5 GENDER EQUALITY

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

RESEARCH

Gender Matters: What Shapes Trust and Policy Support?

A study by Dr. Aliza Forman-Rabinovici and Prof. Itai Beeri (School of Political Sciences), published in Policy Studies Journal, shows that gender shapes the links between satisfaction with public services, trust in leaders and policy support. In a Haifa survey, satisfaction-trust links were stronger among women, and support was greater when policies were led by female policymakers, especially in domains perceived as feminine.

Gender and Resilience: How War Impacts Teen Mental Health

Doctoral student Liann Haham, Prof. Idan Aderka, Prof. Tomer Shechner and colleagues published in *Journal of Child Psychology and Psychiatry* a study of gender differences in adolescents' responses to war: girls were at higher risk for anxiety and trauma symptoms, while social connection and active coping supported resilience, pointing to the need for gender-sensitive mental health support.



Leadareit Program (Credit: University of Haifa)

Balancing Identity and Growth: Haredi Students in Higher Education

Osnat Rubin (Counselling and Human Development) and Dr. Nurit Novis-Deutsch (Learning and Instructional Sciences), in *Higher Education*, examine how Haredi students navigate academic advancement and religious identity. Studies significantly enhance professional development but are often accompanied by a modest decline in religious belonging; men report a greater decrease than women, and single students gain more professionally than married peers, underscoring the need for culturally sensitive support.

PUBLIC ENGAGEMENT

Athena Women's Club: Culture, Community & Inspiration

Registration is open for the Athena Women's Club, led by Ms. Shoshi Vera with the Hecht Museum, a cultural space for enrichment, dialogue and community among women on campus, with lectures, tours and discussions on Israeli culture, design, society and history. Led by volunteer speakers, it also supports scholarships and research, advancing women's academic engagement.

Women at the Forefront: Celebrating Research in 2026

Marking the International Day of Women and Girls in Science 2026, academic initiatives joined for the event 'Women Researchers at the Frontline of Science', bringing together 9 universities and 13 colleges to showcase women-led research and its contribution to science in Israel and globally, as an expression of resilience, solidarity and collaboration.

Advancing Transgender Rights: A Clinical Success Story

The Civil Litigation Clinic (Faculty of Law) continues to expand healthcare access for the transgender community. This year it secured funding for essential estrogen treatment for a client after two appeals to a health fund exceptions committee, care not included in the national health basket.

LEARNING AND STUDENTS

Inspiring Women in Research: Leading the Way to Success

The Commission for Diversity, Equity, and Inclusion and the Bloom School for Graduate Studies hosted *'Inspiration on the Path to Success - Trailblazing Women Researchers'*: a lecture by Dr. Efrat Cohen-Touati, a panel on balancing research and motherhood with Prof. Michal Biron, Dr. Hanin Karawani-Khoury, Dr. Tal Luzzatto-Knaan and Dr. Maayan Sudai, and a talk by journalist Adva Dadon encouraging participants to overcome fear and pursue their ambitions.

Empowering Researchers: Diversity & Inclusion in Action

The Faculty of Law is advancing diversity, inclusion and gender equity, including a program to empower PhD candidates. *'Women's Monday - Women Researchers Together'*, led by Ms. Dorita Rubin with support from the Commission for Diversity, Equity and Inclusion, fostered connections and collaboration, and participants want to continue the community.

Women Leading Together: Building Academic Leadership in the Field

As part of the 'Leadareit' program for senior academic leadership, faculty members took part in an outdoor workshop at Kibbutz Dalia, initiated by the Commission for Diversity, Equity and Inclusion with the Rector's Office. Through experiential learning and group tasks, participants strengthened collaboration, trust and collective leadership.



Leadareit Program (Credit: University of Haifa)

OPERATIONS

Language Matters: Advancing Gender Equality on Campus

A new e-learning module promotes gender-inclusive language. Since Hebrew's gendered structure often reinforces bias, the Commission for Diversity, Equity and Inclusion is working to reduce gender bias in campus communications, from forms and signage to digital content. The module was developed with Prof. Shulamit Almog of the Faculty of Law.

Inclusive Language Workshop

The Commission for Diversity, Equity and Inclusion organized hands-on workshops with the *'Speak to Us'* initiative for staff who write in teaching, communications, administration or marketing, providing practical tools for gender-inclusive and neutral writing and improving writing skills.