Women's Movement.



**Iris Zur**, is head of the Community Department at the Haifa Opportunity Center. She is in charge of development and implementation of community employment projects. The Opportunity Center is a leading employment organization in Haifa and surrounding area. She holds a M.A. in Systemic Organizational Development and Group Facilitation.



**Dr. Yael Abada**, is an organizational consultant and group facilitator. She holds a PhD in Geopolitics, specializing in local government. Dr. Abada served as former deputy mayor of Haifa and holds the education portfolio. She also managed the Council of Volunteer Organizations in Haifa and held various positions in CSOs in education, policy and social change.





**Merav Yehudai Kovrigaro**, is married and a mother of two. She is an education consultant and holds a M.A. in Education, a B.A. in Education and Psychology, has a teaching certificate, and is a certified personal coach and group facilitator. She served in the IDF for 25 years and is a retired major. Over the past 5 years, she has headed the Department of Community Social Programs and Health and Urban Sustainability Advancement, in the Strategic Planning Division of the Haifa Municipality, developing and implementing programs to promote an active and healthy lifestyle.



**Miriam Konofnitzky**, is married and a mother of seven children and grandchildren. She is senior coordinator of religious culture at the Haifa Municipality, and engages in voluntary counseling and mediation. She is active in the ultra-Orthodox community in the City.



**Orly Klimstein**, is 48 years old, mother of 4 children, and is a proud Haifa resident. She is CEO of The Association for Economic Empowerment for Women. The Association was founded in Haifa 20 years ago and operates nationwide among all sectors of society.



**Dr. Galit Rand**, has served as Director of the Strategic Planning and Research Division of the Haifa Municipality since 2011. She is in charge of entrepreneurship and innovation, is head of the Haifa Entrepreneurship Community, is responsible for drafting municipal work plans and manager of control processes. Dr. Rand serves as a director of the Haifa Economic Corp., a director of Haifa HiCenter, and a director of Haifa Museums. She is the author of the book, *Not for Kiddush Only: Wine, Society and Politics in Israel*, (2016). Dr. Rand is a resident of Haifa, is married and mother of four.



**Atalia Sheinfeld**, is the Director of the Center for Assistance for Victims of Sexual Assault in Haifa and the north. She is a Haifa resident, a teacher, and is married to Moran and mother of Petel.



**Shahira Shelby**, is an organizational consultant, a City councilor, and a social, political and feminist activist.

THANK YOU



# ITACH-MAAKI - WOMEN LAWYERS FOR SOCIAL JUSTICE AND THE CITY FOR ALL PROGRAM

Itach-Maaki is a non-profit civil society organization that has been operating since 2001 to make the unheard voices of women, as well as disadvantaged women, heard in the public and legal spheres, with emphasis on diversity in terms of nationality, ethnic background, age and more. The CSO operates on the national and local levels and has three branches - in Beer Sheva, Tel Aviv and Haifa. We act according to several complementary strategies:

- Designing and promoting gender equality policies together with other organizations, the academia, local authorities and government ministries.
- Working on community organizing, legal organizing and developing leadership programs.
- Providing legal aid (through a hotline in Hebrew, Arabic and Russian-1-700-50-50-65) in the realm of labor and social security laws.

Itach-Maaki employs an ideological concept of partnership, by the leadership practices by the people involved (in all our programs). The sentence "nothing about us without us" is a key motto on how the organization operates.

The Itach-Maaki City for All program has been implemented in local authorities in Israel since 2017 to integrate gender mainstreaming approach by:

- Formulating a vision and building a plan of action for the local authority and integrating gender equality in its work plans;
- Analyzing and classifying data and conceptualizing proposed policies in the various spheres in which the Government works;
- Characterizing and forming gender equality indicators and integrating them into the Municipality's work plans;
- The core of the City for All model is based on extensive processes of consultation involving the public and the policy makers, in order to include the optimum range of voices, using the methodology developed by the City for All program.

**For more details concerning the City for All Program developed by [Itach-Maaki Women Lawyers for Social Justice](#), please feel free to contact us by email to [mail@itach.org.il](mailto:mail@itach.org.il)**



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