

# From the Desk of the Office of Diversity and Inclusion

## 1. Mixed Learning Groups

The Hebrew University actively encourages all its student to interact with fellow students from different backgrounds towards an enriched, meaningful, and well-rounded academic experience. To advance this goal, the University administration has worked to integrate students by means of mixed study groups within various academic courses (read more about the importance of studying in diverse groups [in this study by the aChord Center](#)). In the first semester of the current academic year, seven courses included study assignments that had to be conducted by mixed learning groups.

The Office of Diversity and Inclusion provides lecturers for mixed groups with special funding intended for teaching assistants (graduate students) who are involved in managing classrooms, laboratories, or checking student assignments. [The aChord Center](#) provides additional support for lecturers from various faculties who have volunteered to oversee mixed learning groups. Lecturers who are interested in integrating learning in mixed groups to their courses should please contact [Sharon Ben-Arieh](#).

Mixed learning groups are taking place for the second year as part of the "Multiversity" initiative founded by the Minerva Center for Human Rights and the Center for the Study of Multiculturalism and Diversity. This program includes courses in which Jewish and Arab students study project-based learning in mixed groups. This year, seven such courses are being held in the following faculties: Social Sciences, Law, Business Administration, and Education. Learn more by contacting: [multiversitas@mail.huji.ac.il](mailto:multiversitas@mail.huji.ac.il).



Pictured: Students in the Placemaking course: the campus as a common space (as part of the "Multiversity" initiative).

## 2. First Generation College Students

The Hebrew University began the year by taking active steps to achieve the goal of increasing the number of 'first-generation' students. As the first in their families to pursue a higher education, these students often have gaps in terms of "academic capital" — meaning aspects such as familiarity with academic terminology, understanding of how academia and the university function, and lack of connections for their further advancement in academia or the employment sector. The University currently has several dedicated scholarship programs (ISEF - Israel Scholarship Education Foundation, Edmond de Rothschild Ambassadors Program, The Selim and Rachel Benin Undergraduate Scholarship Fund at the Hebrew University

[managed by the UJA-Federation of New York], and Schulich Leader Scholarships) to which a new program has been added, Rishonim LaAcademia (First to Study), designed for outstanding students from specific departments. The Department for Equal Opportunity is managing the program. Dr. Efrat Lusky, from the Office of Diversity and Inclusion, together with Prof. Dorit Roer-Strier, who runs the Hamamat Nevat (an incubator research and training program for advanced degree social work students in the field of at-risk youth) program in the Baerwald School of Social Work and Social Welfare, are accompanying the program in the research. Another program of regular meetings during the second semester is available to all first-generation students in degree programs.

An open meeting for lecturers and university staff about first-generation university students will be announced by the Training and Development Unit of the Human Resources Division.



Pictured: A meeting of the first class of Rishonim LaAcademia led by the Equal Opportunities Office.

## 3. Diversity Ambassadors

The first class of Diversity Ambassadors includes 20 students from various backgrounds across Israel. The ambassadors are active in their communities and on social media networks, talking openly about their academic experience at the Hebrew University and helping new students with the University's registration processes.

The Diversity Ambassadors also accompanied prospective students from different groups at University open days, and led a special Maftehot Hatzlacha (Key to Success) tour of the University for candidates and groups of youngsters from various organizations and high schools. For more details about this initiative, please contact [Daniella Michaeli](#).



Pictured: Diversity Ambassadors meeting, 2022

## 4. Academic Atuda Program

The Atuda Program supports researchers from various under-represented groups during their doctoral and postdoctoral studies. Amina Jbara, who is pursuing her doctorate in the medical sciences at the Faculty of Medicine, created a group for doctoral and master's students from the Arab community. The young researchers share their learning and research experiences at the University, meet inspiring figures in their field, and participate in skills workshops. Similar groups have been created - on the Edmond J. Safra Campus, led by Bayan Mashahreh and Juana Bana; on the Mount Scopus Campus, led by Aysheh Maslemani ; and a group of doctoral students from the Haredi

community is headed by Dr. Itschak Trachtengot. In addition, the University also supports two similar programs: the Neubauer Fellows (doctoral students from Arab communities in STEM disciplines) and the Goodman Fellows (outstanding graduate students from the Ethiopian community).



Pictured: A meeting of doctoral students from Arab communities on the Mount Scopus campus.

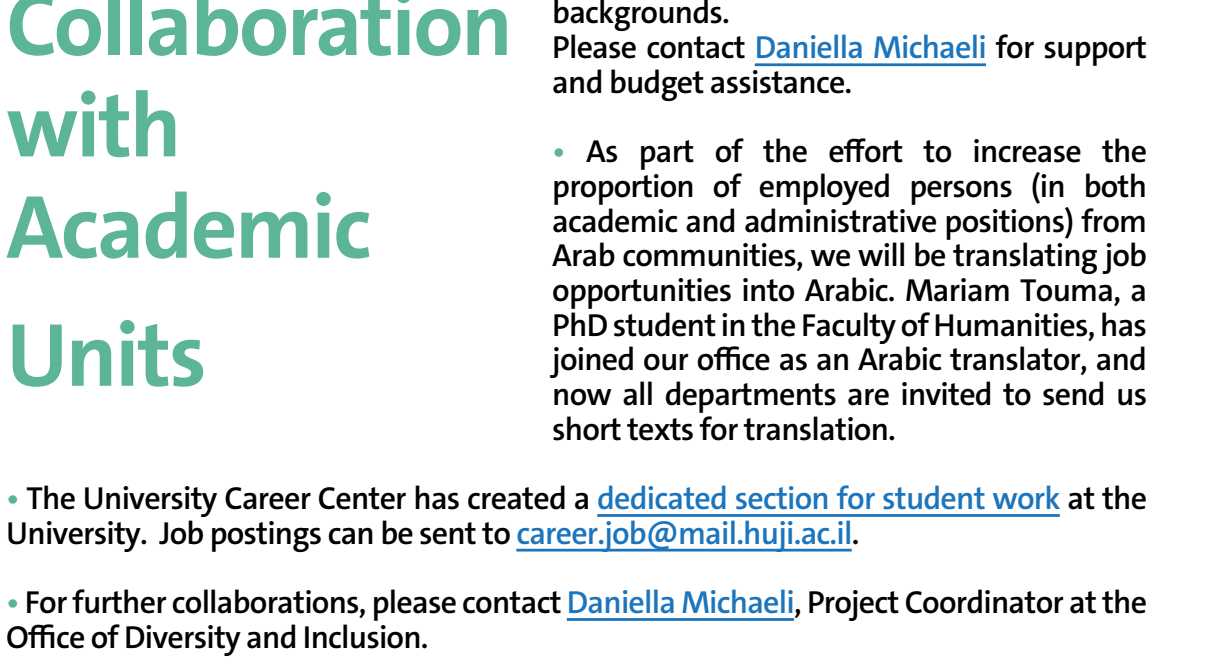
## 5. Collaboration with Academic Units

- The Diversity Unit encourages faculties and various divisions to hold academic, social, and cultural events that facilitate meaningful encounters between students from different backgrounds. Please contact [Daniella Michaeli](#) for support and budget assistance.

- As part of the effort to increase the proportion of employed persons (in both academic and administrative positions) from Arab communities, we will be translating job opportunities into Arabic. Mariam Touma, a PhD student in the Faculty of Humanities, has joined our office as an Arabic translator, and now all departments are invited to send us short texts for translation.

- The University Career Center has created a [dedicated section for student work](#) at the University. Job postings can be sent to [career.job@mail.huji.ac.il](mailto:career.job@mail.huji.ac.il).

- For further collaborations, please contact [Daniella Michaeli](#), Project Coordinator at the Office of Diversity and Inclusion.



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