

The Fellowship:

A fellowship is awarded annually by the [TSADIK](#) Foundation to three or four Palestinian-Arab citizens in Israel for their leadership role in one of three respective sectors: strengthening civil society, economic development, and arts & culture.

Program Goal:

The goal of the Tsadik Fellowship is to develop leadership and support role models in the Palestinian-Israeli community, to advance equal opportunities for Palestinian-Israelis, and improve the integration of the Palestinian-Arab minority into the broader economic and social fabric of Israel.

Organization:

TSADIK is a family philanthropic foundation pursuing human dignity and joy on a global basis. It supports organizations and individuals who aim to reduce suffering, advance human rights & economic development, with a focus on the Global South. TSADIK programs reflect the important role of culture, technology and social entrepreneurs for a progressive world, including contributions to a vibrant Jewish culture and a pluralistic society in Israel.

TSADIK awards a fellowship to individuals and organizations from the Palestinian-Arab community in Israel involved in one of the three fellowship sectors. Each year, Tsadik Fellowship's steering committee nominate about 10 candidates who submit a brief description of a project he/she wishes to be financially supported by the fellowship. The steering committee then selects 3 to 4 candidates as laureate fellows and grants them 6,000\$ to 7,000\$ to support each of their projects.

Selection Criteria:

Candidates must be Palestinian Israeli citizens, full-time residents of Israel, and speak Hebrew and Arabic (English optional but preferred); key selection criteria are:

- Candidate's accomplishments in the relevant fellowship sector
- Role model characteristics with a strong personal vision that can inspire others
- Project's strength and candidate's commitment to social progress and pluralistic values

STEERING COMMITTEE MEMBERS



Nabeel Ashkar-Abboud (Chairman)

A visionary champion for youth and community development and a gifted violinist, Nabeel Ashkar-Abboud has led and inspired people from all walks of life across Israel, Europe and the U.S. He performed with and was a spokesperson for the West-Eastern Divan Orchestra for a decade. In 2006, Nabeel gave up his music career and returned to his hometown, the Arab-Israeli city of Nazareth, to answer the need he saw in the community for quality music programming. He founded and led the Barenboim-Said Conservatory there. As his efforts expanded, he co-founded [Polyphony](#), in 2012, and the Conservatory was renamed after the organization. Having begun his violin studies at age eight, he graduated from Tel Aviv University in both physics and music, and completed his master's at the Hochschule fur Musik, in Rostock, Germany. For his groundbreaking work, Nabeel has been honored with the Yoko Ono Award for Courage in the Arts.



Reem Younis

Born in Nazareth, Reem holds a B.Sc. degree in civil engineering from the Technion, Israel Institute of Technology. Reem is a role model for Israeli Arab entrepreneurial success in Israel and now works to support others to follow her example. Sitting on the boards of various non-profit organizations, Reem is working with business, civil society and government to create opportunities for the Israeli-Arab workforce in Israel. In 1993, she co-founded "[Alpha Omega Ltd.](#)" a leading company in the field of Neuroscience and functional neurosurgery for the treatment of neurological and psychiatric diseases. In 1994, Mrs. Younis also Co-founded "Alpha-Cad Ltd." a company that specializes in supplying complete CAD solutions, mainly for construction businesses and made her first exit in 2003. She is also a board member of "Kav Mashve", a coalition for the equality of Arab academic graduates in the Israeli employment market and a board member at the "Israel Public Employment Service" a government statutory corporation committed to decreasing unemployment. Her mission is to impact Nazareth as a city of diversity and technology, by promoting entrepreneurship among the young generation, encouraging them to influence their future and paint a brighter tomorrow.



Fadi Swidan

Swidan is the number one cheerleader for Arab entrepreneurs and engineers making their way in Israel's high-tech ecosystem. Swidan is director of the [Nazareth Business Incubator Center](#); co-director and cofounder of the nonprofit accelerator [Hybrid](#) for early-stage ventures led by Arab founders; and a cofounder of [NazTech](#), the first technology startup accelerator for the Arab sector. With an industrial engineering and management background, Swidan mentors young entrepreneurs looking to make a technological and social impact in the Arab community. In his role, Fadi is responsible to encourage entrepreneurship and innovation among the Arab community, seeking to bridge the "technological entrepreneurship gap" between the two communities. His mission is to transform and stimulate the Arab/Israeli economy through Tech-Entrepreneurship and Startups, by developing partnerships and collaborations with leading organizations from the private and public sector, and to assure real and substantial social impact. Fadi holds a MBA degree from Clark University, Boston, and a B.Sc in Industrial Engineering and Management from the Technion Institute of Technology in Israel. In the past years, Fadi worked as freelancer Consultant for startups, writing business plans and go-to-market strategies. Prior to that, Fadi worked as the assistant of Nazareth Municipality CEO.



Odeh Shahbari

Born in Nazareth, Odeh holds a B.Sc in Accounting and Economics from the Hebrew University of Jerusalem. In 2006, Odeh founded the Arab Union for the development of Education and Culture, called the [Academic Union \(AU\)](#). The main goal of the AU is to support Arab high schools students and offer them academic & career guidance and consultations after completing their high school studies. Along with being an accountant by profession since 2007, Odeh has delivered hundreds of consulting and guidance sessions for Arab students in higher education institutions, organized tens of educational fairs, and provided answers to student questions. Furthermore, he has lectured at the College of Management Academic Studies in Haifa since 2007 in bookkeeping and business management.

TSADIK FELLOWS- STRENGTHENING CIVIL SOCIETY



Manal Shalabi (2015 fellow) Born in Reineh village, Manal holds a Bachelor's Degree in Social Work from Tel-Hai College, specializing in treatment of violence against women, Master's degree in Gender Studies and is a PhD fellow in Social Work at University of Haifa (An Excellence Grantee). As a passionate political, social and feminist activist, Manal has extensive experience in establishing, managing and developing programs and projects in NGO's and social associations, such as the Hot Line for battered women, [Isha la Isha](#) (Feminist center) and [Kayan](#), Feminist center for Arab women in Israel. Manal has served as a program coordinator in Fulbright, the United States Israel Educational foundation, for the past six years. During her work, she initiated and developed programs and seminars for students, researchers and scholars in the Israeli academy. Following the increase in murder crimes against Arab women, Manal established "[Ad'ar](#)," a Feminist Forum that unites professionals in different fields (psychologists and social workers) to find ways in fighting murder crimes against Arab women in Israel. According to Manal, it is important to establish a forum that relies on the knowledge of professionals since they can provide a solution to this problem through their expertise and analysis of the circumstances leading to murder crimes against women.



Hady Azaizy (2015 fellow) Living in Nazareth, Hady holds a Bachelor's degree in Graphic Design and Visual Communication from Wizo Haifa Academy of Design and Education. (2012) After graduating, Hady worked as a Video producer and compositor at Lamsa Media & Productions, and became a graphic designer and advertising planner at Underground studios in 2013, where he acquired his skills in videography and motion graphics. In 2014, Hady established his own production studio by the name of [Lime Productions](#), where he is the owner and executive manager working on video production and branding for several businesses. Volunteering at the Academic Union, Hady helped create and support innovative projects of high school students in Israel's Arab community, along with raising their level of education. Using his volunteer and graphic design skills, Hady started developing "Project 23", a video library/website that contains vast options of videos, blogs and information (ex. Universities) about different subjects such as academic guidance that can help prepare Arab high school graduates for the "real world" after high school.



Jouna Khalil (2015 fellow) Jouna holds a B.Sc in Biomedical Engineering

and M.Sc in System Engineering from the Technion Institute of Technology in Haifa. In her latest position, Jouna was working as a solution sales specialist at Microsoft with a background in research and development. Her years of work experience has allowed her to be knowledgeable in both technical and interpersonal skills needed to manage various processes. For example, Jouna manages to put the customer's needs in the front of her interest coupled with the knowledge on how to manage cross department processes.

As a social activist, Jouna is interested in the bond that education and technology can have, especially from an early age, where mindsets and lifestyles are first shaped. For this purpose, Jouna co-founded and managed the Hiya – Tech (in Arabic, "She – Tech") organization in 2015-2016, which is a grassroots initiative aimed at promoting the participation of Arab women in Israel's high-tech industry. Hiya – Tech reaches out to groups of young female Arab high schools students, mentor them through their studies, and assist them in finding positions in the high-tech sector upon completion of their studies.



Lamya Naamneh (2017 fellow) Based in Haifa, Lamya holds a Bachelor's degree in

Anthropology and Education from Haifa University (1996), and studied Gender Studies in Oranim College (2000-2001). In between her academic studies, Lamya has participated in several training seminars and a variety of group facilitating courses on topics such as "Individual and Family Sexuality" course held by the Israeli Institute for Family Planning. As a social and feminist activist, Lamya has managed the "Girls Leading Change" project sponsored by the Israeli Women Network working for equality and social justice. The project included training 15 to 16 year old girls on topics such as feminism, women leadership, and issues in the woman workforce.

From 2007 and until this day, Lamya works as the educational project coordinator in [Assiwar organization](#), a registered non-profit Arab-feminist organization established in 1997, which supports and provides hotlines for female and male victims of sexual harassment. Today, Lamya is the general coordinator of Assiwar, and facilitates several groups of women in economic empowerment. One of Assiwar's projects for this year is located in Jisr az-Zarqa, one of the most economically disadvantaged Arab towns in Israel, where 15 to 20 employed women will participate in a training program focusing on gender issues and women leadership to promote gender equality in their community.

Former 'Strengthening Civil Society' Fellows:

Fidaa Tabouny- Abu Dbai (2009)

Rawan Abbass (2010)

Eshraq Hajjo (2011)

Heba Amara (2012)

Odeh Shahbari (2014)

TSADIK FELLOWS – ECONOMIC DEVELOPMENT



Deia Ganayim (*2015 fellow*) Born in Sakhnin, Deia holds a B.A in Psychology, M.A in Neuropsychology, M.A in Learning Disabilities, a third M.A in Clinical-Educational Psychology and a Ph.D in Psychology. Deia's academic studies have two main aspects: research aspect and clinical aspect. In the research aspect, he has several research interests including Visual Letter & Word Recognition, Typography of Arabic Texts, Reading & Writing, Numerical Cognition, Learning Disabilities, Psycholinguistics, Bilingualism, and Laterality. In this aspect, his focus is to investigate the Arabic language, which has poor research in these fields compared to other Western languages.

In the clinical aspect, Deia has great interest in the diagnosis and intervention of learning disabilities; however, this clinical field is underrated, especially in Arabic. For this purpose, Deia initiated the Arab Center for Mind, Brain & Behavior ([ACMBB](#)) a non-profit practice based institution which aims to enhance the capacity of the Arab community dealing with theoretical and practical issues of mental health. This is by improving the public awareness of issues and phenomena associated with mind, brain, & behavior and their relations, in addition to fostering inquiry, research, and practice of mind, brain & behavior. His current project focuses on building an online open access web resource of Assistive-Corrective Arabic Reading Lessons (ACARL) based on the most used 3rd grade Arabic language teaching books of Arab elementary schools in Israel (about 30 texts).



Hasan Abo-Shally (2015 fellow) Hasan Abo-Shally is an entrepreneur, designer and technologist who seeks sustainable social impact through innovation, and lives to transform meaningful ideas into impactful projects. Hasan works at the intersection of multidisciplinary fields like technology, design, business and education and is part of the research team at the [Media Innovation Lab \(miLAB\)](#) in IDC Herzliya. In 2014, while working as a software engineer, Hasan founded [Hasoub](#) - an NGO seeking economic & social change through technology, innovation & entrepreneurship to impact the local Arab Community. In Hasoub, Hasan helped engage 25000+ people in over 200 activities and a dozen of online communities. Recently, Hasan founded [“ibtekar”](#) in 2016 - a socio-educational venture promoting technological creativity among kids and youth from underprivileged backgrounds. Hasan is a Forbes 30 Under 30 honoree for Social Impact (2017), a volunteer in different humanitarian campaigns and a fellow of several international programs in the field of entrepreneurship, impact, business and photography.

Former ‘Economic Development’ Fellows:

Fadi Elobra (2011)

Safa Younis (2012)

Ahmad Hassan Joubran (2013)

TSADIK FELLOWS – ARTS AND CULTURE



Taiseer Haddad (2015 fellow) Born in the village of Tarshiha, Taisser is considered one of the most important Arab musicians. His musical works, with their varied styles, reflect new horizons of

musical development. A major in music in his academic studies and holder of a M.Sc. in Music from the Hebrew University in Jerusalem, Taisser is a well-known composer, conductor and Maestro of the most influential Arab orchestras in the country. During his musical career, he participated with orchestras in many local and international festivals such as the Ramallah International Festival, the Jerusalem Festival of Arab Culture, the Egyptian Opera House in Cairo, Jerash International Festival - Jordan, and Fez International Festival in Morocco. As a lecturer and mentor, Taisser has lectured in numerous academic institutions such as the Academy of Music and Arts in Jerusalem, the University of Haifa, and the Academic College of Art in Safad. Recently, Taisser works as the supervisor for music education and arts at the Ministry of Education in Israel. He is also the founder of the Municipal "[Catherine](#)" Conservatory in Tarshiha. One of his recent projects includes the 'Mahmoud Darwish foundation,' a musical work that combines several elements and genres based on five poems of the late Palestinian poet Mahmoud Darwish. A musical production based on his work will target both the public, and especially middle and high school students. The composition will feature a mixed ensemble of both Arab and Western instruments along with a leading singer.



Lotouf Nwesser (2017 fellow) Born in Nazareth in 1950, Lotouf has been an actor for more than 48 years. He established his acting career in Alhadeeth Theatre in Nazareth and then the Alnahed Theatre and Beit Alkarma in Haifa, while he was

studying acting at the Arab Academy for High Arts in Haifa. He has performed and produced many theatric, cinematic and television works in many languages such as Arabic, Hebrew, English and French. Well known as the "storyteller" character in plays for children and adults, Lotouf has produced and acted in more than 60 plays such as "Suhmata," "King Leer," "the Emperor's Clothes" and many more. Lotouf has also appeared in local and international movies such as Hany Abu Asaad's "Paradise Now" (2005), Elia Suleiman's "Divine Intervention" (2002) and many others. In 2001, Lotouf established Alhaneen Theatre in Nazareth, where he works as the CEO. The theatre has produced several plays for children such as "the Detective Conan" and "King Fahman" and adults such as "The Shoemaker," along with plays performed on an international level such as "Kuluhom Abna'i" ("They are all my sons") and others.



Jamal Alkirnawi (2017 fellow) Born in Rahat, Jamal holds a BA in Health

Systems Management from Ben Gurion University of the Negev, a Master's Degree in Social Work (MSW) from McGill University, and an MBA in Social Leadership from the Ben Gurion University of the Negev and the Mandel Institute. A social activist since youth, Jamal rose up through the university system, integrating his own experiences and successes to become the academic counselor for Arab students at Ben-Gurion University, where he worked for 7 years.

In 2009, Jamal founded A New Dawn in the Negev, an Arab-Jewish community development and coexistence organization based in Rahat, Israel. As a community-based organization, A New Dawn is intrinsically attuned to the challenges, priorities and opportunities of the Bedouin society of the Negev, one of the most marginalized groups in Israel. A New Dawn believes that education, employment and leadership are the key elements helping the youth and young adults rise out of poverty to become responsible and ethical agents of social change in their communities. Launched in 2015 by A New Dawn, Sarab ("Oasis" in Arabic) - Strings of Change enables dozens of elementary school Bedouin children in the Negev to receive high quality music education. Through music, the children improve their creativity and valuable skills that advance their socio-educational development. Led by Omer Meir Wellber, Music Director of the Ra'anana Symphony Orchestra, Sarab also facilitates fruitful interactions between Bedouin and Jewish communities of the Negev.



Rasha Bolous (2017 fellow) Born in Nazareth, Rasha finished her Bachelor's degree in social work with a major in domestic violence (2007), and obtained her Master's degree in Art Therapy from Haifa University (2011). During her work as a social worker in the municipality of Nazareth, where she began in 2007, Rasha has dealt with numerous cases of children and women who were victims of physical and sexual assault. For years, Rasha has been instructing groups in subjects such as the empowerment and employment of women and art therapy for children. Over the past two years, Rasha has also been working as a lecturer for Art Therapy in the Academic College for Arts in Netanya.

In 2013, Rasha's ambition led her to establish "Colors," the first Art Therapy center in Israel's Arab community, situated in Nazareth. The center specializes in treating children with disabilities through art, drama, and music. The center's treatment method focuses on improving the Arab child's emotional language. The large success of the center's services has led the staff to develop "Family", a card game which aims to strengthen dialogue between parents and children who lack communication and emotional language. For Rasha and the center, developing this game will allow both children and parents to focus on communicating in the real world, not just through a screen.

Former 'Arts & Culture' Fellows:

Said Abu shakra (2011)

Ibtisam Mara`na (2012)

Nabeel Abboud-Ashkar (2013)

Mira Awad (2013)

Adi Krayem (2015)

UPDATES AND NEWS FROM OUR FELLOWS:

* *From Hasoub*, co-founded by fellow Hasan Abu-Shally, launches a Hackaton: “Hasoub launches the [Hasoub Healthcare Hackathon](#), to be held on September 15th of 2017, a two day hacking contest, a weekend to brainstorm, build and innovate solutions with hundreds of like-minded engineers, clinicians, designers, developers and entrepreneurs.”

* *From Assiwar*, managed by fellow Lamya Naamneh, new statistics on sexual assault come to light: [In 80% of cases of sexual assault, the assaulter is known by the victim.](#)

* 2013 fellow Mira Awad launches [“Creativity retreat with Mira Awad”](#) on August 25th: “Mira Awad aims to prove that creativity is not only a characteristic of artists, and that we are all creative in our own special ways. She conducts workshops in Movement, Words, Painting, Photography and Music, which are all Medias of self-expression, but mainly fun ways to rediscover the inner child and the joy of creativity.”

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