

2022

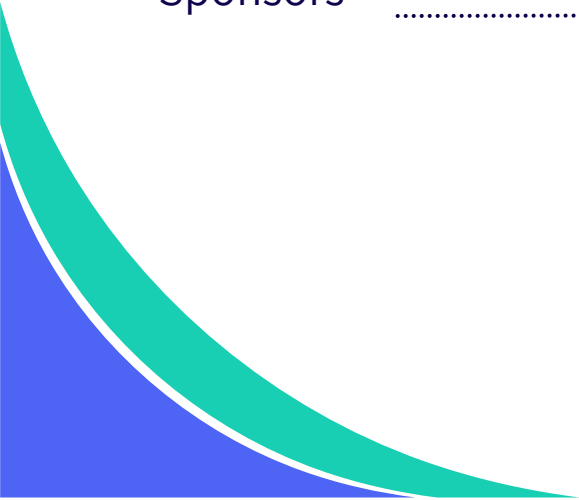
IMPACT REPORT



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CHAIRMAN'S MESSAGE



Yadin Kaufmann
Founder & Chairman of the Board

Over 2022, The Palestinian Internship Program managed to place additional exceptional young Palestinian professionals at internships with Israeli and multinational companies in Israel in the fields of software, medtech, edtech, venture capital, and marketing, among other areas. We now have more than 100 alumni.

This report highlights how these internships have changed the lives of our participants and the many relationships that have resulted from the economic bridge-building facilitated by PIP. We are proud to share the success stories of new partnerships and connections between our Palestinian Interns and their Israeli colleagues.

We continued to broaden our programming that provides valuable content and relationships for our Finalists and Interns. We are currently working to place our 16th Cycle of Interns at companies while starting to recruit for our 17th Cycle. The downturn in the technology sector, which has included significant layoffs at many leading companies, makes this effort even more challenging.

Meanwhile, our Palestinian Mentorship Program (PMP) has now matched 61 Palestinian entrepreneurs with experienced business Mentors around the globe; they meet bi-weekly to help address business challenges facing an elite group of Palestinian business managers and entrepreneurs. PMP has helped Mentees secure funding and launch new products. Some Mentees have even hired their own PIP Interns - bringing our professional development pipeline full circle. PMP's 6th Cycle launched in January 2023.

Lastly, PIP expanded its team to three full-time staff, welcoming Mohammed Atira as PIP's Program Coordinator in Ramallah. Mohammed focuses on recruitment, participant engagement, and facilitating programming for both PIP and PMP.

For 2023, we are expanding our volunteer network, formalizing our Cycle Curriculum, and introducing a new Technical Training track for our Finalists seeking R&D positions – to help ensure they have the skills our host companies are looking for. As always, we continue to recruit more 'host companies' for the PIP Network and to build our impressive PMP Global Mentor Network, ensuring we can keep introducing our talented participants to new opportunities in tech.

We welcome your help and support for any or all of these efforts.

A handwritten signature in black ink, appearing to read 'Yad kb'.

Yadin Kaufmann
Founder & Chairman, Palestinian Internship Program

VISION & MISSION



Our Vision & Mission

The Palestinian Internship Program, Inc. is a professional development non-profit that aims to empower Palestinian professionals in building their careers, and establishing themselves as business leaders, thereby stimulating innovation, investment, and opportunity in the Palestinian tech ecosystem.

Our **MISSION** is to provide young Palestinian professionals with high-level Internships and Mentorships so that they can better contribute to the growth of the Palestinian tech sector.

Our Why



+3000 Palestinian students graduate with ICT degrees yearly, and fewer than half find employment in their fields. Youth unemployment among Palestinians is 38%, one of the highest in the region, and women constitute less than 20% of Palestine's private sector employees. At the executive level, Palestine's isolation from the international community limits partnerships, growth, and investment. These factors contribute to a damaging 'brain drain' from the tech sector. Our programs counteract this loss of talent by offering fresh graduates and business leaders high-tech employment opportunities, skills training, and strategic partnerships at or near their homes. Participants find gainful employment in their fields, start their own companies in Palestine, and establish fruitful partnerships with Mentors worldwide, bringing investment and new opportunities to Palestine.





"PIP opened the door to a whole world that I didn't even know existed. I am so grateful for it. It's us knowing that this thing is out there, and that we can be a part of it. It is so empowering"

Saja Kabaha, Cycle 8



2022 HIGHLIGHTS & 2023 VISION



Internship Matches

PIP is exploring new avenues to bolster its network in the Israeli tech ecosystem and increase successful matches. To overcome challenges posed by economic recession and hiring freezes, PIP will dedicate additional resources towards effectively matching candidates with suitable Internships. Moreover, PIP continues to attract talented candidates with diverse backgrounds, strengthening PIP's ability to facilitate matches across industries and roles.



Technical Training Rollout

PIP is rolling out a new "Technical Training Track." This track will equip candidates with advanced technical skills, increasing their likelihood of matching into competitive internships with PIP's host companies. In 2022, PIP partnered with Appleseeds (תפוח) to offer PIPers from East Jerusalem an opportunity to participate in a Full-Stack Bootcamp. In 2023, PIP will collaborate with an additional technical training provider to offer an intensive training to West Bankers so that all participants have the opportunity to upskill.



Partnership Expansion

PIP is broadening its involvement of the greater tech community in supporting participants' growth. We are building an ecosystem of volunteers to support participants 1:1 in their skills development, speaking opportunities for Alumni to share their stories with groups from around the world, and networking opportunities with tech professionals.



Support and Engagement

PIP significantly expanded programming and support for Finalists, Mentees, and Alumni in 2022. A full-time Program Coordinator joined the team to oversee participant engagement. PMP introduced targeted Masterclasses led by expert Mentors. Programming successfully returned to in-person workshops, with plans to increase their frequency this year. Looking ahead to 2023, PIP plans to introduce Alumni workshops and establish Leadership Committees, providing continued growth opportunities for members.



Mentee Success

This year, PMP's community grew, achieving more of their goals, making more connections, and fostering more valuable partnerships with their Mentors. As it entered its third year, PMP introduced new monitoring and evaluation tools to ensure the program's effectiveness. In 2023, PMP aims to boost KPI completion and Mentee retention rates, tailor leadership development to Mentee needs, and strengthen the greater PMP network.



Crowdfunding for Programming

In 2022, PIP successfully raised \$23K by turning to our community for support! Our first crowdfunding campaign brought together PIP's Alumni, Host Companies, Mentors, and Community Partners to raise much-needed funds for PIP & PMP programming. Thanks to your support, we can continue to grow in 2023.



INTERNSHIP PROGRAM HIGHLIGHTS

PALESTINIAN INTERNSHIP PROGRAM (PIP)

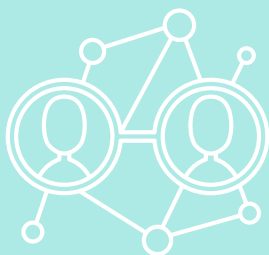
PIP helps recent Palestinian university graduates jump-start their careers in high-tech by offering real-work experiences at leading multinational and Israeli companies. Interns engage in monthly workshops and gain opportunities to grow their professional network. Out of 200 to 300 applicants per cycle, 40 finalists (with a roughly 50-50 gender split) are selected to join the internship matching process, where they have a chance to be matched into a 3+ month paid internship. Host Companies benefit from access to diverse, talented candidates for their workforce. PIP empowers young Palestinian professionals, bolsters Palestinian economic development, and helps bridge the gap between the Palestinian and Israeli tech ecosystems.



PIP Interns come with degrees in Computer Science, Engineering (Computer, Electrical, Mechanical, Energy, etc.), Finance, Marketing, Business Administration, Life Sciences, & more and match with Israel-based Host Companies for 3-6 month Internships.



PIP's professional development programming targets Soft/Power Skills through workshops and practical one-on-one training. PIPers advance their skills in CV writing, interviewing, networking, devising their career toolbox and an "Innovation Mindset."



PIP's networking events enable Palestinians to de their professional networks with Israeli & Palestinian executives, entrepreneurs, and other young professionals. Our annual summer gathering brings 200+ Palestinians and Israelis together to celebrate program achievements and high-tech cooperation.



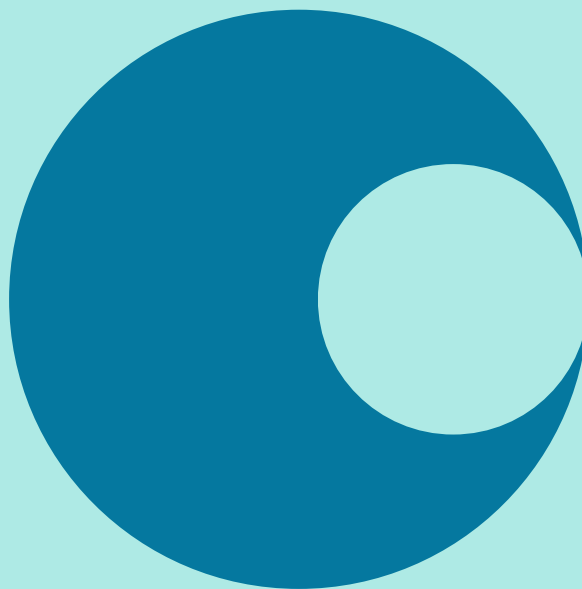
PIP engages Alumni and Finalists from previous cycles through opportunity sharing. PIP shares weekly internship and job openings with its network for all experience levels, while PIP Finalists remain eligible to be matched with Internships. In 2023, PIP will launch Alumni workshops and a PIP Leadership Committee, to involve participants in PIP's organizational growth strategy and enable them to continue improving their leadership skills.

PIP APPLICATIONS

Every 6-month Cycle, PIP receives 200-300 applications from East Jerusalem and the West Bank. Only 40 Finalists are accepted each Cycle. PIP seeks out top graduates - future leaders of the Palestinian tech ecosystem.

469

APPLICATIONS PER YEAR*



80

ACCEPTANCES PER YEAR

*Average over 2020-2022

PIP'S IMPACT

INTERNSHIP ALUMNI

In 2022, 80 Finalists completed PIP programming, while 13 participants successfully completed Internships in Web & Mobile Development, Data Science, Engineering, Financial Analysis, Portfolio Management, and Infrastructure Project Management. PIP has had a huge impact on our Interns' employment prospects: 53% of them were unemployed before their internship, and only 6% at least 6 months following their internship.

SINCE PIP'S FOUNDING IN 2014

100

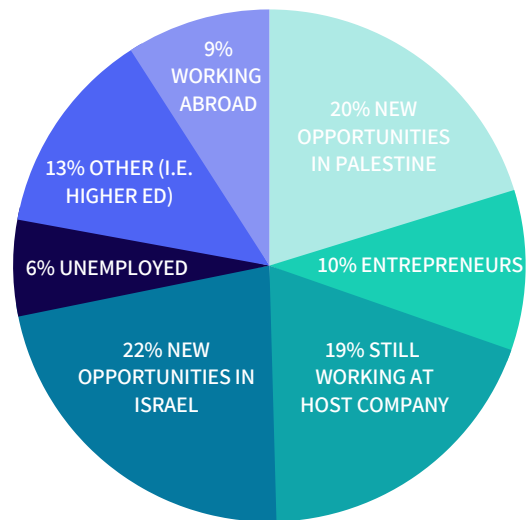
INTERNSHIPS COMPLETED

417

FINALISTS COMPLETED PIP'S PROGRAMMING

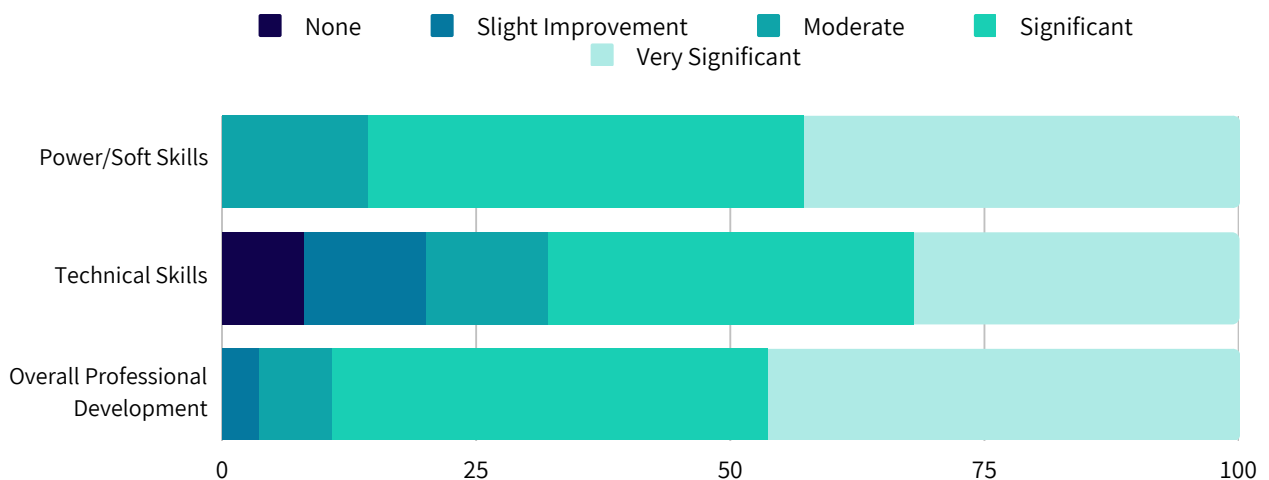
CURRENT EMPLOYMENT

Internship Alumni of Cycles 1-14 (2022)



SKILL DEVELOPMENT: INTERNS

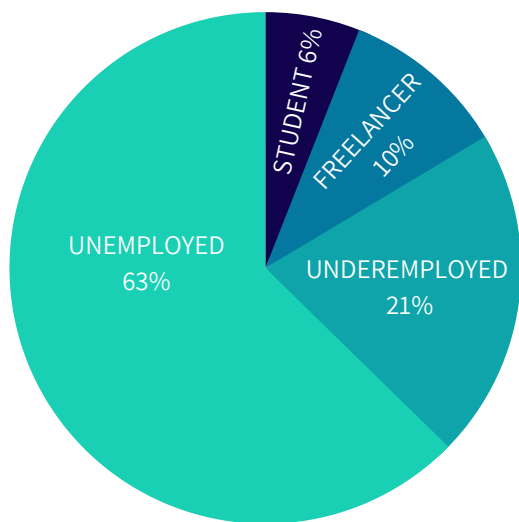
Across the board, Interns report significant **growth** in skills and professional development post-Internship, including improved professionalism, confidence, and business know-how.



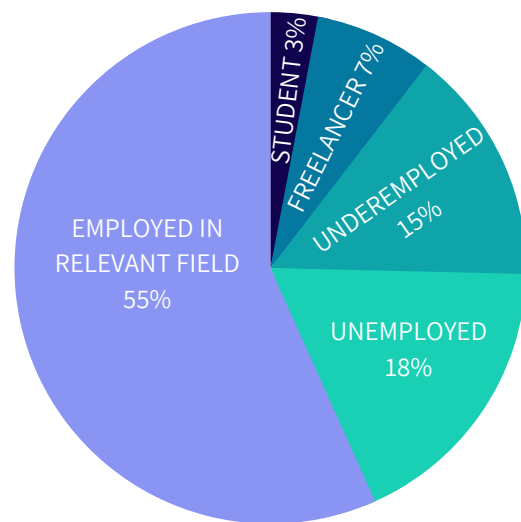
ALL PARTICIPANTS

For those who start the program unemployed or underemployed* (left diagram), there is a significant increase in suitable employment opportunities after finishing PIP (right diagram). Over 55% of those who begin PIP unemployed or underemployed secure employment in their fields within six months of finishing the program, while the group's unemployment rate drops from 63% to 18%.

PRE - PROGRAM



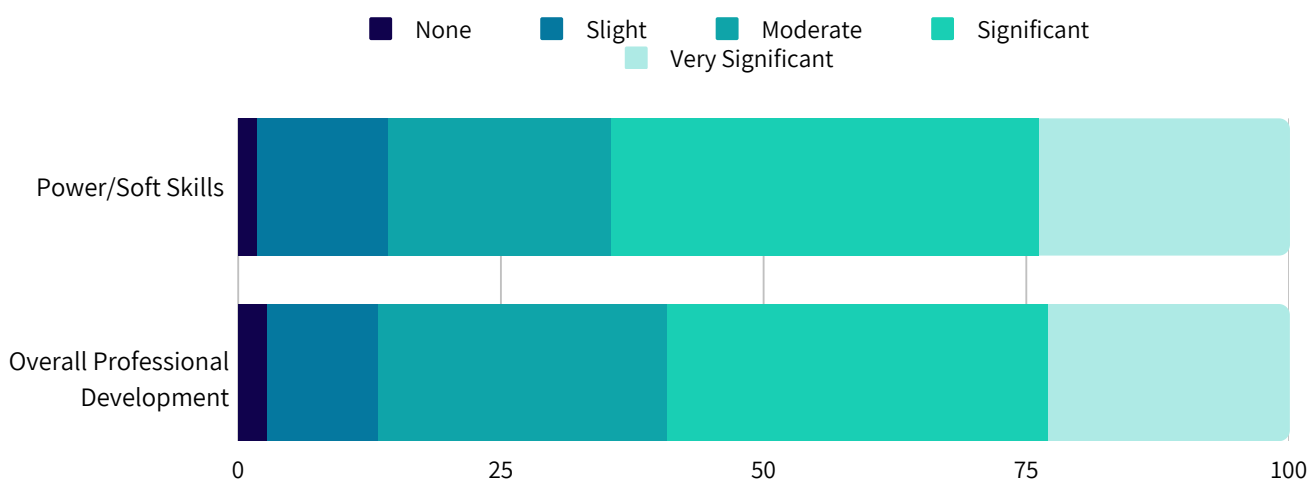
POST - PROGRAM



*67 participants in group

SKILL DEVELOPMENT: PARTICIPANTS

Six months post-program, all PIP participants reflect on their experience in PIP workshops and events. Most participants experience significant or very significant **growth** in their soft skills and overall professional development.



MENTORSHIP PROGRAM HIGHLIGHTS

PALESTINIAN MENTORSHIP PROGRAM (PMP)

PMP empowers exceptional Palestinian entrepreneurs, connecting them to a network of experienced international Mentors. Launched in Summer 2020, PMP helps address the reality that entrepreneurs and executives in Palestine lack vital access to foreign partners, companies, and experienced Mentors. PMP fills this market gap and builds bridges between Palestine's developing startup ecosystem and markets abroad. Connected through a personalized matching process, Mentorships foster lasting relationships between Palestinian business & tech leaders and their international counterparts. Mentees address their key business issues with Mentors 1:1 and capitalize on the Mentor Pool through executive-level workshops, targeted Masterclasses, and networking events.



PMP Mentees are matched with 1-2 Mentors through a mutual selection process. After a month-long orientation, they set KPIs to achieve over the year. They form a partnership with their Mentors through twice-per-month meetings.



PMP's Entrepreneurial Skills Workshops help Mentees develop critical skills to grow their businesses. Adjusted to the needs of each cohort, PMP Mentors lead workshops on various topics, including Leadership/Management, Marketing, Business Modeling, Investment Readiness, and more.



PMP's networking events enable Palestinians to expand their professional networks with Palestinian & Israeli entrepreneurs, senior executives, and potential employees.



PMP is creating one of the largest high-tech entrepreneurship networks in Palestine, aiming to support and encourage growth. Alumni attend meet-ups and exchange opportunities, while PMP amplifies their success by involving them in our partners' accelerators, fellowships, and other initiatives. To promote continuous learning, PMP offers targeted Masterclasses led by PMP Mentors, who provide in-depth insights into business skills.

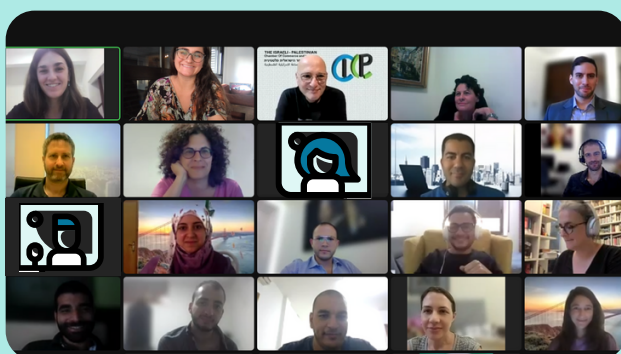


PMP's Global Mentorship Pool has 89 Mentors from Israel, North America, Europe, MENA, South America, and Asia. They are Founders, CXOs, Managing Directors, Fund Principals & Partners, Vice Presidents, and Business Advisors & Coaches.

SINCE 2020, PMP HAS BUILT A NETWORK OF

61

PALESTINIAN ENTREPRENEURS & SENIOR EXECUTIVES



& A NETWORK OF

89

MENTORS FROM AROUND THE GLOBE

PMP'S **IMPACT**

PMP surveyed 20 participants from Cycles 2, 3, & 4 post-program on measures associated with their business and individual entrepreneurial growth.



PMP MENTEES ARE WORKING IN MARKETS IN MENA, NORTH AMERICA, & EUROPE

240+

ESTIMATED CONNECTIONS MADE WITH INTERNATIONAL AND ISRAELI BUSINESSES OR PROFESSIONALS



90%

OF MENTEES FELT MORE CONNECTED TO THE GREATER PALESTINIAN TECH ECOSYSTEM

95%

OF MENTEES FELT MORE PREPARED TO CONTRIBUTE TO THE GROWTH OF THE PALESTINIAN TECH ECOSYSTEM



92%

OF KPIS SET BY MENTEES WERE COMPLETED OR IN PROGRESS BY THE PROGRAM'S END

80%

OF MENTEES FELT MORE CONFIDENT SETTING KPIS AND DETERMINING THE STEPS TO ACHIEVE THEM

85%

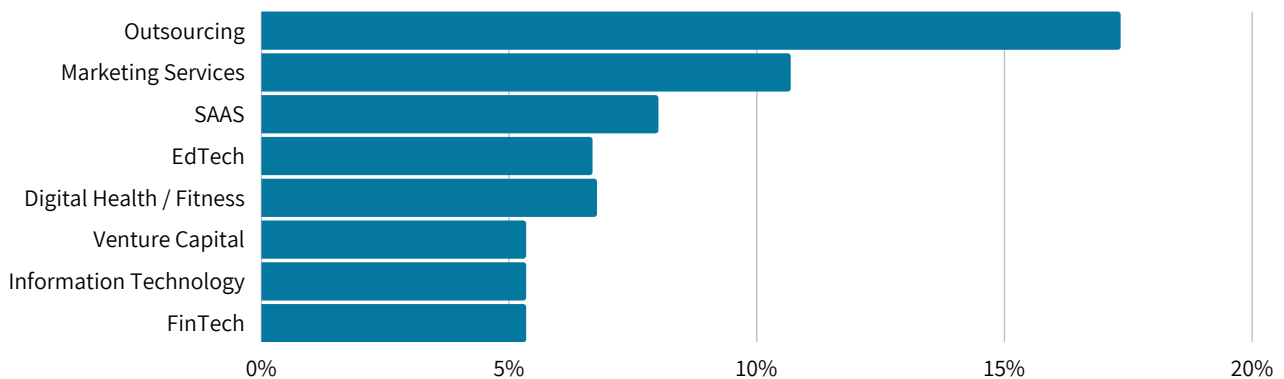
OF MENTEES FELT BETTER EQUIPPED TO BE A BUSINESS LEADER OR EXECUTIVE

80%

OF BUSINESSES WILL BE ABLE TO HIRE MORE EMPLOYEES FOR HI-TECH ROLES THAN THEY WERE ABLE TO AT THE PROGRAM'S START



MENTEE INDUSTRIES CYCLES 1-5



Other industries include: Construction, Big Data, AgriTech, Real Estate, LegalTech, Mental Health, Insurance Tech, HealthCare, Government, Computer Information Systems and NGOs



AREAS OF SUCCESS

1.

Product Development

Mentees received Mentor insight as they designed and developed new products/services, and they tested and adapted products to meet market needs.

2.

Marketing

Mentors helped Mentees conduct market research, define customer demographics & behaviors, and analyze market trends. They also worked on finding effective branding, positioning, and marketing strategies to engage with these audiences.

3.

Business Modeling and Development

Mentors provided guidance on structuring and growing the business by helping to identify revenue streams, generate pricing strategies, and create a sustainable business model. Mentees made plans for scaling their businesses and managing resources effectively.

4.

Investment Preparedness

Raising funds and attracting investors can be challenging in any market—especially in an underdeveloped tech ecosystem. From pitching to structuring investments, Mentees gained insight into the investment process and secured impressive funding this year!

5.

Leadership & Management Skills

Mentees reported enhancements in various leadership competencies, including strategic and critical thinking, management and leadership style identification, effective communication, emotional intelligence, delegation, team building, and self-confidence. They implemented new management methodologies, hiring initiatives, and operational plans.

MENTOR SPOTLIGHTS



Gai Hetzroni

CEO, ISRAELI PALESTINIAN CHAMBER OF COMMERCE

Being a Mentor to Palestinian Entrepreneurs is my small contribution to a better world for my kids and an invaluable way to enrich my own network and knowledge.



Joséphine Kant

SERIES A PROGRAM MANAGER, Y COMBINATOR

Mentoring with PMP allows me to apply my expertise to a region with a lot of economic and business potential. Palestine is unique in its opportunities and challenges, and supporting my Mentees to build their careers has been such a rewarding and fulfilling experience. I highly recommend PMP to anyone looking to give back and learn in return.



Dr. Sharon Moshayof

MANAGING DIRECTOR AT MOSHAYOF GLOBAL CONSULTING LTD.

As someone who believes in Mentoring and supporting young talent, I am delighted to be a member of the PMP Mentor Pool. I firmly believe in building bridges across the region and am happy to play my small part in doing so.



Khaldoun Shedhadeh

CO-FOUNDER & CFO, QUANTUM COLLECTIVE

Pay-it-forward mentoring at PMP is like being teacher and student simultaneously, coming with the instant reward of meaningful learnings & genuine connections.



Tamar Belkin

VP MARKETING, SIGHTFULL

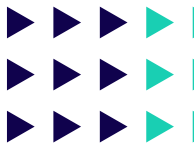
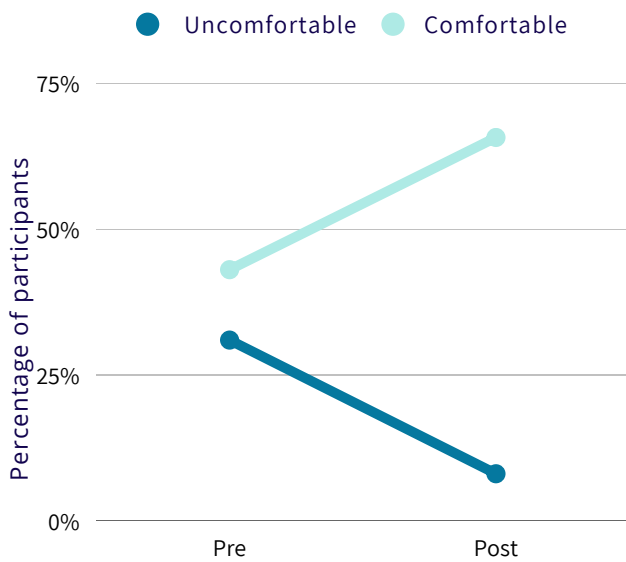
Participating in the Palestinian Mentorship Program has been one of the more gratifying experiences of my career. It was a true pleasure to work with my Mentee. She's such an amazing young woman on the path to success!



SOCIAL IMPACT

Before PIP, 60% of participants surveyed* stated that they had rarely or never had professional relationships with Israelis. After interacting with Israelis through PIP, participants experienced a considerable change in several social metrics, including their comfort traveling in Israel, views of cross-border work, and perceptions of Israeli society.

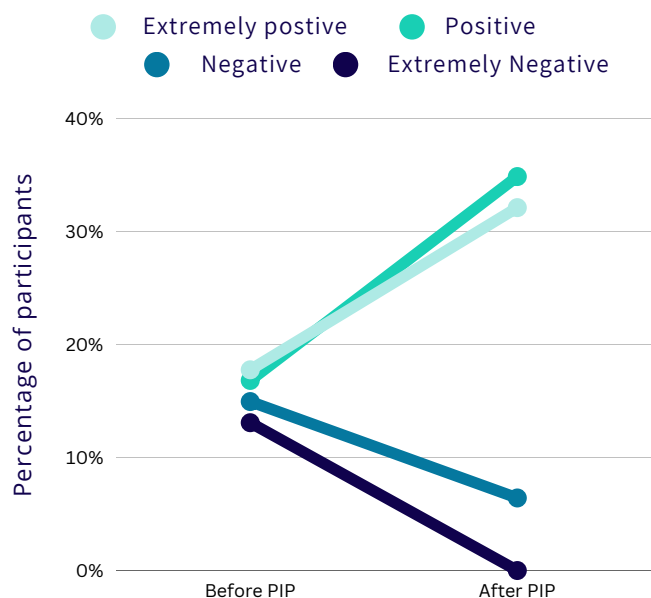
COMFORT TRAVELING IN ISRAEL TO WORK WITH ISRAELIS



PIP evolves the relationship between our two societies, while giving a people who are usually closed off to opportunities the chance to engage with global companies. Most importantly, PIP gives us a chance to know new people.

Amjad Abdelaziz, Cycle 14

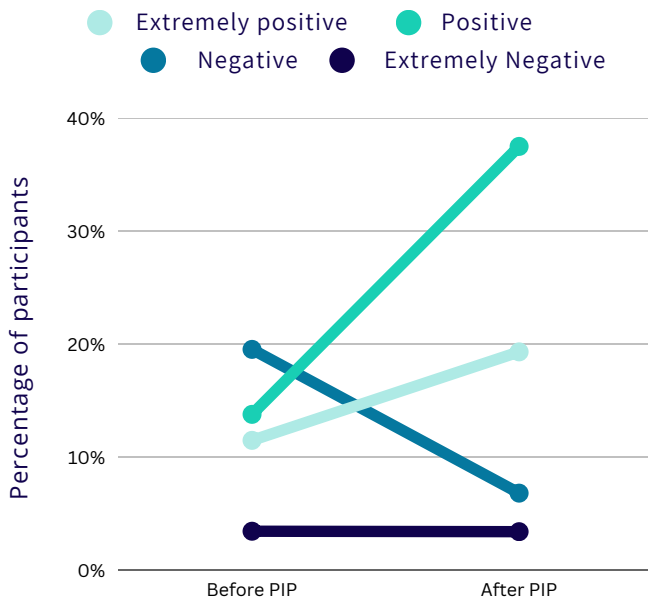
VIEW OF CROSS-BORDER WORK



*133 participants surveyed from PIP and PMP



PERCEPTION OF ISRAELI SOCIETY



I joined PIP to widen my professional network. I was looking to strengthen my career path. I felt that the high-tech world was "far away" and unreachable. But with PIP, I realized it was attainable: it was "right next door".

Izzeddin Teeti, Cycle 11

TEAMS AT

43

ISRAELI COMPANIES WORKED WITH A PALESTINIAN FOR THE FIRST TIME THROUGH PIP



I feel comforted knowing there are opportunities in the Israeli market for me. I only have this feeling because of a strong mediator that supports my employment and my existence in Israel: PIP.

Anonymous, Cycle 13



ALUMNI SUCCESS STORIES



Ibrahim Tahayna



PIP has changed my life. When I graduated, the opportunities to find a job were very limited. I felt upset, and helpless. Once I was accepted to PIP, amazing people helped me prepare for the job market. Interning as a React Developer was the best work experience I have ever had. Everyone was supportive and positive, and I work at Amal to this day as a Developer.



Mahmoud Khweis



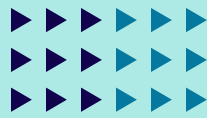
My vision is to start a hi-tech ecosystem for East Jerusalem by establishing a tech company in the heart of Jerusalem. I want our youth to be exposed to it and encouraged to study STEM. Tech is their future, and they have the right to access tech in their own city. My Mentor, Gai Hetzroni, guided my team and me to access and navigate the tech ecosystem. He gave me the right tools to develop my idea. Many of our successes would not have happened had PMP not connected me with Gai.



Dalia Hajhamad



PIP's programming was very valuable to me. My PIP Internship with Gulf Red Med took me to Dubai. The experience was very challenging, but it had a huge impact on my growth. The skills I learned in PIP's workshops influence how I approach projects that I am working on now. I've found that when I'm required to learn new skills today, it is less difficult and intimidating because of the experience and abilities I gained during my internship.



Evlin Ellati



This Internship was a huge opportunity for me to join a company like Pitango, which has an incredible history in the Venture Capital industry. After my Internship, I was hired by Pitango as a Value Add Analyst. I am grateful to work with a team that has exceptional experience and background in the field. Thank you, Pitango and PIP, for this opportunity!



Arafat Arafat



During my six-month Internship as an Internet Project Manager, I experienced significant personal and professional growth. My role was to build infrastructure to connect remote Palestinian communities to internet access. This challenging work honed my technical, leadership, and communication skills. I learned the value of effective project management and teamwork. I am deeply grateful for the supportive mentors and colleagues at my host company who helped shape my journey. I wholeheartedly recommend PIP to anyone seeking meaningful growth in a dynamic environment.



Mariam Wajeh Alawar



My biggest dream has now come true. My small company has grown to 20 employees since joining PMP. We manage digital marketing services for a variety of markets, and have earned success in the e-commerce space. PMP helped me to establish KPIs and my management methodologies. Today, we have more than 20 clients- an amazing evolution since my introduction to PMP!

HOST COMPANIES



 pitango

 NIMD
Noninvasive Medical Devices

 eToro

 Medisafe
Your health in your hands

 lool
VENTURES

 REDEFINE
MEAT

 haystack

 CISCO

 MOREVC

 Healthy.io

 Westham
CO.

 GHIS

 voiceitt

 iMAGRY

 Microsoft

 colabo

 kalytera

 WebTeb

 enabley

 evolero

 colabo

 kalytera

 FUGU

 TrainPain
Digital Therapeutics

 Upsellon

 SciPlay

 intel

 yamsafer

 Feelit
The value of feeling

 BEYOND

 Obscure
GAMES WITH HEART

 Gulf Red Med
Civil Agency for Regional Cooperation

 HIRO

 ALPHA
omega
Defining Neuroscience Technology

 Google

 XLN
by the Reut Group

 Urecsys

 Circles



THOMSON REUTERS

 MC
MASSCHALLENGE

 FREIGHTOS
Smooth shipping

 takwin

 ELAD
TECHNOLOGIES

 ZORA
VENTURES

 دافسات
DAWSAT

 OurCrowd

 teva

 Revelator

 GROVE
VENTURES

 Myndlift

 OurCrowd

 START-UP
NATION
CENTRAL

 NfX

 Datumate
Geomatics Expert Systems

 MobileODT
Mobile Optical Detection Technologies

 GEO
formation

 startAFIRE

 GGTUDE

PIP'S PARTNERS



Nir Heimann

CTO & CO-FOUNDER

PIP opened a door for us to recruit from a talent pool we could never otherwise reach. They set clear expectations and created a streamlined process to make it non-cumbersome to hire a Palestinian from the West Bank. We also liked the flexibility in the Internship length, so our Intern had the time to learn about our product and how to work on our team. We really enjoyed working with the PIP Intern and plan to hire other Palestinians in the future. Most importantly - our company believes in what PIP is doing. It is the most productive way to do something good in the region. PIP is building bridges in the Middle East.

Karin Shlomo

OPERATIONS MANAGER

Our experience with PIP has been extremely positive. Non-experienced individuals face more challenges when paving their way in the industry, and young Palestinians come across more immense barriers and fewer opportunities. As an organization, we are committed to fostering the growth and development of young talent and promoting diversity. The PIP interns brought fresh perspectives, innovative ideas, and valuable skill sets. They settled in quickly and became valued team members, building strong professional and personal relationships with their colleagues and contributing to a positive work culture. It's a win-win overall and a highly recommended program!



Chemi Peres

MANAGING GENERAL PARTNER & CO-FOUNDER

We were privileged to work with Nataly Yousef through PIP. Nataly is passionate about venture capital and impact investing and came to us with energy and passion that is contagious. She immediately started working on impact projects and gradually worked with our whole team in reviewing investment opportunities and value creation. The match done by PIP between Nataly and us was perfect, and indeed after a few months, Nataly accepted an offer to join our team on a full-time basis. This is the best proof of finding the right person for the right job. She is hard-working, motivated, smart, and dedicated, and we couldn't be happier to have her on our team. She is living proof that diversity is important for companies. Thanks, PIP, for this perfect match.



PIP BOARD



YADIN KAUFMANN (Chairman of the Board) founded the Palestinian Internship Program in 2014. Yadin has been involved in venture capital since 1987. He is the founder of Veritas Venture Partners, an early-stage Israeli venture fund management company, and of Sadara Ventures, the first fund investing in early-stage Palestinian technology companies. Yadin founded and is Chairman of Tmura, a leading non-profit organization in the Israeli high-tech sector. In 2017, Foreign Policy named Yadin one of its 50 “Global Thinkers”.



ABED NASHEF is the managing partner at NAS&Co., a boutique business law firm he co-founded, and is an Of Counsel at Pearl Cohen, an international law firm which operates from offices in Tel Aviv, NY, Boston, LA and London. He focuses his practice on diverse areas of corporate and commercial law, with particular focus on cross-border transactions, venture capital financing and acquisitions and representing entrepreneurs and venture-backed start-ups. Abed is involved in a number of non-profit organizations and initiatives focusing on fostering technology and entrepreneurship.



MAYSA BARANSI, a human rights and a peace activist, co-founded All for Peace radio, the first Palestinian-Israeli Peace radio station, and served as its Executive Director for over ten years. She currently serves on the board of a number of organizations, including JEST Hub in Jerusalem, Alliance for Middle East Peace, and Kids 4 Peace. Maysa since worked in the fields of CSR, PR and entrepreneurship at BCI Group, a leading telecommunication company in Palestine, Jordan and the UAE.



HANI ALAMI is CEO of Coolnet, one of Palestine’s leading providers of broadband and communication technologies. With multiple acquisitions and mergers in the telecom sector, he leverages his experience and network to mentor and support emerging entrepreneurs. In 2015, Hani established JEST (Jerusalem Entrepreneurs for Society and Technology), the first entrepreneurship center and hub for startups in E. Jerusalem. JEST, which works closely with PIP, promotes technology and the culture of innovation, emphasizing programs for women and youth.



JESSE DIVON is a strategy & commercial growth specialist in the tech sector, currently at Placer.ai. He has consulted widely on projects relating to economic development and international cooperation in the Middle East. From 2016 to early 2018, he served as PIP’s Program Director. Jesse studied a BA in Middle Eastern & Islamic Studies with Arabic at Cambridge University and an MBA at Tel Aviv University. Originally from the UK, Jesse lived in Israel for ten years before moving to the United States where he now resides.



TALLY ZINGHER, an attorney and technology consultant, is CEO of Dawsat, a weight loss and wellness solution based on the traditional Middle Eastern diet. Previously, she was managing director at Blue Laurel and the co-founding managing director of the MENA Investment Network. Tally also practiced corporate law at Cleary Gottlieb Steen & Hamilton, including a secondment with Istithmar, the sovereign wealth fund of Dubai. With expertise in Middle East economic development, she is a term member of the Council on Foreign Relations.



RON AVIV is a multidisciplinary manager with particular focus on impact, diversity and inclusion. As Managing Director of Hybrid, an Israel-based accelerator for Arab-led startups, Ron advised dozens of early-stage entrepreneurs who went on to raise \$5M to date. Prior to that, he served as CEO of Robus, a marketing and consulting firm focused primarily on law firms. Ron holds an MBA from INSEAD, as well as an LLB an BA in Law and Government from Reichman University. He is fluent in Hebrew, English and Arabic.

PIP STAFF



ANNA GOL-DEKEL is PIP's Executive Director, responsible for the day-to-day running of the organization. Born in New York City and raised in Toronto, she holds a B.A. in Peace, Conflict, and Justice Studies from the University of Toronto's Munk School and an M.A. in Conflict Resolution from Tel Aviv University in 2016. Prior to joining PIP in January 2018, Anna worked with boutique recruitment firm Venture Talent as an Executive Recruiter for startup and high tech companies in Toronto. Anna specializes in mediation, conflict resolution, and negotiation.

MOLLY KALAT is PIP's Program Manager, facilitating company recruitment, Intern matching, Mentor/ Mentee relationship building, and programming. Originally from Denver, Colorado, Molly earned a B.S. in Economics from Tulane University, minoring in Math and Public Health. She joined PIP in 2021 during her MA in Conflict Resolution and Mediation at Tel Aviv University, during which she became a certified Mediator. Before her MA, she was a teacher in Israeli schools. She's experienced in program design, leadership development, and facilitation.



MOHAMMED ATIRA is PIP's Program Coordinator, responsible for participant engagement and recruitment, programming development, and outreach. Mohammed received his B.S. in Energy and Environment Engineering from An-Najah University, during which he helped found the first chapter of the Association of Energy Engineers in Palestine. Mohammed has 11 years of experience working and participating in international affairs programs and is also a certified dialogue and conflict transformation facilitator.

PIP'S SPONSORS



THANK YOU

PIP thanks our generous funders for 2022: the Charles and Lynn Schusterman Family Foundation, the Jacob and Hila Blaustein Foundation, Bader Philanthropies, and the U.S. State Department's Palestinian Affairs Unit. We also thank our pro bono service providers Pearl Cohen, DLA Piper, and PricewaterhouseCoopers for their invaluable support.

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