

Ttogether in Hope

Annual Report

Sikkuy-Aufoq



2024

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Roots of hope in times of trouble

Dear friends of Sikkuy-Aufoq,

The year 2024 was one of the hardest and bloodiest in the history of the Palestinian-Israeli conflict. The cumulative human toll of the October 7 attack and the wars on both peoples is unbearable:

over a million people are displaced today, tens of thousands have lost their lives, countless families have been destroyed and dozens of hostages still await freedom.

Within Israel, the war has been a powerful enabler for the government to advance its frightening agenda against democracy, against Arab citizens, and against Jewish-Arab partnership and equality - principles that Sikkuy-Aufoq has long worked to achieve as the necessary foundations for a just future. Early in 2023, we identified dangers in coalition agreements threatening democracy and Arab society.

While we and others in civil society initially blocked a number of harmful initiatives, the war created new opportunities for the government to rapidly advance discriminatory policies.

Cynically manipulating the Jewish public's fears, they promoted legislation restricting Arab citizens' basic rights - from freedom of expression to employment to political participation. They also severely cut social and economic development programs aimed at reducing Jewish-Arab economic gaps, and perhaps most insidious of all, cut funding and variously stopped, delayed, or damaged programs intended for the reduction of organized crime in Arab society, freeing organized crime even further as the murder rate continues to soar. Of course the threats to Arab society and the growth of Arab-Jewish partnership have not come only from the government. Public discourse during wartime as expressed in media and social networks as well as in shared workplaces and public spaces has become increasingly exclusionary and discriminatory, completely delegitimizing the complex identity of Arab citizens in Israel, and excluding them from the public sphere.

Throughout 2024 we've worked to adapt our organizational strategies, focusing on preventing destructive moves that the government promoted and on protecting our past achievements from harm or erosion. In parallel, we identified places where it was possible even during the war to continue advancing policy change initiatives while adapting to needs that the war raised, and we began planning our activities to advance a recovery and renewal process that is fully aligned with the needs of Arab society.



Our work this past year has also deepened our awareness of how completely government policy toward Arab society is connected to the Palestinian-Israeli conflict and the potential for a mutually agreed solution. Without changing our core Vision, our geographic focus or our target audiences, we have expanded it to recognize and better articulate this essential connection:

Sikkuy-Aufoq advances a shared and equal society for the Jewish and Arab citizens of Israel and helps to pave the way for a just and lasting resolution to the Israeli-Palestinian conflict.

We at Sikkuy-Aufoq believe Jewish and Arab citizens have the right to live in full equality in Israel and that it is the State of Israel's duty to ensure full equality for all its citizens regardless of national affiliation, gender, religion, disability, sexual orientation, ethnicity or any other identity. We envision a society in Israel where:

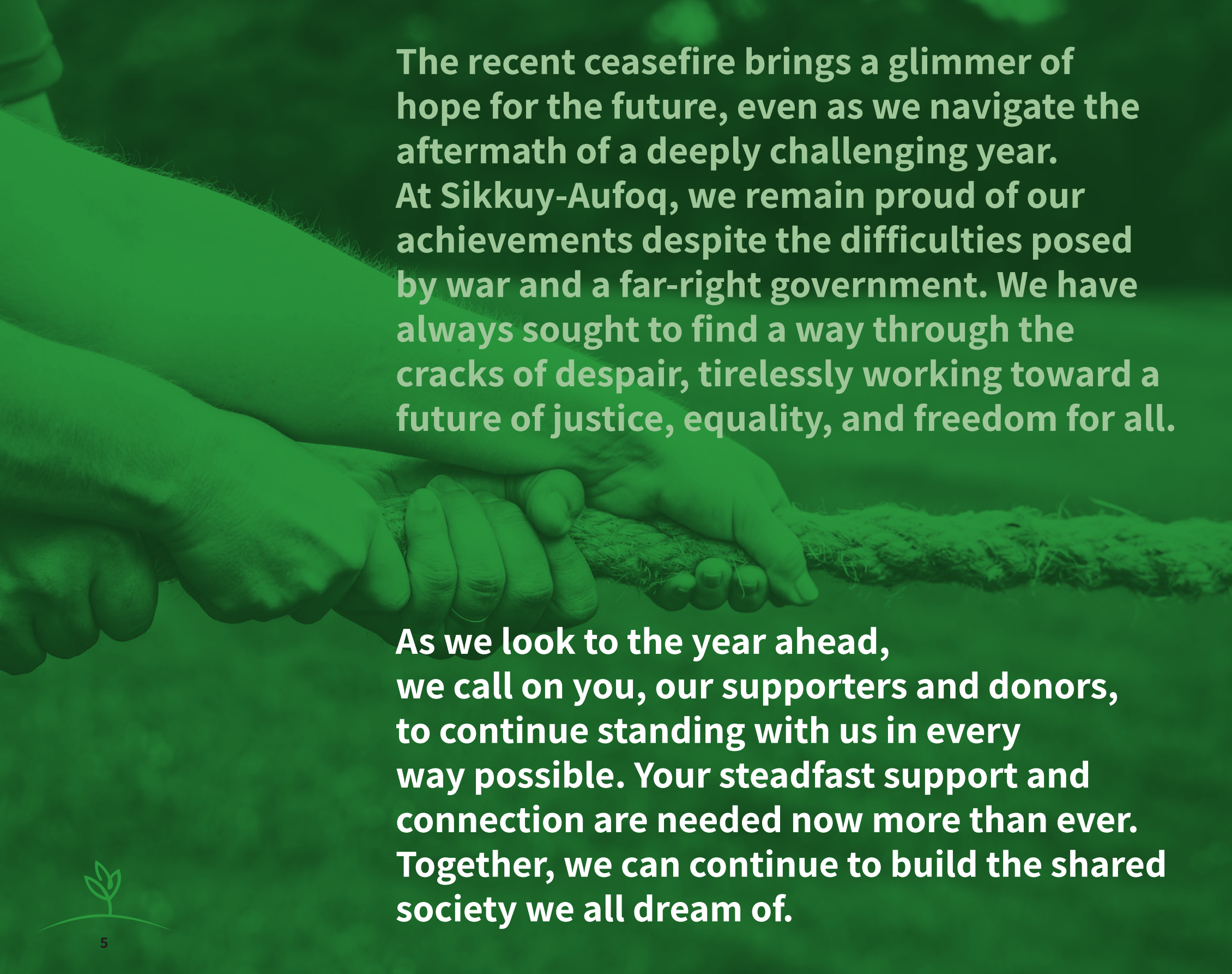
- Equality is part of the legal and social framework
- Material and experiential gaps between groups are closed
- Public resources are shared equally between Jews and Arabs
- Personal and collective rights of Arab and Jewish citizens are recognized
- Relations between Jewish and Palestinian Arab citizens are based on deep understanding, mutual respect, trust, a sense of belonging, and equal participation in decision-making

Furthermore, we believe in the mutual dependency between progress towards full equality and a shared society for the Jewish and Arab citizens of Israel and the possibility of reaching a just and lasting resolution of the Israeli-Palestinian conflict. Promoting equality and partnership between Israeli Jews and Arabs will foster understanding, reduce fear, enable greater Arab engagement and influence in Israeli society, and strengthen the social discourse towards conflict resolution. True steps towards resolution of the conflict, recognition and implementation of the right of self-determination for both peoples, and the end of the occupation will improve Arab-Jewish relations within Israel and bring a shared and equal society ever closer, benefitting both peoples and enhancing prosperity throughout the region.

In the pages that follow we share with you stories of achievements we are proud to have realized in 2024, particularly within the chaotic and often painful reality we are living in. We also describe our strategic planning and work plans for 2025.



Raghad Jaraisy and Ofer Dagan | **Co-Executive Directors**



The recent ceasefire brings a glimmer of hope for the future, even as we navigate the aftermath of a deeply challenging year. At Sikkuy-Aufoq, we remain proud of our achievements despite the difficulties posed by war and a far-right government. We have always sought to find a way through the cracks of despair, tirelessly working toward a future of justice, equality, and freedom for all.

As we look to the year ahead, we call on you, our supporters and donors, to continue standing with us in every way possible. Your steadfast support and connection are needed now more than ever. Together, we can continue to build the shared society we all dream of.

Late-Breaking News

On January 24 2025 the new US administration put a work stop on all US overseas aid (USAID, etc). The goal of this action is to review all programs within 90 days and then cancel or restart according to whether or not each project aligns with the administration's America-centered priorities, executive orders, and new assessment criteria. Sikkuy-Aufoq currently has an award from the US State Dept's Bureau of Democracy, Human Rights, and Labor (DRL) that is included in the work stop. This DRL grant funds, in whole or in part, a broad range of our critical activities such as changing the public discourse, social and economic integration of Arab citizens, and our work advancing the optimal implementation of the government's plans for combating violence. At this point in time we do not know what will be the final outcome; we are taking short-term cost savings actions where feasible and developing longer-term mitigation plans. The US administration's potential decision to terminate their award would certainly hand us a new challenge as we work to advance our goals of equality and shared society during one of the most difficult periods in Israel's history. On the other hand, we have been through multiple challenging crises in recent years, and we know that together with you and with our partners in civil society we will find our way forward and continue our work together. Please help us to mitigate this risk to the values we all cherish.

Achievements And Challenges in 2024

Making Progress in a Chaotic World

1 We led the creation of a legal procedure for fortifying schools in unrecognized villages

The residents of these villages in the Negev suffer from a lack of safe spaces that can protect them in the event of rocket fire. On October 7, 20 Bedouin citizens were killed as a result of rocket fire by Hamas.

For many years, the state refused to fortify unrecognized villages, claiming that it was impossible to issue building permits for constructing safe spaces. In recent months, following our appeal to the Planning Administration, the Ministry of the Interior issued an order that legally allows the fortification of state-operated schools located in 10 unrecognized villages.

This measure is a significant first step toward closing the vast gap in protective infrastructure between the Jewish and Arab populations, and it is especially important because it addresses the area where the lack of protection is most severe.

2 We helped to preserve democratic representation in planning institutions

Over the past year, the government promoted legislation aimed at changing the composition of representatives in planning bodies, shifting the balance in favor of representatives directly appointed by government ministers over those from local authorities and civil society.

This move was intended to enable the government to advance the establishment of Jewish-only settlements at the expense of lands and territories belonging to Arab villages, despite widespread opposition.

As a result of our efforts, alongside other organizations, an amendment was added to the legislation to ensure that the balance within planning institutions is maintained. Moreover, it guarantees the representation of civil society organizations, which had not previously been legally recognized.

Locally improvised solutions to the lack of safe spaces in the unrecognized villages.
Photo: courtesy of the Desert Stars Center



Achievements and Challenges in 2024

3 We participated in establishing a spokespersons' forum in Arab local authorities to improve preparedness and response during emergencies

The escalation on the northern front highlighted significant gaps in emergency readiness between Jewish and Arab municipalities.

One of the areas where Arab local authorities lack resources and capabilities to handle emergencies is in disseminating vital information to residents. This is crucial for encouraging responsible behavior and preventing panic. In recent months, we joined an initiative led by the Injaz Center, and together we established a professional forum for spokespersons from Arab local authorities.

The forum includes spokespersons from about 25 Arab local authorities and is designed to train them to operate effectively during emergencies—both in delivering essential information to residents and in communicating the needs of the local authority effectively to government ministries.



Spokesperson' forum in Arab Local Authorities

4 We facilitated the establishment of a new position for the Director of Linguistic and Cultural Accessibility at the Ministry of Health

Following a study we conducted, which identified significant gaps in the accessibility of public hospitals for the Arab community, and subsequent efforts to promote the adoption of the study's recommendations, the Ministry of Health created a new role—Director of Linguistic and Cultural Accessibility—and recently filled the position.

We were especially pleased that an outstanding professional was selected for the role, one who brings extensive knowledge and relevant professional experience to the field. We will continue to collaborate and work together to advance further structural changes to make the healthcare system equitable and inclusive for all citizens.

Achievements and Challenges in 2024

5 We fought against policy measures aimed at harming the Arab community and succeeded in mitigating the damage

Over the past year, under the shadow of the war, the government advanced several policy initiatives designed to intensify discrimination against Arab citizens and undermine their basic rights.

At the beginning of the year, the government imposed a 15% cut in the budgets of multi-year plans for economic and social development in the Arab community, along with an additional cut of 200 million shekels that had been promised to Arab local authorities under these plans—more than three times the proportion of cuts made to other government ministry budgets during the same period. Following a public and parliamentary campaign we led together with the Injaz Center and the National Committee of Arab Local Authorities, the Knesset Finance Committee intervened to mitigate the cuts. As a result of this opposition, the cuts were approved, but a compensatory allocation of 140 million shekels was secured for Arab local authorities—a critical budget that helped prevent some authorities from facing collapse.

Later, the government promoted legislation allowing the Minister of Education to dismiss educators based on his subjective interpretation of their statements as "supporting terrorism," even if law enforcement agencies do not hold that view. The law also permits the minister to revoke public funding from the school employing the educator. In effect, this law enables the minister to politically target teachers who disagree with his views, severely undermining their freedom of expression. We led a coalition of civil society organizations that campaigned against the law in both public and parliamentary arenas, successfully enlisting the support of the Teachers' Union. Although the law was ultimately passed, our efforts prevented the inclusion of an especially dangerous clause that would have required the Shin Bet to conduct annual background checks on all teachers in Israel, further infringing on their rights and freedoms.



6 We published a series of new policy studies that will serve as a foundation for future policy change initiatives to promote equality and partnership

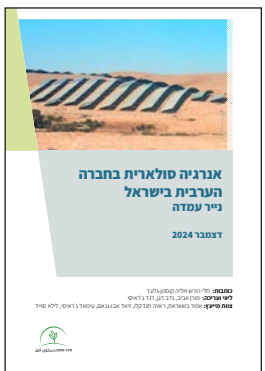
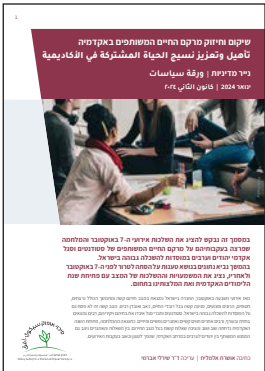
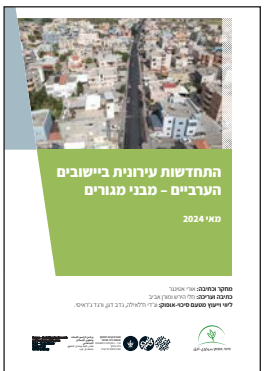
This year, we released several new research papers and policy documents that strengthen the professional basis for our continued work. These publications include the following:

Urban Parks as Shared Spaces in Mixed Cities – This study maps 18 public parks across 9 mixed cities, examining the sense of safety and belonging they provide to Arab and Jewish citizens. It offers policy recommendations for municipalities on how to transform these spaces into inclusive environments where all residents feel at home.

Urban Renewal of Residential Buildings in Arab Localities – Urban renewal is a process that enables the expansion of housing units and the addition of protective infrastructure to older buildings. Currently, there is no viable model in Israel for renewing residential buildings in Arab localities. Our study, conducted in collaboration with the Hagar Center at Tel Aviv University, includes a set of recommendations aimed at adapting existing models to the planning and property characteristics of Arab towns.

Rehabilitation and Strengthening of Shared Life on University Campuses – Since the onset of the war, Israeli university campuses have become tense and sensitive arenas for the complex relationships between Jews and Arabs in Israel. Our policy paper offers recommendations to academic institutions on how to manage tensions and protect the rights of all students, even during periods of prolonged war.

Solar Energy in the Arab Community in Israel – The transition to renewable energy is one of the most pressing challenges for economies worldwide, including Israel. In recent years, Israel has been developing policies aimed at gradually shifting toward renewable energy, particularly solar power. However, these policies are not currently tailored to the Arab towns and villages. Our policy document provides practical recommendations for adapting renewable energy policies to the characteristics and needs of Arab localities, enabling them to contribute to climate crisis mitigation while also fostering economic development opportunities.



Achievements and Challenges in 2024

7 Remaining a shared organization in the current environment: **staff wellness and staff relations.**

In addition to the many external challenges that we faced throughout 2024, one challenge was internal - as a shared Arab-Jewish organization, the weeks and months following October 7 and multiple wars between Palestinians and Israel have often been agonizingly difficult as the staff tries to process the events, manage their overwhelming fear, pain, and in some instances personal loss, and support each other. Extensive efforts have been made to support staff members in this period including group and personal discussions with all staff members, separate Arab and Jewish staff member discussions, and on-going attention to the team's health and well-being. These efforts continue to the present day, and we are pleased to share that while the trauma will remain, the team is strong and more committed than ever to advancing our vision.



Sharing support in sad times -
Sikkuy-Aufoq's 2024 annual retreat

A particular
challenge
in 2024

Where Do We Go From Here?

Strategic Planning in Our Current Reality

With the world seemingly at a tipping point in so many ways, with forever wars and continued military actions, and with a government increasingly impervious to the basic human rights and needs of its citizens and its neighbors, it is often difficult to stay focused and motivated to continue our long-term strategic work and advocacy efforts. We are sure that many of our friends and partners feel the same. Our strategic planning for 2025 helped us articulate why our work is now more critical than ever, and organize our plans and projects accordingly:

We must **protect and maintain past achievements** in which institutional barriers to a just and shared society for the Arab and Jewish citizens of Israel were identified and policy change advanced.

We must **prevent additional damage** to the future achievement of a shared and equal society.

We must **continue our on-going programs wherever possible and appropriate**, seeking to bring an end to the longstanding discrimination of Arab society while laying and strengthening the foundation for a truly shared society wherever possible.

We must **engage in shaping recovery and renewal initiatives**, advocating for the needs of the Arab community during the war and the day after, ensuring that Arab society has a representative voice and a role in the process.

We are committed to advancing our work in support of these four goals in the coming year.

2025

Our departments will continue to address the material and social inequalities that continue to serve as obstacles to a truly just and shared society:

- We will continue to advance change in the **material inequality** in Israel that remains systematic and pervasive in resource allocation across all public sectors. **Jewish citizens receive preferential treatment in land distribution, housing, education, employment, healthcare, and transportation, while Palestinian Arab citizens face persistent disadvantages in accessing these essential resources.** These structural barriers continue to affect every aspect of daily life, from economic opportunities to quality of life and future prospects for Palestinian Arab citizens.
- We will continue to address the many ways in which **social inequality** manifests in how the state and its institutions recognize and engage with Palestinian Arab and Jewish citizens. **While Jewish cultural identity is formally enshrined through legislation, state symbols, ceremonies, and institutional practices across public and private spheres, Palestinian Arab citizens' national, cultural, religious, and historical identity receives minimal recognition at best,** and all too often is met with hostility. This imbalance is further reinforced through daily interactions, where Palestinian Arab citizens must constantly navigate Jewish majority culture and language, while Jewish citizens have limited exposure to Palestinian Arab culture and heritage. This institutional hierarchy of course shapes and is reflected in societal attitudes and perceptions.

Palmach Square in the mixed Arab-Jewish city of Lod, named for the precursor to the Israel Defense Force.

Our Projects in 2025 Include:

2025

Continuing our work in Shared Spaces

in those spaces where there is a significant actual presence of Jews and Arabs (for example in parks in mixed cities, hospitals, universities) and/or where there is potential to influence a broad Arab and Jewish target audience (for example media, education). For instance we will expand our work and presence in the health care system through our partnership with Physicians for Human Rights in our EU-funded project advancing policy changes and legislative reforms against racism within the Israeli healthcare system to ensure alignment with international ethical standards and human rights principles and the need to keep the healthcare system's autonomy and separation from political dictates. We will build on our 2024 advocacy work that culminated in the Ministry of Health creating a position for the oversight of Arabic-language and cultural accessibility as we continue to advance truly shared public spaces in the healthcare system.



Research Project: How Can Parks Heal and Rehabilitate Us?



Persecuting Students and Teachers is Not Democracy!

- Protecting our achievements and preventing additional damage in the arena of **Education for Shared Society**, including working to ensure that the Ministry of Education's directive on shared society is not buried but rather is funded and implemented despite the current political environment; we are monitoring progress and strengthening our partnerships with civil society organizations. To prevent or minimize the introduction of legislature harmful to shared society in the education system and in higher education, in 2025 we continue to advocate vis-a-vis the Knesset Education Committee and engage with the public.

Continuing our work in the Negev,

whose residents' suffering during the aftermath of October 7 was so greatly exacerbated by the years of governmental neglect and discrimination; among others our projects in 2025 address critical areas such as education and employment, protection from missiles, and economic and food security.



Agro-voltaic panels

- Maintaining our efforts vis-a-vis the Ministry of Transportation to advance the installation of **bus stops** on the main road near the unrecognized villages, and to operate **public transportation services in unrecognized villages.**
- Finalizing our research on policy barriers to **agriculture in the unrecognized villages** and developing policy recommendations to remove them. Advocacy vis-à-vis the Ministry of Agriculture to advance adoption of Sikkuy-Aufoq's policy recommendations that will be defined.
- Ongoing **close monitoring of the government's plans and initiatives** in the Negev to ensure that 1) GD 1279 is optimally implemented, and 2) planned national infrastructure projects do not lead to the forced eviction of the residents of the unrecognized villages.
- Advocacy vis-à-vis Planning Administration and the Ministry of Construction and Housing to continue advancing the **establishment of bomb shelters in all ESCs.**
- Continued advocacy vis-à-vis the Planning Administration and the South District Planning Committee, Ministry of Education, Health, Welfare (including the Authority for the Development and Settlement of the Bedouin) and more, to advance the planning and establishment of 12-13 **Essential Service Centers in the unrecognized villages.** We anticipate that we will see significant progress on 2-4 ESCs in 2025.



In 2024, crime in Arab society claimed the lives of

230
Arab citizens

Arab female victims of crime and violence:

16 **20**
2023 **2024**

According to a report by the Abraham Initiatives

- **Advancing the continued implementation of the pilot program ‘Stopping the Bleeding’** and exploring

issues that contribute to the growth of organized crime, for instance the inadequate provision of financial services and infrastructure for Arab communities throughout the country and the compromised cooperation between Arab Local Authorities and law enforcement. In the upcoming year our efforts will be directed towards:

- Advocating for the adoption of Sikkuy-Aufoq’s recommendations for increased funding and true cooperation between the police and the Arab Local Authorities’ representatives engaged with the program ‘Stopping the Bleeding’,
- Advocating for increased access to credit and other financial services for Arab citizens in order to reduce the dangerous dependency on grey market financing, continue our research of the financial issues faced by Arab society that are being exploited by organized crime groups,
- Conducting research to gain a deeper understanding of the connection between the availability of guns and the tragic level of crime and violence in Arab society in order to develop data-driven recommendations for change.

- **Monitoring the funding allocation and implementation of the government’s five-year plan GD-550;** building a scalable digital

toolset that will enable others in civil society to do the same, both helping to ensure that Arab society receives and maximally utilizes the funds and to ensure that the government remains accountable to their obligations.

- We will continue and expand our efforts to **combat racism and incitement against Arab citizens in the public discourse.**

In 2024 together with the aChord Center we completed research on attitudes towards shared society, finding for instance that while 57% of Jews and 84% of Arabs support the notion of Jewish-Arab partnership where both Jewish and Arab citizens work together to create a fair and equal society, 74% of Jews think it is illegitimate for Arab citizens to identify as Palestinian and 71% think the state should not accommodate a Palestinian identify together with an Israeli one. In 2025 we will utilize the messaging identified in the study as effective, to advance support of shared society and the human right to more than a single identity on mainstream and social media. Our efforts in this arena will continue also via the advancement of Arab representation in the Hebrew media through advocacy, the Media Representation Index, and our Arab Voice portal. The urgency of this work is underscored as after progress in recent years, with an increase in Arab representation in the media, the impact of October 7 and the subsequent wars has been drastic, with a 60% reduction in the first half of 2024 in comparison with the same period the previous year.



Missiles over Shefaram in November 2024.
A resident of the city was killed after a direct strike.

2025

Building a **Roadmap** for Recovery and Renewal

The war has left Arab communities facing heightened disparities in almost every aspect of daily life. While the Israeli government is focused on broader recovery efforts, Arab society has been disproportionately left out of these plans, leading to deepening inequalities and a breakdown in trust between Arab citizens and state institutions. Arab Local Authorities, which are already under-resourced, are struggling to respond to the growing needs of their residents and their communities.

We know that Arab society has been deeply impacted in such areas as economic development, availability of infrastructure such as educational support, and the increasingly polarized and strained relations between Arab citizens, Jewish citizens, and the state. The intent of this project is to identify detailed and specific needs as a first step in developing recommendations and then build plans for implementation, recovery, and renewal.

This project, which began as an emergency effort and has evolved into a significantly broader forward-looking collaboration between Sikkuy-Aufoq, Injaz Center, and the National Committee of Arab Mayors will allow us to identify the details of these urgent needs, lay the foundations for plans and actions that will provide both immediate relief and long-term resilience for Arab society, and monitor subsequent implementation and impact.

What Can You Do To Help?

People who care are living in chaotic and bewildering times, with new political and humanitarian crises every day around the globe. It is hard to know where to look, what to listen to, who to believe, how to live with the worry and pain and tragedy of so many, and still live our daily lives with family, friends, and colleagues. Here in Israel our days include some sense of relief from what may be a short lived ceasefire in Lebanon, hostages still waiting to come home, the horrors of Gaza, and an extremist government seemingly intent on forever wars and suffering for its own personal and political agendas.

With all this fear and misery, why is our advocacy work focusing on equality for the Arab citizens of Israel and a fair shared society for all still critical? Because addressing and resolving fundamental inequalities and building a just society – where all citizens have equal opportunities and rights – is even more vital than ever. **In times of crisis, working toward**

equality becomes not less important, but more urgent –

and it shows the possibility of a path forward through understanding and mutual respect. Continuing to support our work helps us to protect the gains we've made together over the years, and to ensure we can continue to advance a better society for the Arab and Jewish citizens of Israel.

We also ask that you **take action to help us educate others**, as in this world that often overwhelms with misinformation, disinformation, and manipulation of people's fears it is all too easy to lose the truth. And in a world where the details are often buried well below the headlines, many people don't even realize that Arab citizens, who make up approximately one fifth of Israel's population, face systematic disparities in education, employment, and public resources. Please share accurate information with your family and your networks and have the details at hand to counter false statements. Help us to help others understand that progress towards a shared and equal society in Israel is progress towards a sustainable future for all the people in the region.



Sikkuy-Aufoq in The International Media

We are pleased to share two unique opportunities that Sikkuy-Aufoq had to speak with an international audience:



An [opinion piece](#) by Raghad and Ofer in the New York Times that speaks to the special pain - and the potential special role in driving a broader peace - of the Palestinian citizens of Israel.



An [interview with Christiane Amanpour](#) In this interview Raghad and Ofer discuss what it means to be Palestinian Arab and Jewish citizens of Israel working together towards equality and shared society in these painful times, why the position of Palestinian Arab citizens of Israel may serve as a unique opportunity and a way forward, and why Sikkuy-Aufoq will always continue hoping for a better future and doing all we can in order to reach it.

Changes at Sikkuy-Aufoq



Moran Aviv
Co-Director, Equality
Policy Department



Nira Ben Ozer
Co-Director,
Public Affairs Department



Hadeel Azzam Jalajel
Co-Director, Public
Affairs Department

Management

Moran Aviv, previously the Urban Planning manager, was promoted to be the Jewish co-director of the Equality Policy Department, replacing **Ella Gil**

Nira Ben Ozer, previously the Digital Media manager, was promoted to be the Jewish co-director of the Public Affair department, replacing **Noga Malkin**

Hadeel Azzam Jalajel has joined Sikkuy-Aufoq as the new Arab co-director of the Public Affairs department, making the Public Affairs Department shared for the first time in Sikkuy-Aufoq's history!

We wish our new leaders success. Brief bios can be found on our [website](#).



Financial Information

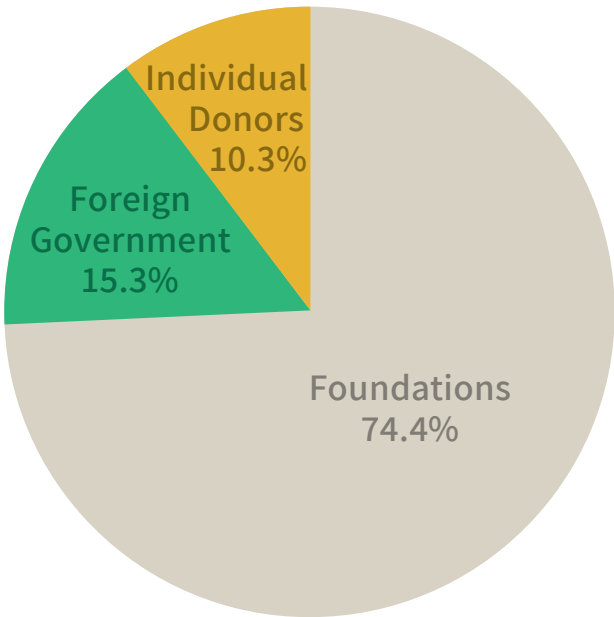
Sikkuy-Aufoq Endowment Fund

Our Endowment Fund continues to grow, and we thank these donors for their strategic commitment to our work. It is truly inspiring to know that even in these extraordinarily difficult days our circle of friends and supporters are working with us to ensure that we will continue advancing partnership and equality into the future. Please consider giving to our Endowment Fund and being an even bigger part of a better tomorrow.

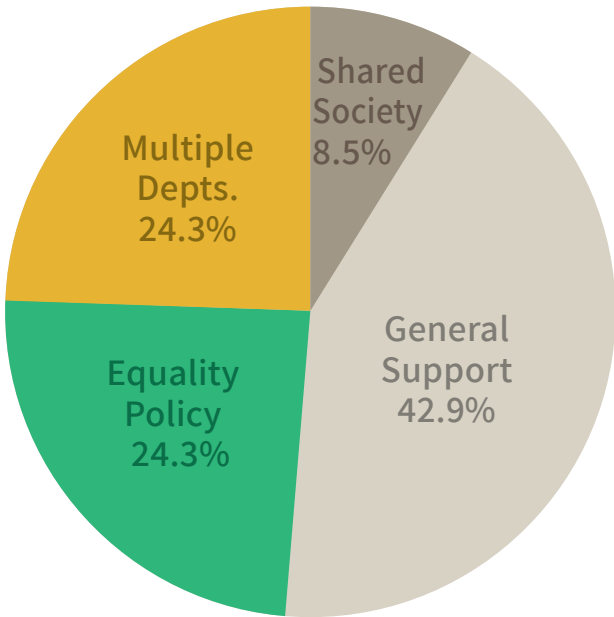
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Total revenue: 2,290,000\$

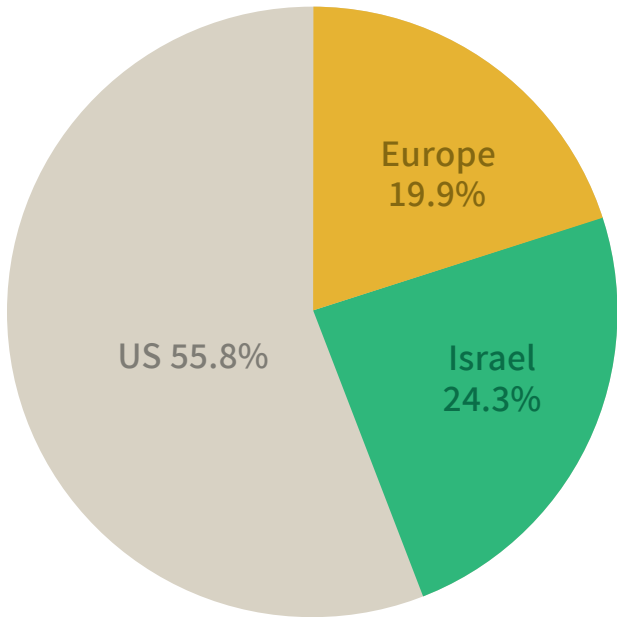
Income by type



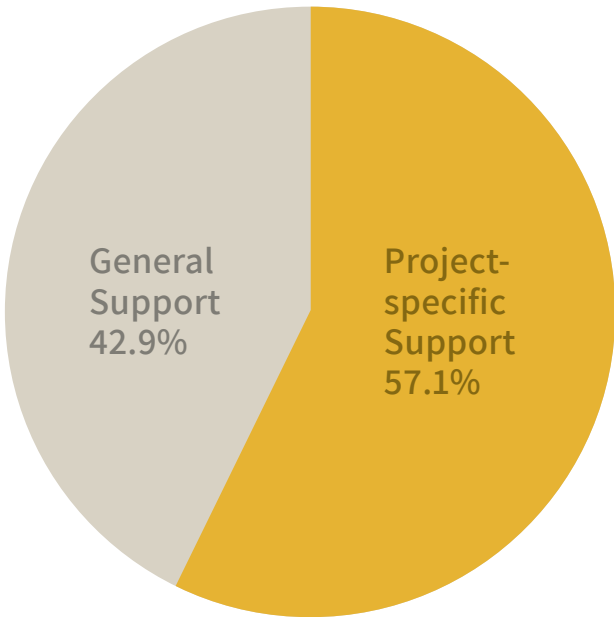
Income by department



Income by geographical region



Restricted and non-restricted grants





An Incomplete
List of Our
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Together
we can
create our
shared future

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