Promoting Gender Equity at Tel-Hai University of Kiryat Shmona in the Galilee

Tel-Hai University of Kiryat Shmona in the Galilee, is an academic institution in the Northern Galilee that fosters the development of cutting-edge educational practices, research, innovation, and entrepreneurship. Our mission is to equip graduates with the tools needed to realize their full potential as individuals and as productive global citizens, while maintaining a strong local identity rooted in the unique human and physical environment of the region.

To achieve this mission, Tel-Hai is committed to preserving the values of its pioneering founders of equity, diversity, and tolerance within both its educational curricula and management practices. As part of this commitment, the University has developed a Gender Equity Plan (GEP), with the primary goal of increasing the representation of women among faculty members. Although women have comprised nearly 50% of Ph.D. graduates for several decades, they remain underrepresented in academic staff, particularly at senior ranks and within STEM fields.

The University is also committed to promoting balanced gender representation in institutional decision-making processes and aims, wherever possible, to achieve a 50:50 female-to-male ratio in promotion and recruitment committees, major institutional committees, and senior administrative forums.

The GEP focuses on ensuring a safe and supportive working environment for women, increasing institutional investment in the advancement of gender equity, and integrating awareness of gender and diversity issues into pedagogical, research, and administrative practices. To this end, the GEP outlines the following objectives:

1. Promote work–life balance practices.

2. Increase the representation of women in leadership positions.

3. Enhance recruitment of women in STEM fields and support their promotion to higher academic ranks.

4. Integrate gender equity and diversity perspectives into research and teaching.

5. Foster a safe and inclusive environment for individuals of all gender identities.

The University maintains a zero-tolerance policy toward discrimination, harassment, and gender-based misconduct, and is committed to ensuring accessible and confidential reporting mechanisms.

To support these efforts, the Gender Equity Unit was established with the mandate of raising awareness and advancing gender equity among faculty and staff. The

Unit includes representatives from various faculties and a dedicated coordinator. Its activities include:

- Conducting lectures and workshops to raise awareness, including sessions for senior staff on implicit and structural gender biases affecting recruitment and promotion.
- Providing support mechanisms for women researchers, including writing retreats and funding opportunities.
- Operating mentorship programs, including peer mentoring and guidance from senior women faculty members.
- Collaborating with the Unit for Excellence in Teaching to reduce gender bias in teaching evaluations, incorporate gender and diversity awareness into course syllabi, and promote gender-sensitive language.
- Monitoring progress through the collection of gender-disaggregated data and regular review of trends in recruitment, promotion, leadership representation, salary equity (where relevant), and committee composition.

The University is committed to fully advancing the GEP as part of its broader vision of becoming a leading institution in high-quality teaching and groundbreaking scientific research in the Galilee. Gender equity is viewed as an integral component of academic excellence, institutional resilience, and responsible public leadership.



Professor Eliezer Shalev
President