
Kayan-Feminist Organization

ANNUAL REPORT

2018

Celebrating 20 Years of Change



A Letter from Our General Director



Rafah Anabtawi
General Director

Dear friends,

This has been a year of celebration and opportunity, as 2018 marked our 20th year and I am proud to report that we have seen growth towards our goal of creating a national Palestinian feminist movement in Israel and a just, equal, and fair future.

In the area of violence against women, Kayan is changing the culture of victim blaming and silence in our society. We held our biggest yet 16 Day Campaign against Violence against Women, where we saw thousands of participants at dozens of events and thousands more through a national online campaign. We also celebrated Palestinian artistic expression by opening a gallery exhibition that broke the taboo against discussing gender-based violence and by publishing an anti-violence music video, which now has a quarter million views on YouTube.

This year, we celebrate our great success of increasing women's participation in politics. For the 2018 local elections, we worked at both national and local levels to change the conversation about women's participation in politics and to support women with the tools to run for office. In two localities, Arrabeh and Ossifiya, the women from Kayan's groups won seats by being at the top of successful election lists. We also celebrate the increased openness to women candidates nationally, following our national campaign to change perceptions of women in politics. In the words of a woman leader from the Jusur Forum, Kayan's feminist national network, the campaign amounted to "a women's political renaissance".

This year has been a turning point in our journey as Kayan emerged onto the international stage by gaining Consultative Status to the United Nations. This makes us the only feminist, Palestinian organization in Israel to hold this status. This was a crucial milestone because as a grassroots social-change organization, it is our responsibility to elevate the voices of grassroots women to the highest possible level.

While there is much to celebrate, there is still a lot of work to be done. The discrimination, inequality, and injustices that Palestinian women experience every day from society and from the State are still prevalent and persistent. We find hope in every woman we empower, as we believe that every woman has the power to create a just society.

Best wishes,

RAFAH ANABTAWI

TABLE OF CONTENTS

I. INTRODUCTION

<i>Who We Are, Mission, and Vision</i>	1
<i>Staff & Board</i>	2

II. PROJECTS

<i>Community work</i>	
<i>Violence against women</i>	3
<i>Women in politics</i>	4
<i>Legal work</i>	
<i>Fight Against Sexual Harassment</i>	5
<i>Personal Status Rights</i>	7

III. KAYAN LOOKS TOWARDS THE FUTURE

<i>Key Ideas</i>	8
<i>Kayan and the United Nations</i>	9

IV. FINANCIAL REPORT

<i>Income</i>	
<i>Expenditure</i>	

IV. MAKING IT HAPPEN

	25 27
<i>A thanks to our donors</i>	30
<i>How to help</i>	35

Who We Are

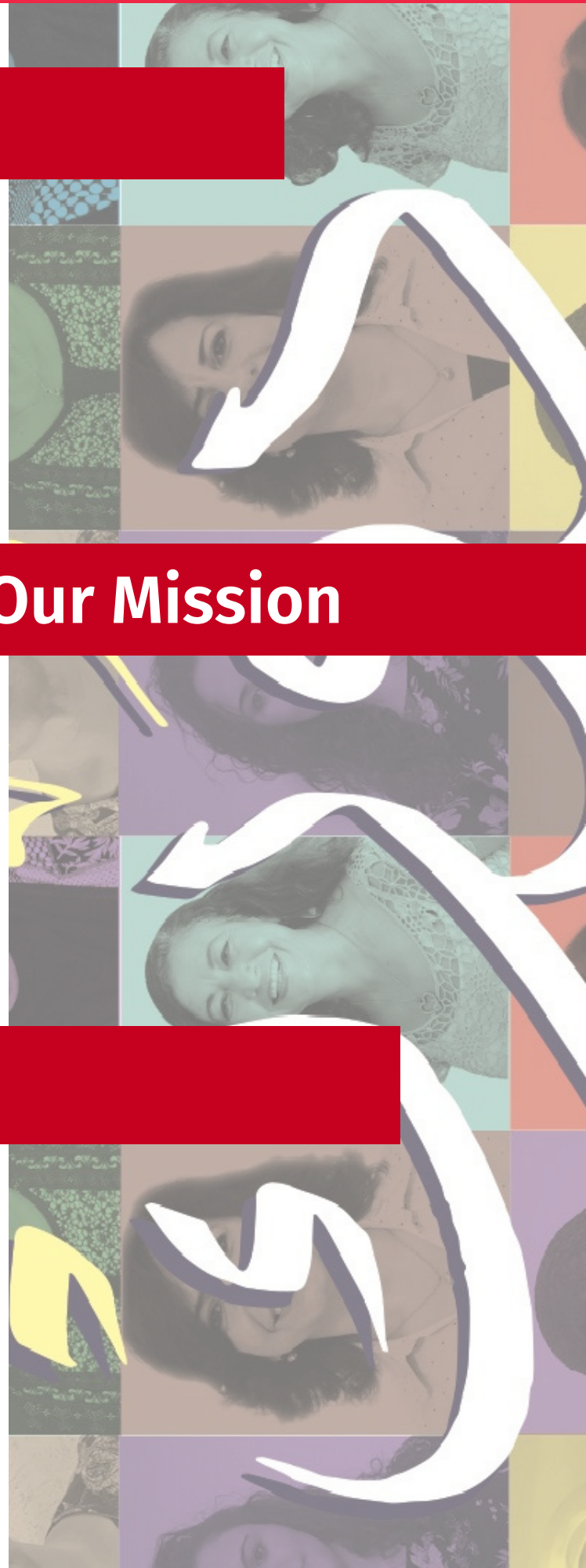
Kayan is a grassroots feminist organization in Arab society in Israel dedicated to dismantling the root causes of gender-based discrimination, developing women's transformative leadership, consolidating the collective power of Arab women in Israel, and defending and advancing women's rights in personal, social, economic, and political spheres.

Our Mission

Kayan envisions a secure and just society free of gender-based discrimination, in which Arab Palestinian women in Israel enjoy full and equitable opportunities for self-actualization, and take a leading and active part in society through realizing their individual and collective rights.

Our Vision

Kayan strives towards consolidating an active, systematic, nationwide Arab Palestinian feminist movement that actively affects social change through contesting the root causes of gender-based discrimination, defending and promoting the rights of women, and ensuring their integration in decision-making positions in general.



Our Board

Mariam Haj Khoury

Iman Jabour

Dr. Hanaa Hamdan-Saliba

Boshra Rashed Awwad

Reem Haj

Ruzeen Odeh

Our Staff

Rafah Anabtawi
General Director

Mona Mahajneh
Director of the Community Department

Anwar Mansour
Community Organizer

Alhan Nahhas-Daoud
Advocate

Shayna Solomon
Resource Development Coordinator

Francis Tams
Accounting

Hajar Abu Salih
Community Organizer

Emme Pappas
Resource and Development Coordinator

Zeinab Diab
Project Coordinator

Samar Abo Sinne
Administrative Assistant



Violence Against Women

Our biggest and most exciting 16-Day Campaign yet!

Grassroots women were involved in planning the 16-Day Campaign from its first moment until its last, partaking in tasks ranging from planning to implementation. Women from the Jusur Forum and local groups took care of envisioning and putting the campaign goals on the public agenda. We decided this campaign should focus on online sexual harassment and settled on the slogan,

“Don’t sweep sexual harassment under the carpet”.

The campaign included a large variety of activities, such as discussion-based workshops, workshops with mothers in schools, workshops with students, rallies, discussions of women’s stories, large events, and distributing air-fresheners and magnets in various public locations. This was the first time that we focused on online sexual harassment; we had a resounding response. Overall, we held 16 events in 12 localities, obtaining thousands of attendees. Women also spoke up and were interviewed for the media about their experiences and activism.



Training Tomorrow's Leaders

This year, we have seen a significant rise in interest in our school workshops on sexual harassment. We prioritize working with youth because students often misunderstand the repercussions and effects that online sexual harassment has on its victims. Many boys we work with have told us after the workshops that they had not realized what they were doing. In this conservative society, students are excited to finally have a space to talk about these issues.

In the past year alone, we reached
600 students.

Social Media Outreach

We are excited to be seeing a growth of engagement related to our anti-violence efforts. On related content, we got

3,500 likes

in 2018 as well as dozens of comments that generated productive online dialogue.



Women in Politics

Breaking Boundaries in Ossifiya



Following Kayan trainings in her town of Ossifiya, Samira Azzam became the first woman to win an local council election as part of Arab society's first ever all-women electoral list. She has already empowered many other women with her position by ensuring women join council committees. Her independence from family or religious interests has already made her the most respected councilor on the council.

A national feminist movement is growing...

The Jusur Forum is made up of 35 women representatives from a dozen local women's group. The Jusur Forum provides an opportunity for women to have a voice at the national level and to combine their power to affect change on issues such as gender-based violence, women's engagement in politics, and more. The Jusur Forum, true to its names meaning 'bridges' in Arabic, links local women's groups with the power of a national forum to a large group of women activists. Through the Jusur Forum, there is an emerging platform for a national Palestinian feminist movement.

"When we finally learned the results, everyone was in the streets celebrating. It was a joy that I cannot describe in words. It was the most exciting day in my life.... People see the added value that I bring to the local council." - Samira Azzam, New Councilor in Ossifiya

Your Turn!

Leading up to the 2018 local election, we conducted research about Palestinian women's exclusion and confirmed our suspicions about the extent and problematic effects of the exclusion of women from politics.

We found that women only make up 0.12% of councilors in Palestinian localities and, when they do win elections, they often feel isolated afterwards. We decided to address the problem on different levels, nationally and locally, both preparing women to run and preparing society to accept their candidacy. At the local level, Kayan worked with four women's groups to provide them with the skills to campaign. In three of these towns, women from the groups started their own political lists, or in one case, joined another political party. In all three towns, women won their elections (one on rotation and two as heads of their lists).

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Women make up only 0.12% of council members in Arab localities.

Kayan Changes the National Conversation on Sexual Harassment Policy

We were honored to be asked to join the National Committee for Prevention of Sexual Harassment this past year, as it is critical that Palestinian women are part of this conversation. Kayan submitted a paper to the committee that demonstrated the reality for Arabic women and presented recommendations that addressed many levels of protection for women. We are very pleased to report that most of our recommendations were accepted. We will continue to fight for Palestinian women's wellbeing to be considered as part of all policy discussions.



Kayan's Sexual Harassment Hotline

Following many years of fighting harassment, in 2018, Kayan redoubled its efforts to advertise our legal consultation services through our sexual harassment hotline. Women rarely report instances of sexual harassment because of the social taboo and stigma surrounding women speaking out about sexual violence. Because of this, it is crucial to make it as easy as possible for women to access support. We distributed hundreds of magnets to advertise the hotline phone number. We truly value the importance of women having access to safe, secure, and confidential help.

Enforcing the Sexual Harassment Law

Kayan ensures that the Sexual Harassment Law is implemented by training sexual harassment appointees, by training employees and employers on their rights and responsibilities, and by standing up for women when their rights are being violated. We are particularly proud of the work we have done this year training appointees. According to Israel's Sexual Harassment Prevention Law (1998), all workplaces must instate an employee to serve as the appointee for sexual harassment prevention; however, the appointee position is a voluntary one, and as a result, many workplaces still lack this position. There is a large gap between potential victims of harassment and those who are appointed to address these crimes. Appointees are often not well trained and cannot perform their duties adequately with support from employers. We need to continue working on strengthening the potential and validity of this position.

The Fight Against Sexual Harassment Continues

Sexual Harassment Awareness Training in the Workplace

Our trainings also change the situation in the workplace. After a workshop on sexual harassment, a male employee remarked, "One employee who attended two Kayan lectures told the lawyer afterwards that *'Your previous lecture made me realize that what I say, even if not intended, may intimidate others and bother them. Accordingly, I have stopped saying unnecessary remarks or jokes or words outside the scope of work.'*"



Approaching Sexual Harassment Holistically

Kayan is expanding its work to beyond the workplace because sexual harassment affects women in their neighborhoods, on the internet, in their schools, at workplaces, and everywhere else they interact with others. We are training women with the knowledge and skills needed to recognize and stand up against sexual harassment. This past year, we focused mainly on sexual harassment prevention in workplaces and on the internet and social media.

Fighting Online Sexual Harassment

Kayan conducted activities throughout the year to raise awareness of sexual harassment on the internet and in social media. Kayan focused on women's groups and students, seeing as they are the most vulnerable demographics to sexual harassment, and gave them tools to recognize various forms of harassment and how to address them. An online campaign and an explanatory video were used as tools to address this issue.

Personal Status Rights... *and wrongs!*

Despite being a self-proclaimed “democracy”, when it comes to issues of personal status, Israel is completely undemocratic. This is because religious courts have jurisdiction over the area of personal status. The religious courts are accountable to no one and have neither consistency nor oversight. There are no protections for women from these often-patriarchal institutions on serious issues that affect women’s rights in the areas of marriage, divorce, and child custody.



Understanding the Court System

There are separate legal courts for each religious group, which each have their own rules, procedures, and laws. This is true throughout Israel, but within Jewish society, several non-profits work to assist women working through conservative Jewish religious courts. In Arab society, Kayan is the only non-profit organization supporting women in these types of cases in Muslim, Christian, and Druze courts.

Defending Women in Court

Kayan has fought obedience and child custody laws in Sharia courts, high fees in Christian courts, and complete lack of transparency in all of the religious courts. We have successfully advocated for allowing women to act as arbiters in Muslim courts, creating a network of lawyers to work in Christian courts, and defending women in these difficult court rooms. We work with women so that they know their rights.

A Long Way to Go

Although this report deems many reasons to celebrate this wonderful year, the problems that Palestinian women face on a day-to-day basis are still daunting. There is still much work that needs to be done in order to create and consolidate the necessary changes Palestinian women need and deserve, but there is also a lot of opportunity to do so. With your support, Kayan will be able to expand our operations to address pressing issues in the most effective ways possible.

Kayan's Move into International Policy

Increasing Awareness: Civil Marriage and the Legal Rights

As we work to protect women in their personal status cases, we see that more fundamental change needs to happen. As long as women are forced to address all of their personal status needs in religious courts (because there is no civil marriage in Israel), gender-based discrimination will predominate their experiences. Based on research we conducted, we know that few Palestinians think about civil marriage as an option, which is a result of misinformation. We are starting to build knowledge of this topic so that women are able to see a possible alternative. Hopefully, this will allow us to make changes to some of the underlying challenges relating to personal status cases.

Beyond Elections: Women in Politics

Following the momentum that we built in 2018 local elections, many opportunities arose. First of all, we need to make sure that the women who gained electoral power have the tools to be successful. We are supporting the women in local council and are intending to build, alongside our partners, a national forum of women councilors to offer mutual support, as many women councilors often feel isolated and unsupported. Secondly, in some of the localities in which we have worked, it is the first time that there are feminists in positions of power, creating an opportunity to expand community support for Kayan's other projects, such as fighting violence against women and promoting land rights. Already, we have seen that the Ossifiya council is more likely to support our different programs, including the fight for the eradication of violence against women.

Special Consultative Status to the United Nations

Under the direction of our General Director, Rafah Anabtawi, Kayan has shifted focus towards advocating for the rights of Arab women in Israel on an international platform. Founded in 1998, Kayan has remained steady in its goal of advocating for and improving the lives of Arab women in Israel. By receiving special consultative status to the United Nations, Kayan can make further progress in its mission of advancing the status of Arab women in Israel and protecting their natural rights.

So what is Special Consultative Status?

Kayan gained consultative status recently. This means that we are able to represent Palestinian women living in Israel in UN reports and conferences. The executive director of Kayan attended two UN conferences this year and participated in programs to learn how to use the status effectively.



Why It Matters

Consultative status opens a door for Kayan to take a role in international advocacy and bring the voices of Palestinian women from the grassroots to the global stage. This even surpasses the Israeli government, which often fails to listen to the voices of any Palestinians, let alone women. It allows us to connect with other human rights defenders and feminists around the world and yields the opportunity of building strong coalitions. We are excited to expand our ability to advocate for the issues that matter to Palestinian women.

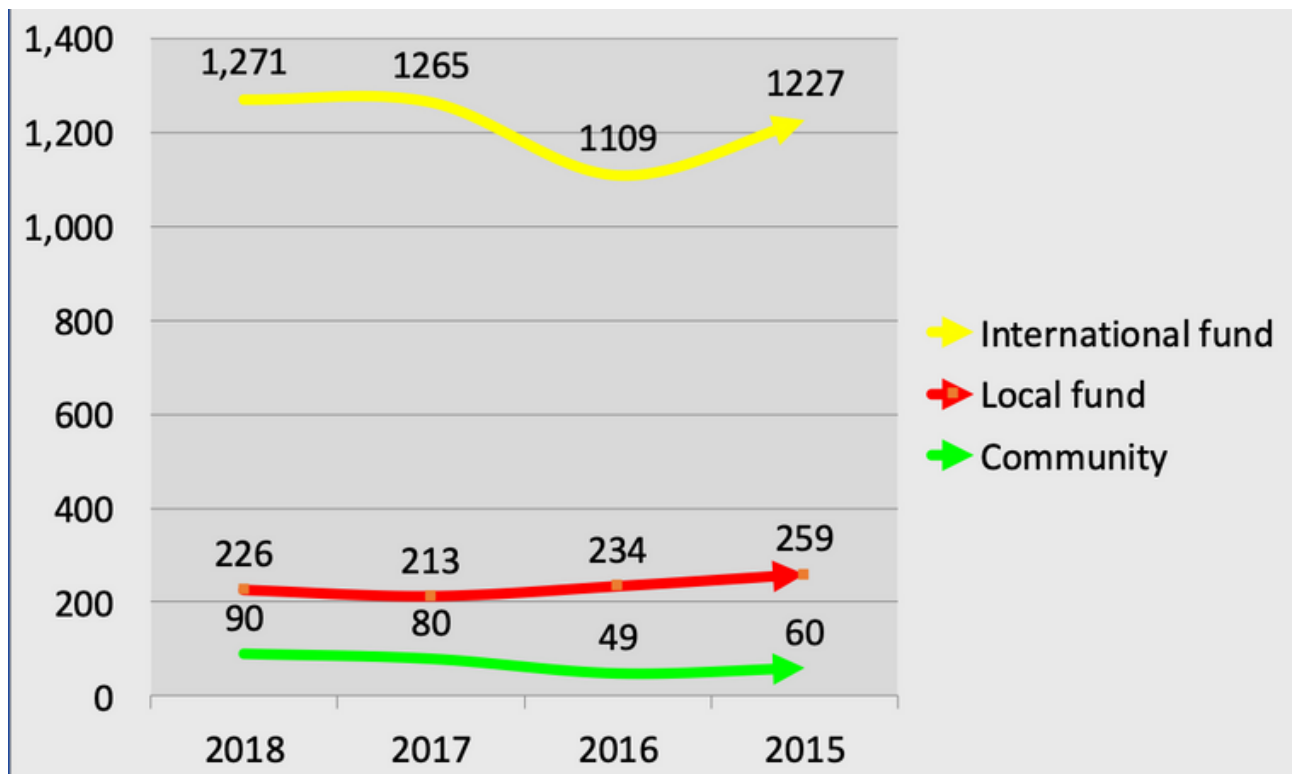
Did You Know?

Kayan is the only Arab Feminist NGO in Israel with Special Consultative status at the United Nations

Income Overview

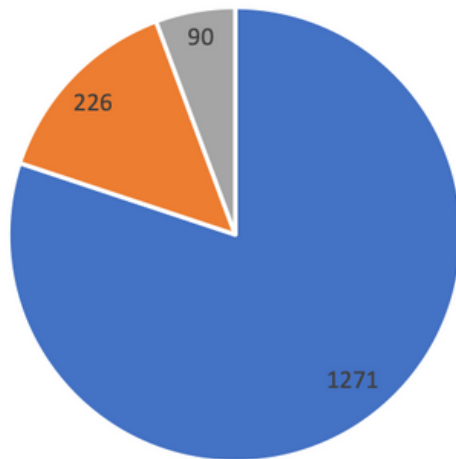
Source of Income	Amount ILS (in thousands)			
	2018	2017	2016	2015
International Fund	1,271	1,265	1,109	1,227
Local Fund	226	213	234	259
Community Fund	90	80	49	60
Total	1,587	1,558	1,391	1,547

Income Trends 2015-2018



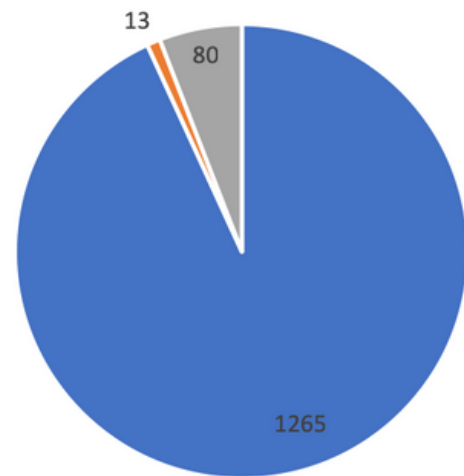
Income Division 2017-2018

Income 2018



■ International ■ Local ■ Own means ■

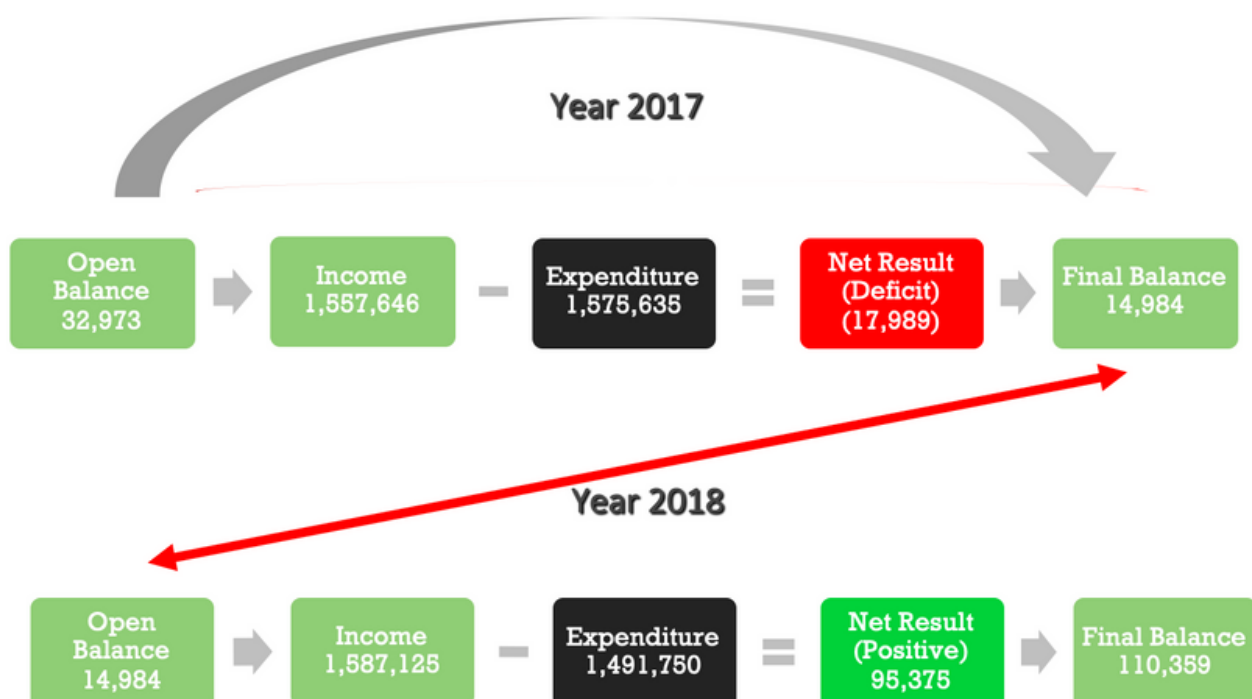
Income 2017



■ International ■ Local ■ Own means

Activity Statement

All numbers are in NIS



How To Support Kayan

To donate by bank transfer:

**The First International Bank of Israel
#031, Branch #007, Account #105-552836
Komoï 1, Ziv Center
Haifa, Israel**

To donate via PayPal, please visit our website:

www.kayanfeminist.org

To make tax-deductable donations from abroad

IN THE U.S.:

**New Israel Fund, P.O. Box 177
Lewiston, ME 04243-0177**

IN CANADA:

**New Israel Fund, 801 Eglinton Ave. West, Suite 401
Toronto, Ontario M5N 1E3, Canada**

IN EUROPE:

**New Israel Fund, St. James House
10 Rosebery Ave., London, EC15 4TD, UK**

**For more information on how to donate to kayan, or for
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