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Dear friends and partners,

We are proud to share with you highlights on two peak events that Co-Impact held in the past few months: The Annual Diversity Conference and the Mentoring Conference. We were grateful to have a chance to hold these events in a face-to-face format, after a very long period of social distancing and Zoom meetings. We really enjoyed meeting all our partners, supporters, and friends at these conferences, and we look forward to meeting again soon.

As we all know, we went through a challenging period on several levels- the COVID-19 pandemic which has been with us for over 2 years, changing the rules and affecting our lives wave after wave; the tensions and events that took place this last March, and the political instability which will bring another election soon.

Precisely for these reasons, as the path is paved with many challenges, we believe that we need to keep on moving forward -engage our business partners more than ever, continue developing our activities and advance the DE&I agenda with renewed strength and passion.

We are proud of the work our 58 partner companies are doing to promote DE&I within their workplaces. We will continue to work full force to achieve a breakthrough in Arab employment in the private sector.

I'm taking this opportunity to wish to all our Muslim friends a happy Eid al-Adha, and a pleasant and safe summer to all.

Nawa



## Co-Impact's First Diversity Conference

This past May was marked by the Global Diversity Month, and as an organization that promotes Diversity, Equity & Inclusion (DE&I), we took this opportunity to launch a large-scale digital media campaign, culminating in the Co-Impact's first Diversity Conference.

The conference was held on Wednesday, May 25th, 2022, in Kfar Qassem's Event Center, in the presence of the mayor, senior officials from the business sector, managers and employees from Arab Society, and many stakeholders promoting DE&I of the Arab community.

The conference opened with the welcoming words from our co-chairmen Zvi Ziv and Dr. Sameer Qassem and with a video in which Nawa Jahshan Batshon, CEO of Co-Impact invites the largest companies in the ecosystem to hear about all the benefits that companies can reap from DE&I advancement within their companies:



The Diversity Conference was an opportunity to dive into the field of DE&I of Arab Society as a mean for promoting shared workplaces between Jews and Arabs, strengthening organizational resilience and increasing the profits for employers. The approach of DE&I is already recognized in many places in the world and is becoming increasingly well-known in Israel thanks to the guidance and support of organizations such as Co-Impact and the in-depth work within our partner companies.

In the many panels and lectures held, CEOs and managers, Arab and Jewish employees shared their companies' accomplishments in terms of DE&I, highlighted the importance of the management's dedication to engage in a successful organizational change and shared exciting experiences and insights. Their message, clear and inspiring, was an opportunity to show the business sector the right path to promote a culture of DE&I.



Israel, spoke about the decision to establish a company office in Nazareth to put into practice the company's organizational policy regarding the DE&I of Arab Society, adding that his dream is for mothers in Nazareth to tell their children, "Study well so that one day you will be working at Deloitte".

Eyal Melis, CEO of the Tnuva Group, shared how the partnership with Co Impact helped the company move from a recruitment strategy to seeing Arab Society as a partner and as an integral part of the Group's development, with an emphasis on the company's role in promoting Arab employees in management positions.



Advocate Miriam Kabha, National Commissioner for Equal Employment Opportunity, expressed hope that the work she has been doing for years will make her daughter proud of her, adding that "the fact that the employers who collaborate with Co-Impact offer equal and shared workplaces, sets an example to other business companies, and contribute to a better and more qualitative labor market.





There were many more wonderful and fascinating speakers. We would like to send a warm thank you to all the participants who took part in this special day and especially to our co-chairmen, Zvi Ziv and Dr. Sameer Qassem, to all the speakers who shared their experience and work with Co-Impact, including Momo Mahdavi- CEO of Ma'ala Corporate Responsibility, Adel Badir- Chairman of the Kfar Qassem Council, Zohir Yosefia- Chairman of the dabburia Council, Eitan Bernstein - Managing Partner at AKT, Meital Gutman - Senior Director of Diversity and Inclusion from McKinsey Europe, and other business companies' representatives and partner organizations of Co-Impact, including: Google, aChord, Amdocs, Kav Mashve, Elfanar, Strauss Water, BD, KLA, Meitar and Kimberly Clark, many more distinguished guests and the dedicated staff of Co-Impact.

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## Mentoring Conference

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The Co-Impact annual Mentoring conference was held on June 8th in 'OpenValley' offices, in the Caesaria Industrial Complex, which offers shared working space for technological projects to get started, grow and develop. This event was the third of its kind and was attended by about 100 mentors and mentees who have been paired over the years. The conference was opened by Adv. Zaki Diab, Board member and Chairman of the Mentoring Program, Nawa Jahshan Batshon, CEO of Co-Impact, and Shira Meltzer, Business Leadership and Mentoring Manager at Co-Impact.

The Mentoring Pairs (mentor-mentee) are Jewish and Arab, and the mentoring relationship expands employment opportunities, offers social and professional networking, and managerial guidance. In addition to the practical tools gained through the mentoring program, the participants are engaged into a learning process, enabling them to cope with challenges along the way, and seize job opportunities.



the Openvarely network along with 4 under 40 young Arab leaders from the Globes Newspaper; considered pioneers in their field - Ali Ayoub - senior director of software engineering at NVIDIA, Doaa Kaabiya - director of financial welfare programs at the Joint, Firas Kazmouz - CEO of Dabah stores and Ahmad Muhana -Executive Director of Qudra, the Arab Philanthropists Network.

Zaki Diab, opened the conference with the vision he had for Co-Impact's mentoring program. "As a Young lawyer from Arab society, with no social or professional network, I found myself sending dozens of resumes to law firms in hopes of finding a job in my profession. After a long and tedious process that initially yielded no results, I realized I needed a mentor who knew the business system, how it works, who knew how to guide me, who I needed to get to know, what else awaits me on the way to joining a law firm. I got acquainted with the concept of mentoring while still studying in the United States and I realized that this was the perfect way to expose young Arab professionals to jobs that are right for us. That is how the idea for Co-Impact's mentoring program was born."

Firas Kazmouz: "I am glad that there are events such as these, I don't hear of many such events, it is critical to the promotion of Arab society in the coming years. There is no shortage of talents in Arab society, only a lack of guidance - without trust and cooperation, we will not be able to advance as a Society."



Ali Ayoub: "I am very excited to be in a place where there are mentors and mentees who help each other to promote young people especially from Arab Society. It is not obvious that mentors volunteer from all



of Israel and Arab society. As a former mentee, I highly recommend to anyone aspiring high to join the program."

Shira Meltzer: "Co-Impact's mentoring conference is a significant milestone in the process of connecting hundreds of Jewish and Arab mentors and mentees. As a result of these connections, the mentees make career breakthroughs and the mentors get a rare opportunity to support talents from Arab society, who constitute a pool of qualified potential candidates to be integrated in the business sector.

We thank everyone who participated in the conference, mentors and mentees, together with them we will expand the circles of influence and promote employment diversity in the business sector.

*The Mentoring Conference is part of our "Shared Workplaces, Shared Society" program supported by USAID.*



Wishing you Eid-Adha Mubarak, a pleasant, safe summer and lots of health,

The Co-Impact family





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