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Box 62, Folder 1, Interns for Peace, 1982.

A pioneering program for building friendship and mutual trust between Arabs and Jews in Israel, especially among young people, was described here today (Thursday, May 10) at the National Interreligious Affairs Commission of the American Jewish Committee. The Commission is meeting in connection with the AJC's Annual Meeting (sessions) that is convened from May 9 - 13 at the Waldorf-Astoria Hotel.

The intergroup program for bettering Arab-Jewish relations is known as "Interns for Peace" and involves a group of young Arabs and Jews who collaborate in providing essential social services and community projects to benefit Arab villages in the Galilee as well as neighboring ^{Jewish} communities coming from Arab or Islamic countries.

Reporting on the details of the project to AJC leaders, Rabbi Bruce Cohen, director of Interns for Peace, announced that six Arab villages populated by Muslims, Arab Christians and Druse, have recently invited six young Arab and Jewish interns from Israel and twelve North American Jewish youth to spend a year in their villages to work together in establishing health, education, youth, and other community projects.

While living and working together in the Arab villages, the interns will also go into neighboring Jewish villages to undertake similar needed projects and to encourage cooperation and shared involvement, Rabbi Cohen said.

Based on successful models that are being developed between Arabs and Jews in Israel, he added, plans are now under way to create special programs for similar collaboration with Arab and Jewish counterparts in Egypt.

Concentrating on fostering active cooperation in northern Israeli rural regions, indigenous Arab and Jewish leaders have agreed on the following programs as priorities in their collaboration with Interns for Peace:

- Organizing a cooperative of Arab and Jewish farmers for purchasing and sharing expensive agricultural equipment;
- Developing industrial parks in Arab and Jewish communities in the Galilee to make villages economically more self-sufficient, a need termed "crucial to the quality of life in Israel;"
- Establishing a cooperative of Arab and Jewish women, mainly Sephardic, in producing and marketing handicrafts for domestic and foreign markets;
- Prenatal educational programs for Arab and Jewish women;
- A "senior citizens" program for Arab and Jewish elderly people;
- A bicultural program involving Arab and Jewish teenage boys;
- A physical education program for Arab and Jewish teenage girls;
- Summer camps for Arab and Jewish youth;
- A traveling folk dance/ theatre troupe of Arab and Jewish youth.

Significantly, Rabbi Cohen noted, four Arab municipal councils in Israel have volunteered to pay the rent for the apartments that the interns will be living in for the next two years. The Arab village and town people will be equal partners in developing the program and in helping to guide the interns during their two-year internship.

Among the Arab and Jewish organizations that have given financial and other support to Interns for Peace are the Arab-Jewish Center of Givat Haviva, the Arab-Jewish Center of the University of Haifa.

Haifa, two major kibbutz federations, and the Histadrut-Israeli Federation of Labor.

Prominent Arab leaders on the Advisory Board are the Rev. Elias Chacour of ; Munir Diab, director of the community center at Tamra; and Prof. Sami Mari of Hebrew University. Jewish leaders who serve on the Israeli Advisory Board ~~are~~ include Rabbi Israel Goldstein; Fay Schenker, former president of Hadassah; Rabbi Emanuel Rackman, president of Bar-Ilan University; Dr. Eliezer Rafaeli, chairman of Project Renewal; and Dr. M. Bernard Resnikoff, director of the AJC's Israel Office.

Chairman of the North American Steering Committee is Matthew B. Rosenhaus, president of J. B. Williams Company.

In the United States, the American Jewish Committee has been one of the major sponsoring groups of the Interns for Peace program. AJC's program specialist, Inge Gibel, serves on the American Advisory Committee.

Commenting on the ^{interreligious} significance of the program, ~~during an~~ Rabbi Marc H. Tanenbaum, AJC's national interreligious affairs director, said, "It is noteworthy that the Interns for Peace program has been introduced at a session of the AJC's annual meeting devoted to the overcoming of misunderstanding and to building of mutual respect ~~and~~ between Jews, Arab Christians and Muslims. We have devoted decades of efforts to building understanding between Christians and Jews, and we view this area of improving Arab-Jewish solidarity and mutual helpfulness as a potentially important contribution to the realization of this vital objective both in the Middle East and in the United States."

Terming Arab-Jewish relations, the "next major interreligious frontier," Rabbi Tanenbaum reported that AJC's interreligious affairs



INTERNERS FOR PEACE • **ניצוני שלום** • **براعم السلام**

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REPORT FROM THE FIELD

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INTERNATIONAL DIRECTOR

SPRING 1982
AVIV 5742
RABI 1402

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Six years ago, six Israeli Arab youths were killed in the first nationwide strike of the 600,000 Arabs who are Israeli citizens. These six young people were protesting governmental expropriation in a demonstration, called "Land Day", which occurred on March 30, 1976.

Land day changed my life. I, along with many Israeli Arabs and Jews, suddenly realized that communication between Arab and Jew in Israel was at a low, if not non-existent level. The tragic death of these six youngsters demanded that an in-depth analysis and forthright approach to inter-group relations be taken.

Thus, with your help, I came to Israel six years ago and initiated a meeting between Arabs and Jews who had experience in this field. Together we began to search for a solution. The idea of combining community work with the training of professionals in inter-group relations sprang out of the meeting. INTERNS FOR PEACE was born.

INTERNS FOR PEACE is the sole in-field, action-oriented program in community work creating and/or improving positive relations between Arabs and Jews in Israel. From its inception, INTERNS FOR PEACE decided to go to the grassroots -- to Arab and Jewish communities with activities involving all ages and segments of the community. This has been INTERNS FOR PEACE's premise and promise: to train inter-group relations workers by providing them a grassroots framework to catalyze common social, educational and economic activities between Arab and Jewish communities.

THOUSANDS INVOLVED

We can point to a record of solid accomplishments. Here are only some examples of what we have accomplished:

Interns in the Western Galilee are pairing elementary schools, five from the Arab community of Tamra and five from the Jewish community of Kiryat Ata. Beginning with the fifth grade, the Interns, working with Arab and Jewish teachers and principals, are identifying common areas for the youth to study together.

- Intern SABRI EL HAJ (Rami, Israel) is developing a puppet theatre, in which the puppets made by Jewish children perform in Arabic, and the Arab youths' puppets perform in Hebrew.
- A curriculum on Studies of the Galilee, in which Jewish and Arab youth explore together the past, present and future of the region, is being developed by Interns LANI LEVINE (Charlotte, NC), DINA CHARNIN (Great Neck, Long Island) and ERIC ASCHERMAN (Erie, PA).

In all our projects the interns, as community workers, show the people how they possess the economic, intellectual and spiritual resources to improve their own lives. For example, funds for this Western Galilee paired-school program come from the Lions Club of Israel, the Israel Interfaith Committee, the Joint Distribution Committee through the Israeli Community Center Association, and Save The Children Federation. SUE WISH (Cleveland, OH) is coordinator of the project, and her efforts were instrumental in securing the financial and moral support of these Israeli organizations.

- Interns in the Little Triangle area are also developing a paired-school program; the initiative came from Intern BARRY BOGAGE (Baltimore, MD); funds come from the Israeli Ministry of Education.
- Interns MICHAEL CHYET (Los Angeles, CA) and MARLA RICHTER (Chicago, IL) are developing an Arab-Jewish folk dance troupe with the support of the Givat Haviva Educational Foundation.

More than 3,000 Arabs and Jews, three-quarters of them under the age of 18, are becoming involved in cultural, economic and educational activities based on community-to-community cooperation due to the collective efforts of our interns.

MULTIPLIER EFFECT

We do not, however, measure the importance of these activities only by "counting heads". These intern-initiated cooperative projects serve as models which are being replicated throughout Israel.

An example: The Israeli Society for the Protection of Nature -- encouraged by Intern Sue Wish -- for the first time included Arab young people in a course of field trips and classes for Israeli teenagers. When the Society, or any of the adults and young people involved in the project, contemplate future endeavors, they will need to ask themselves: "Why not include Israeli Arab youth in the life of our country?"

- ROBB HUTTER (Toronto, Canada) worked with Israel's General Federation of Labor, the Histadrut, in two neighboring Jewish and Arab communities. He developed "Project Interaction", which brought together the two local chapters of the Histadrut's Noar Oved VeLomed (Working & Learning Youth), a social, educational and career oriented organization for high school students who have left school in order to work. "Project Interaction" brought the members of Noar Oved VeLomed in both communities together for participation in sports events, hikes, movies, seminars and group dynamics. Now the Histadrut is expanding "Project Interaction" as a cooperative activity for all neighboring Arab and Jewish Noar Oved VeLomed clubs throughout the country.

- DAVID LAFONTAINE (Los Angeles, CA) and ESTHER HATUMA LAFONTAINE (Ashkelon, Israel) developed a social and cultural club for Arab and Jewish families. This families club became concerned with how Jews and Arabs could cooperate economically.

COOPERATION ON A STRUCTURAL LEVEL

As the descriptions of the above projects reveal, INTERNS FOR PEACE is involved in creating cooperation on a structural as well as personal level. Indeed, the Jewish families and Arab families club suggested the concept of developing a cooperative Arab-Jewish factory. Here, Jews and Arabs will work equally in sharing the input and shaping the output. Today, Interns SARAH KREIMER (Pittsburgh, PA) and DEBORAH REICH (Larchmont, NY) and the staff of INTERNS FOR PEACE are conducting a feasibility study on the development of this factory. This study is being funded by the Ford Foundation and the Samuel Bronfman Foundation.

COMMUNITY DEVELOPMENT

In order to gain trust and make connections within the Arab communities, the interns became involved in community development projects in the Arab sector.

Each new community development project advances the efforts of Israeli Arabs to take a more active role in bettering the quality of life in their own communities and throughout the State...working within the system.

- Interns DINA YUNIS and GHALIEB HEIKAL (Ara and Kfar Kara, Israel) worked with an Arab women's neighborhood association to develop a public playground funded by Israel's Ministry of Welfare & Labor, as well as local contributions from Arab citizens.
- Interns LIZZIE MELLER (Tel Aviv) and DAVID LERMAN (Milwaukee, WI) developed a learning center for mothers and children funded by Israel's Ministry of Welfare & Labor and the local Arab community council.
- Intern BARBARA KESSNER (Brookville, Long Island) brought together community health officials who provided a child development course for expectant mothers and mothers of newborns.
- Intern DINA LIPSKY (Butler, PA) trained two local women to open the first nursery school in the Arab sector, funded by matching grants from the local Arab community council and the national government.

THE INTERNS BECOME PROFESSIONALS

We can be proud of our Intern graduates in that they have utilized their intensive two-year internship experience as a springboard for expanding Jewish-Arab cooperation in Israel. Of the program's first North American graduates, 50% have stayed in Israel to continue in the effort to strengthen Israel's

democratic character:

- Graduate Intern MICHAEL INNERFIELD (Tel Aviv, formerly Buffalo, NY) is coordinating our program's efforts to recruit more Israeli Arabs and Israeli Jews as interns.
- Graduate Intern GERSHON BASKIN (Jerusalem, formerly Smithtown, Long Island) is director of cooperative Arab-Jewish activities for the Israeli Ministry of Education.
- Graduate Intern DINA LIPSKY (Jerusalem, formerly Butler, PA) is director of the Education For Peace project of the Israel Interfaith Committee; she is developing a curriculum for the study of Arab-Jewish relations, to be introduced into all Israeli schools.

These three graduates symbolize the fruit of our labor. They have actualized INTERNS FOR PEACE's potential as a regenerating force, which works within Israel's established institutions so as to effectuate significant social change.

Over the past six years, the premise of INTERNS FOR PEACE has been validated. When properly approached, Jewish and Arab communities can and do become involved in cooperative activities. Graduates of INTERNS FOR PEACE are being absorbed into Israeli life as professionals in inter-group relations.

At the same time, the second and third groups of interns are building on the successes of the first pioneers, and a fourth group is about to begin training.

FUTURE PLANS

The full promise of INTERNS FOR PEACE is yet to be realized. In the past, the program trained 25 interns, including 19 North American Jews, 3 Israeli Arabs, and 3 Israeli Jews. Over the next five years, our goal is to train an additional 75 interns with a dramatic increase of Israeli interns -- Arabs and Jews. Furthermore, in order to achieve our goal of increasing our impact on Israeli society, we need to focus on several new developments

A PROVEN MODEL FOR REPLICATION

In Israel, we are creating a network among the interns in the field, the graduates of INTERNS FOR PEACE, other projects of Arab-Jewish cooperation and many concerned citizens. For example, this summer Hebrew University students, Jews and Arabs, are participating in a teenage community development project initiated by INTERNS FOR PEACE as a prototype for a national Jewish-Arab youth service corps.

INCREASED RECRUITMENT OF ISRAELIS -- JEWS & ARABS -- AS INTERNS

With a grant from the Jacob Blaustein Institute for the Advancement of Human Rights of the American Jewish Committee and the New Israel Fund, INTERNS FOR PEACE is developing an outreach program to increase our recruitment effort on Israeli college campuses.

INCREASED INVOLVEMENT OF JEWISH RURAL COMMUNITIES

For the first time, a co-staff of interns will begin living in a Jewish community -- Kiryat Ata, near Tamra. By having interns living in this community we will be better able to maintain and expand involvement within the Jewish community. Simultaneously, once some of our interns live in these Jewish communities, our recruitment of Israeli Jews, especially from these communities, should significantly improve. Most of our Arab interns have come from communities either within or nearby the communities where the interns have lived and worked.

AN ISRAELI "FRIENDS OF INTERNS FOR PEACE"

An Israeli FRIENDS OF INTERNS FOR PEACE would expand our outreach into the cities, where 90% of all Israeli Jews live. INTERNS FOR PEACE has a track record, an approach and existing activities in which urban Israeli Jews could become involved on many levels.

INTERNS FOR PEACE began as a "mom-and-pop" operation. As its programs develop, and as the pressures in Israel for improved Arab-Jewish relations become ever more vital, we must expand our work. This is the time when our presence is most critical as a force for positive change in Israeli society.

INTERNS FOR PEACE AND YOU

With increased support then, INTERNS FOR PEACE's Israeli staff, under the direction of FARHAT AGBARIA, will possess the structure to increase the involvement of Israelis, both as Interns and as a target population reached by the interns. Furthermore, INTERNS FOR PEACE's increased efficiency will enable it to assure the replication of successful Arab-Jewish programs throughout the country and the continued placement of intern graduates in Israeli positions of social significance.

Six years after Land Day, I report to you with pride and gratitude over what has been accomplished. Due to your pioneering help, INTERNS FOR PEACE was able to successfully demonstrate the truth of its premise.

Your increased support today enables INTERNS FOR PEACE to fulfill its promise by implementing its future plans.

By expanding INTERNS FOR PEACE's impact, we will guarantee Israel's survival as a democratic society in these most difficult days.



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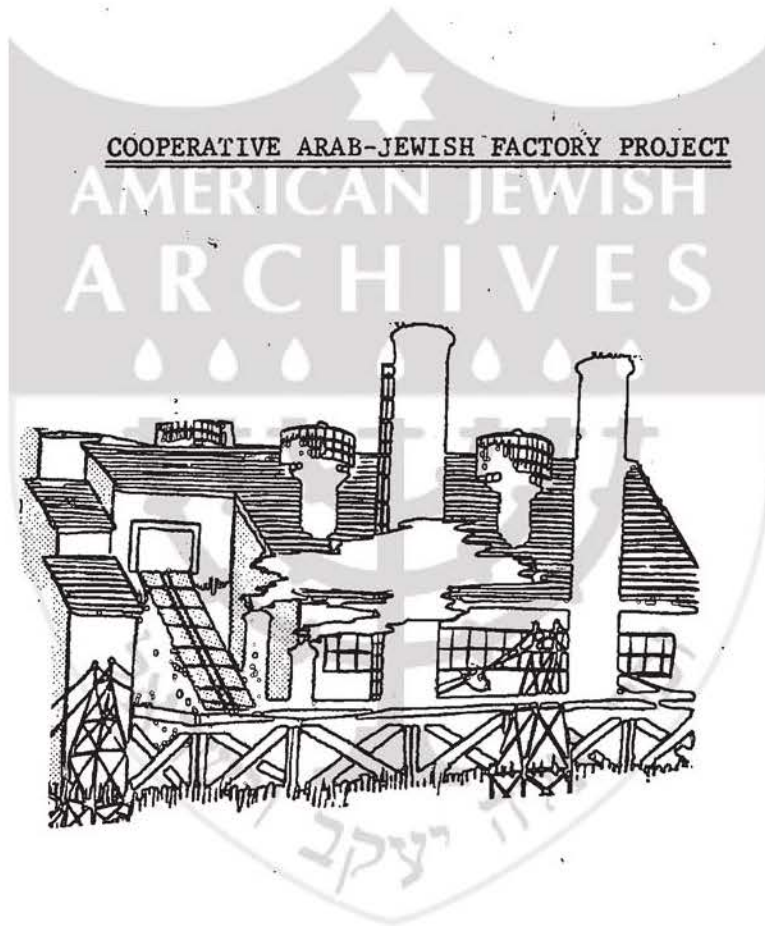
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UPDATED DESCRIPTION


RAGABE 1402 MAY 1982 IYAR 5742

A project of:

INTERNERS FOR PEACE-ISRAEL
BARA'EM AS-SALAAM
NIZANEI SHALOM

Arab-Jewish Cooperation Through Community Work

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OVERVIEW

Interns for Peace-Israel (Nizanei Shalom / Bara'em as-Salaam), an independent training program of Arab-Jewish cooperation in Israeli communities, initiated a project to create a joint Arab-Jewish industrial enterprise in Israel. Preliminary feasibility research for the project was begun in late 1981, with funding from the Ford Foundation and the Samuel Bronfman Foundation.

GOAL: The goal of this research is to catalyze the creation of an Arab-Jewish industrial enterprise as a successful pilot project. Two areas are being researched as potential locations for the project site: the Western Galilee communities of Tamra / Kiryat Ata, and the Little Triangle communities of Kfar Kara / Pardes Hanna-Karkur.

In its preliminary research, Interns for Peace-Israel found receptivity from key Histadrut leaders in the Little Triangle. These leaders strongly advised the simultaneous development of two parallel industrial ventures, with the stipulation that the Histadrut become an active initiator in one of the two areas being researched.

Hence, if a commitment to active Histadrut involvement in the research and implementation of the project can be successfully negotiated in the near future, Interns for Peace-Israel will proceed with two parallel projects, in one of which the Histadrut will be a major partner-initiator.

OBJECTIVES

The objectives for the proposed industrial enterprise are:

1. Equally owned, managed and staffed by Jews and Arabs.
2. Profitable:
 - (a) economically, i.e. by creating jobs, expanding the local tax base, and operating at a profit and
 - (b) socially, i.e. by creating an environment in which "Arabs and Jews can equally shape the input and share in the output."
3. Locally controlled.
4. Conveniently located for residents of both communities.
5. Labor-intensive and technically oriented, to create as many skilled jobs as possible.
6. Capable of growth and expansion.
7. Independent, i.e. receive no extraordinary government assistance.
8. High quality of work life internally.
9. Worker participation through:
 - (a) a participatory approach to management and
 - (b) providing the possibility of worker ownership.
10. Positive human relations in the workplace and concern for the needs of the community and country.
11. Positive Jewish-Arab relations in the workplace and concern for furthering Jewish-Arab cooperation in the community and country.
12. Equal employment opportunity for minorities by:
 - (a) identifying and training several candidates from the Israeli Arab and Oriental Jewish communities for high technical and management positions in the enterprise and
 - (b) promoting, by example and through public education, greater participation by members of these communities in high-level management, industrial and technical positions throughout Israel.
13. Target opening date by 1985.

TIME FRAME

The time frame outline assumes that various of these tasks may be undertaken simultaneously.

- May - Crystallization of Regional Industry Committees
July 1982: (see "Structure"); recruitment of International Advisory Committee (see "Expert Advisers").
- August - Clarification of Histadrut involvement; selection of
October 1982 managers (see "Criteria for Selection of Managers").
- November 1982 - Identification (in consultation with managers and ex-
January 1983: perts) of two or three viable branches of industry for the project (see "Expert Advisers").
- February - Field survey of regional preferences for and relative
April 1983: ability to implement one of the three possible branches of industry.
- May - Establishment of manpower requirements and design of
July 1983: training program.
- August - Location of suitable site; preliminary commitment to
October 1983: lease or acquire site; phase one of recruitment and training -- key workers.
- November 1983 - Exploration of investment resources in Israel and
January 1984: abroad.
- February - Formal organization of the enterprise to qualify as a
April 1984: legal entity.
- May - Finalization of investment commitments.
October 1984:
- July - Phase two of recruitment and training -- key workers.
October 1984:
- November 1984 - Finalization of site arrangements and commencement of
February 1985: site preparation.
- March - Phase three of recruitment and training -- remainder
May 1985: of work force; general follow-up.
- June 1985: Target opening date.

STRUCTURE

-- REGIONAL INDUSTRY COMMITTEES

Each project area (Western Galilee and Little Triangle) has a regional industry committee, as described below:

- A. Role: (1) to take charge of the planning and identify managers to implement the industry project and (2) once the managers have been found, to advise on, assist with, facilitate and promote the planning, implementation and progress of the enterprise.
- B. Composition: each committee (approximately ten full members with an equal number of Jews and Arabs, plus additional ex officio members as deemed appropriate, and at least one member with a working knowledge of English), includes individuals who:
 1. have an understanding of business, finance and government;
 2. have a solid commitment to the goal, and are available for meetings on a regular basis;
 3. are non-partisan and community-oriented in their approach;
 4. are proud of and respected in their communities;
 5. represent all segments of the communities, including workers, women and younger people;
 6. are flexible and can work cooperatively with others;
 7. are persevering and not easily discouraged.

-- CRITERIA FOR SELECTION OF MANAGERS

Managers will be selected with the help of expert advisers, according to the following criteria:

1. initiative; open to a major life transition; willing to leave former occupation;
2. commitment to the goal, and willingness to invest time;
3. concern for profit as well as for the communities;
4. knowledge and experience of management, preferably in a profit-making industrial enterprise;
5. flexible approach to management, a learning attitude, and work cooperatively with others; respects people who are different from him/herself; pleasant human being with a sense of humor;

Structure (continued)

6. previous positive experience with members of the other community (Jewish/Arab);
7. knowledge of or willingness to learn Hebrew and Arabic;
8. from the local areas.

-- EXPERT ADVISERS

- A. In Israel. The regional industry committees will consult with these and with additional experts -- private, academic and governmental -- on an ongoing basis:
 1. Dan Bar-On, Faculty of Psychology, University of Beersheva.
 2. Eitan Biderman, Investment Consultant.
 3. Jacob Brin, Manager, Supersol.
 4. Michael Brodnitz, Faculty of Architecture & Planning, Technion.
 5. Shlomit Canaan, Project Director, Van Leer Institute.
 6. Dr. Majid El Haj, Prof. of Sociology, University of Haifa.
 7. Gadi Golan, Corex Management and Investment Co., Consultants.
 8. Naphtali Golomb, Rupin Institute, Consultant to Kibbutz Industries.
 9. Robert Goodman, Algood Industries, Tel Aviv.
 10. Aziz Heidar, Faculty of Sociology, Hebrew University;
Van Leer Institute - Economic Initiative in the Arab Sector.
 11. Amitai Niv, Rupin Institute, Management Consultant.
 12. Dr. Tsiyona Peled, Israel Inst. for Applied Social Research.
 13. Ziva Rabani, Israel Institute for Applied Social Research.
 14. Ben Rabinowitz, Economist, Chevrat Ovdim - Core Industries, Histadrut.
 15. Adam Rand, Kibbutz Industries, Kibbutz Evian.
 16. Prof. Richard Rosenberg, Faculty of Industry & Management, Technion.
 17. Dov Roth, Amit, Management Consultants.
 18. Zvi Rubel, Kibbutz Industries, Kibbutz Barkai.
 19. Mahmoud Yunis, Histadrut.
- B. International. The successful implementation of this unique industrial venture is assisted by an international advisory committee, which is now in formation. The project draws upon the creativity, expertise, past experience and insight of its industrial advisers in:
 1. the selection of managers as well as viable industrial options;
 2. the recruitment of Israeli expert advisers; and
 3. the financial framework for establishing the industrial venture.

PROJECT STAFF

Names and addresses of Interns
for Peace staff, who are work-
ing on this project and pre-
pared this project description

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