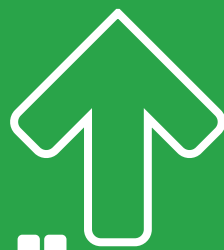


Like many Russian immigrants, educational psychologist Liza Nikolaichuk worked as a caregiver upon her immigration to Israel in 1994. After she took in a young attempted-rape victim, a neighbor spoke to her about Maslan, the Women's Support Center for Battered and Sexually Abused Women in the Negev. Seeing that Maslan had no Russian-speaking staff or volunteers and thus no Russian-speaking clients, Liza decided to volunteer there. After several years, she was asked to join the board and that's when she began to work with Shatil. "I thought we needed to reorganize and I turned to Shatil," she says. "Shatil staff interpreted for me, explained things to me – including the different mentality here. When the board wanted to hire me as director, I said, 'But I'm a psychologist not a manager!' They told me, 'You have Shatil!' Through Shatil, I learned how to articulate a vision, define roles, build a work plan, manage budgets, reorganize and professionalize the organization. I send my coordinators to every course Shatil offers. Without fail, when I have a question I get a response from Shatil. There is no other body that is able to respond so professionally to such a wide variety of issues and with such a deep, multi-cultural understanding and a special personal connection. Shatil continues to be by my side every step of the way."

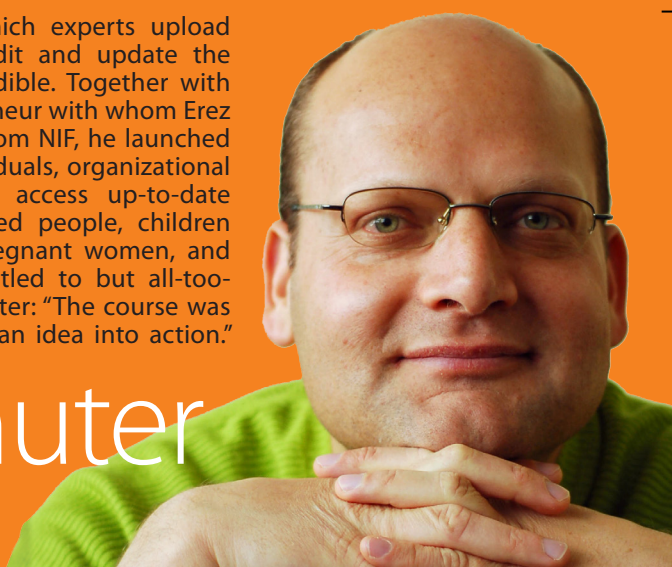


Liza Nikolaichuk

from caregiver to NGO director



When a friend told high-tech manager Erez Perlmutter about Shatil's *Economic and Social Policy Shapers Program*, it reawakened the sense of justice he'd had as a child. He immediately signed up. "The interaction with participants from many sectors and with a variety of non-profits triggered innovative thinking and lots of motivation," he says. During his internship with Community Advocacy, Erez noticed that staff and volunteers consulted small booklets that were intended to inform people about their rights. "I thought that a modern, computerized information system would make a huge difference. I realized we could use the Wikipedia model in which experts upload information, conduct peer reviews, and edit and update the information to ensure it is current and credible. Together with Amitay Korn, a successful high-tech entrepreneur with whom Erez worked in the past, and with seed money from NIF, he launched the on-line *Kol Zchut* (All Rights). Now individuals, organizational workers and government employees can access up-to-date information on rights for employees, retired people, children with special needs, Holocaust survivors, pregnant women, and other groups – rights that Israelis are entitled to but all-too-often do not take advantage of. Says Perlmutter: "The course was a gift, and Shatil a trigger for transforming an idea into action."



Erez Perlmutter

from high-tech businessman to innovative rights advocate

Sara Alkamalat has come a long way: from a schoolgirl plagued by red, itchy hands and eyes from working with sprayed crops without the benefit of gloves or protective glasses, to a leader who teaches other Bedouin women about their employment rights; from a teenager engaged to a man her parents chose, to a woman eagerly looking forward to marrying the man she chose for herself. Sara credits this transformation to her participation in several Shatil courses. "I didn't know a thing about my rights," says the 32-year-old preschool assistant who is one of 11 children. "Shatil gave me tools to cope with life. Bedouin women don't aspire to much because of the limits our society puts on us. But when I walk into Shatil, I think beyond these limits. I am sad that today, there are still girls who go to work as I did. That's why our group of *Bedouin Women's Rights and Leadership Course* graduates decided to conduct workshops for these girls and to write a brochure about their rights. The change in me is very deep. Shatil gave me the ability to stand up for myself. Today, if you are a guest in my house, you see that my word has meaning; my brothers and uncles listen to my opinion. I am very proud of this."



Sara Alkamalat

from child laborer to community leader



Arnon Kashansky

from industrialist to agent of change

When Arnon Kashansky moved from Herzliya to the Negev to become the director of the southern branch of the Israel Manufacturers Association, his knowledge about the Bedouin – who make up 25% of the Negev's population – was limited to the stereotypes he'd picked up from the media. As a member of Shatil's *Negev Forum for Multi-Sector Leadership*, Arnon actually met some Bedouin – and changed his views. "The Forum broadens your knowledge and gives you insights and experiences you don't get in the day-to-day," says the 36-year-old economist and businessman. "It transformed my approach, my understanding and my appreciation of a complex reality. I now believe the Bedouin need to be an integral part of the Negev and its workforce. Scores of employers and 1,000 job seekers recently attended the Manufacturers Association's first employment fair in Rahat (Israel's largest Bedouin city). I personally convince industrialists to hire Bedouin, and now there are several factories in the Negev that have their first Bedouin workers. The Shatil Forum opens doors. It connects me with activists who care, with people I would not otherwise have met. Not everything is perfect. I can see the problems more clearly. But I also see that we can take steps in the right direction. The Association, the Ministry of Education and the Be'er Sheva Municipality are opening the first technological training center in the Negev with the goal of involving Bedouin. The connections I made through the Shatil Forum are helping to make this a reality. If I have to phone someone from the Bedouin community, I now know who to call."



Stories 2011



“The course transformed my thinking ... I learned that I, an ordinary citizen, could influence policy”
 Elishava Katz

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Shatil Stories 2011 is dedicated to the power of transformation. As these activists were transformed through their encounters with Shatil, may Israeli society be transformed into the just, pluralistic, democratic society it is meant to be.



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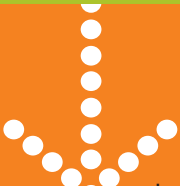
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 Graphics: Simona Weisberg



As a child, Elishava Katz imbibed the importance of helping others from her religious family and became a community social worker focusing on helping immigrants to help themselves. After participating with municipal colleagues in a Shatil course run in collaboration with the Haifa Municipality, the Ministry of Welfare and the Social Economic Academy, A Socioeconomic Platform for *Conscious Action*, Elishava feels she is now in a position to help not only her clients but also her colleagues – and herself. “The course transformed our thinking,” she says. “It showed us that the phenomena we see in the field are a result of social and economic policy decisions. I always assumed decisions were made exclusively by the policymakers. I learned that I, an ordinary citizen, could influence policy.” As a field project for the course, Elishava and her colleagues are organizing workshops for fellow staff to better understand their employment rights and to expand their horizons. “With guidance from Shatil, we put our employees through an empowerment process that they can then use to empower their clients in the area of employment: to articulate their vision, to think about change, to discover the diamond in each of them.” Partly as a result of changes she underwent in the course, Elishava decided to stop complaining about the social workers union and run for office. As a newly elected member of the secretariat, she is pushing for greater transparency and responsiveness... changes that she is beginning to see implemented. “The course was so successful,” she says, “that now our goal is for everyone in the department to participate.”



from social worker to policy maker
Elishava Katz