

The background of the slide is a dark gray color with a complex, repeating geometric pattern. The pattern consists of overlapping circles and lines that form a series of interlocking shapes, including stars and polygons, reminiscent of Islamic geometric art. The lines are thin and light gray, creating a subtle texture against the darker background.

# Embracing Diversity: Creating a Welcoming Environment For Muslim Team Members

# Speakers



Ola Makhlouf



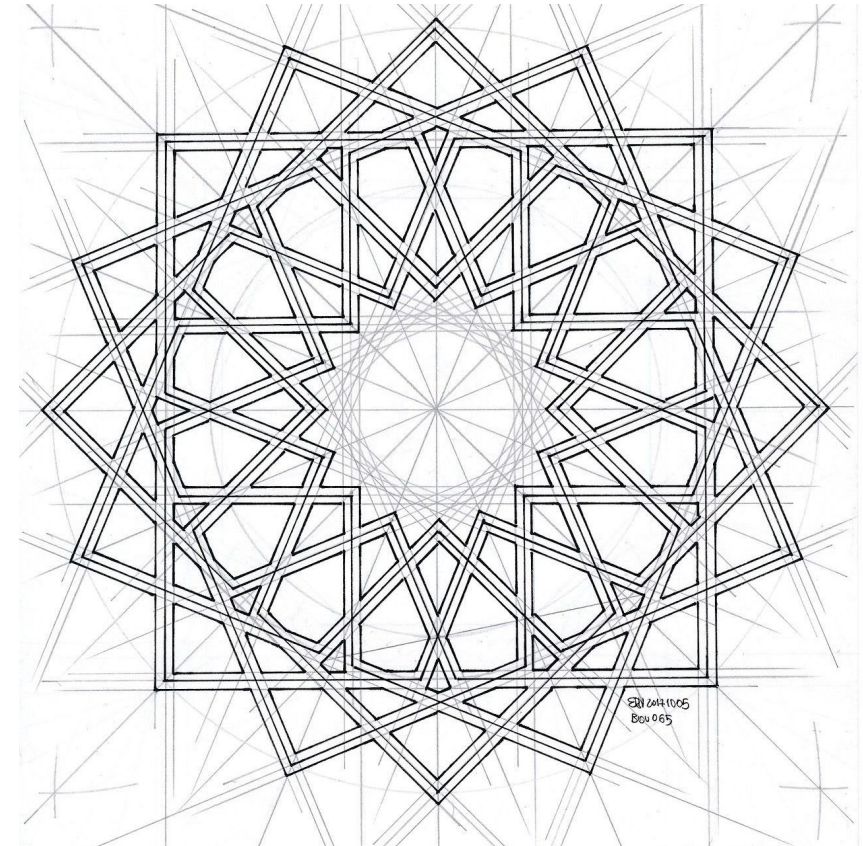
Mohamed Alsadek



Ala Salehi

# Agenda

- Introduction
- Understanding Religious Practices
- Challenges Faced by Muslim Employees
- Strategies for Creating a Welcoming Environment
- Conclusion
- Questions





# Understanding Religious Practices

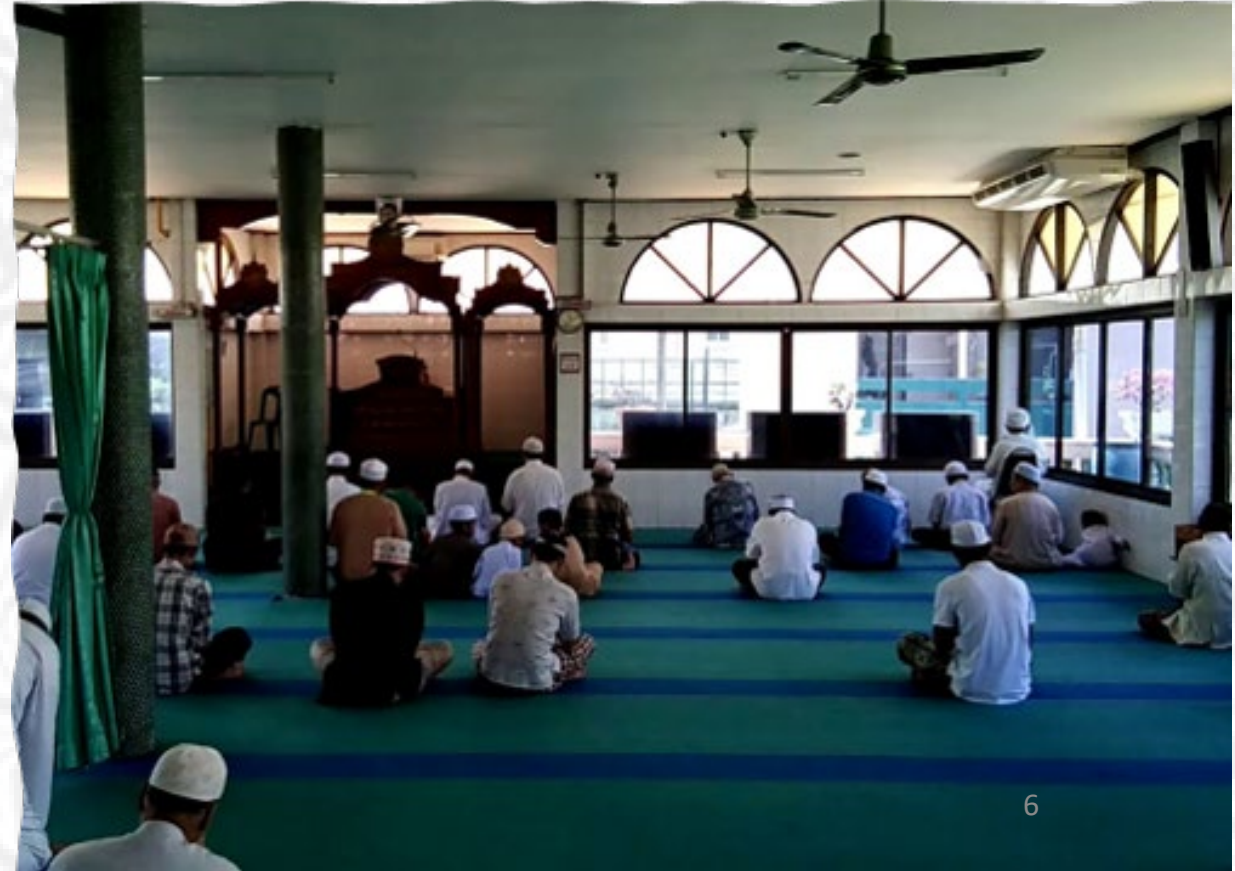
# Why is it important?

- Diversity and Inclusion
- Retention and Recruitment
- Employee Well-Being and Satisfaction



# Prayer

- Recognizing and Accommodating Prayer Needs
- Friday Congregational Prayer (Jum'ah)



# Gender Interactions

- Understanding Cultural Norms
- Respecting Preferences for Not Shaking Hands



# Dress Code and Appearance

- Importance of Dress Code in Islam
- Understanding Hijab and Beard
- Promoting Respect and Inclusivity





# Fasting Observances

- Significance of Fasting in Islam
- Timing and Duration of Ramadan
- Accommodating Fasting Observances in the Workplace



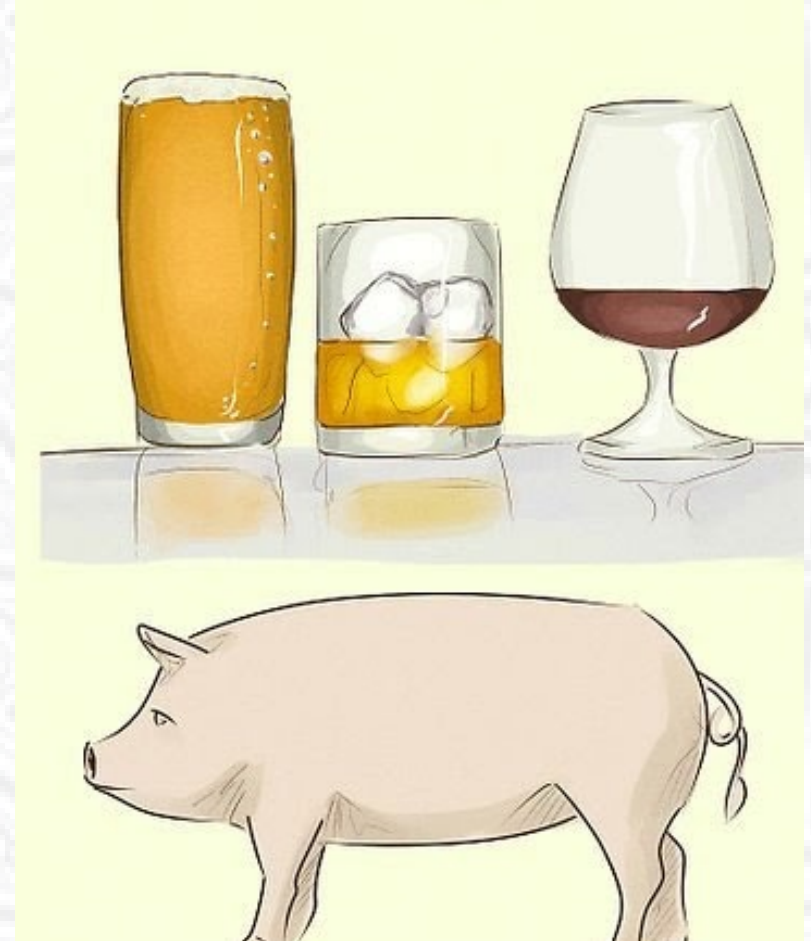
# Time Off for Religious Holidays

- Recognizing Religious Holidays
- Flexible Work Arrangements



# Handling Certain Goods

- Understanding Dietary Restrictions
- Offering Alternatives or Exemptions for Handling These Items





# Challenges Faced by Muslim Employees

# Workplace Discrimination

## Definition

- Unfair Treatment Based on Muslim Faith or Perceived Association with Islam.

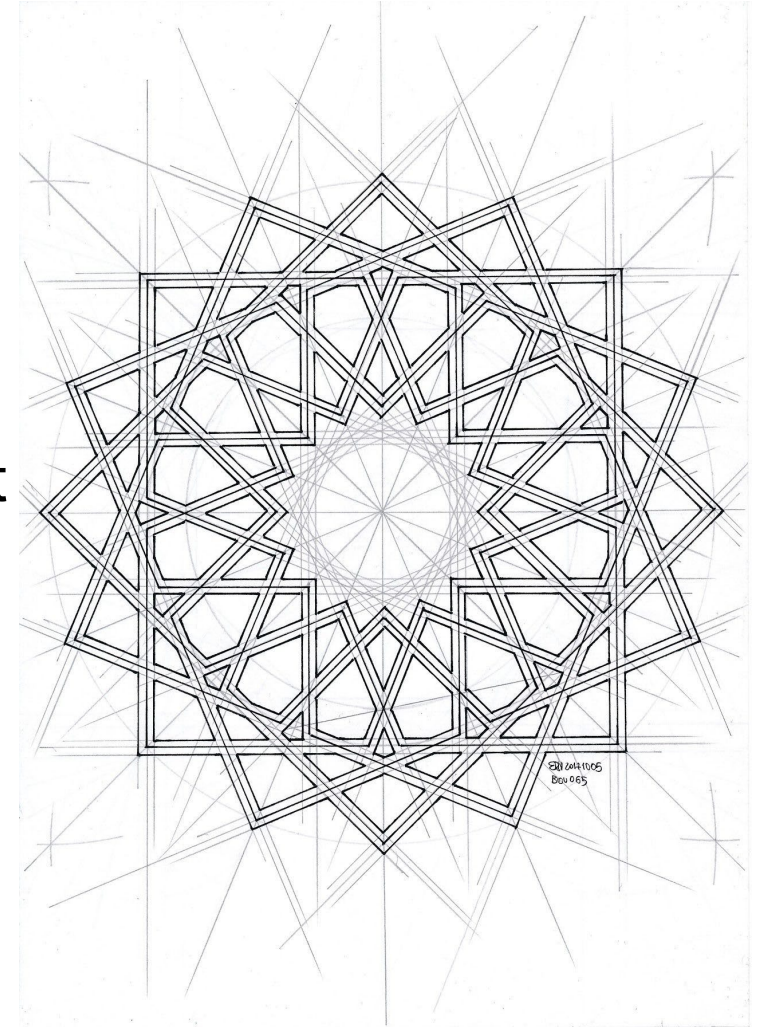
## Causes

- Prejudice and Stereotypes
- Political and Social Climate
- Cultural and Religious Differences
- Individual Bias



# Understanding the Impacts

- Decreased job Satisfaction and Engagement
- Psychological Stress and Mental Health Concerns
- Reduced Productivity and Performance
- Higher Turnover Rates and Difficulty Retaining Talent

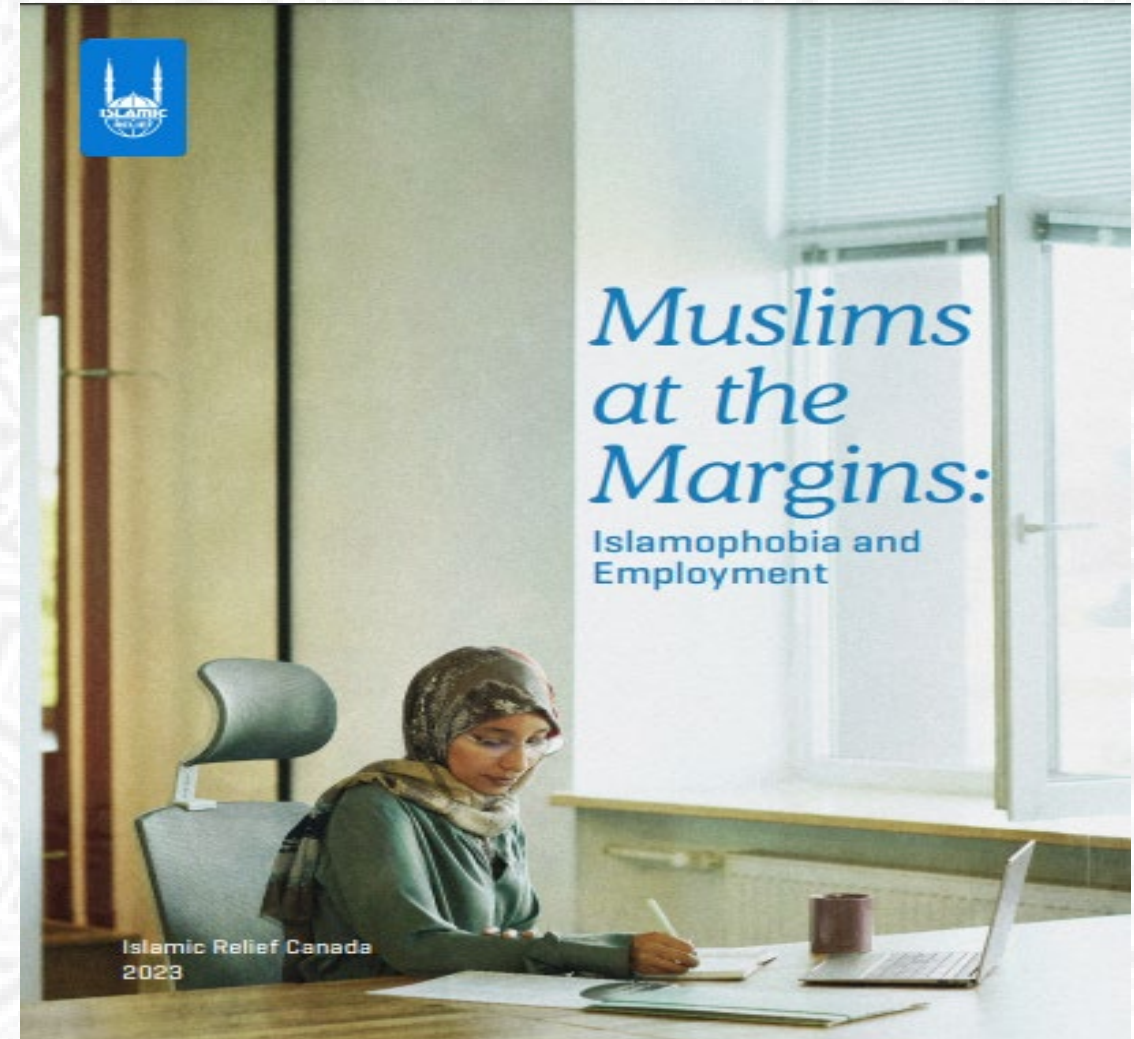


# Study About Workplace Discrimination

A report by Islamic Relief Canada,  
Reveals Alarming Discrimination in  
Canadian Workplace Experiences.

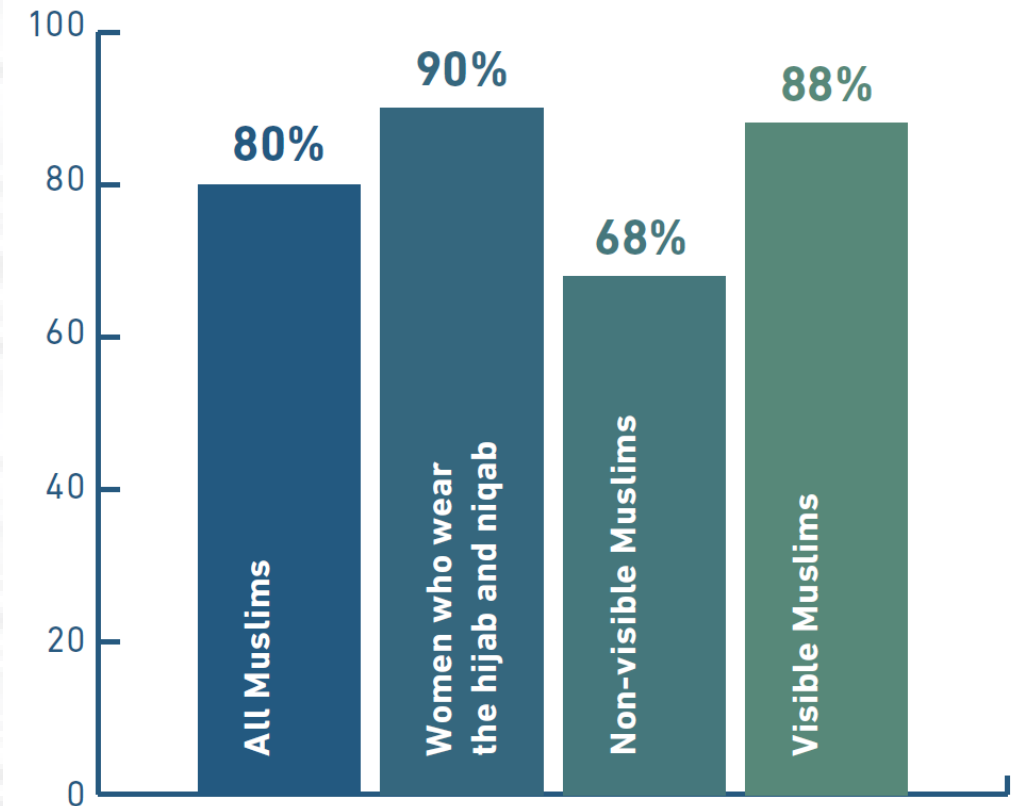
[https://issuu.com/islamicreliefcanada/docs/islamophobia\\_report](https://issuu.com/islamicreliefcanada/docs/islamophobia_report)

[https://www.islamicreliefcanada.org/fr\\_CA/media/statement-5/canadian-muslims-facing-discrimination-and-systematic-barriers-in-canadas-labour-market-35](https://www.islamicreliefcanada.org/fr_CA/media/statement-5/canadian-muslims-facing-discrimination-and-systematic-barriers-in-canadas-labour-market-35)



# Key Findings in the Study

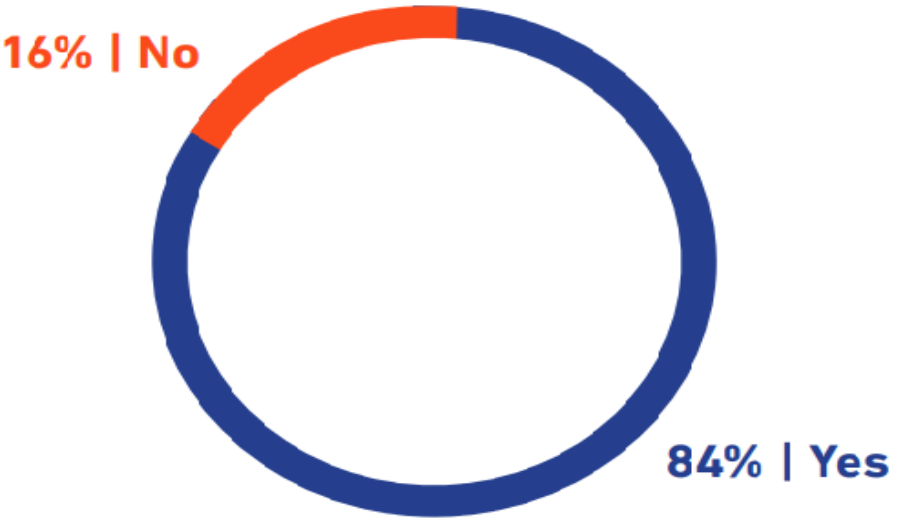
- 80% participants perceive their Muslim identity as hindering career growth
- Hijab or niqab-wearing women experienced the highest workplace Islamophobia
- 60% didn't report discrimination, fearing social repercussions



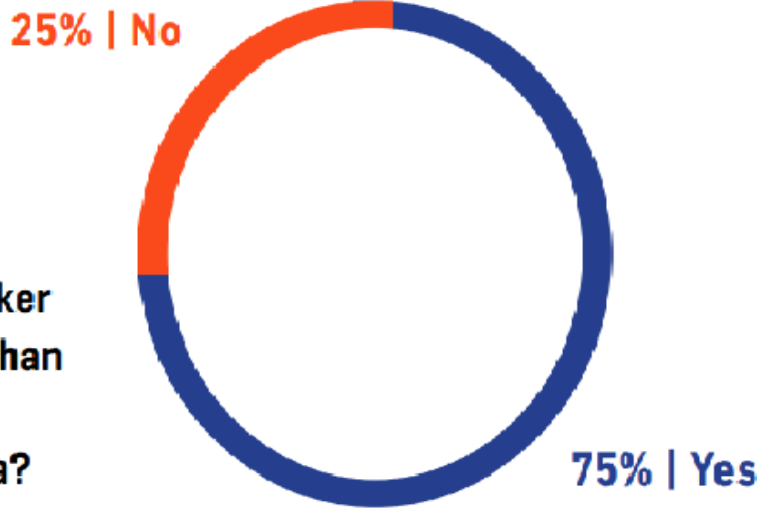


# Key Findings in the Study

**Self-reported Experiencing Informal Discrimination in the Workplace (all Muslims)**

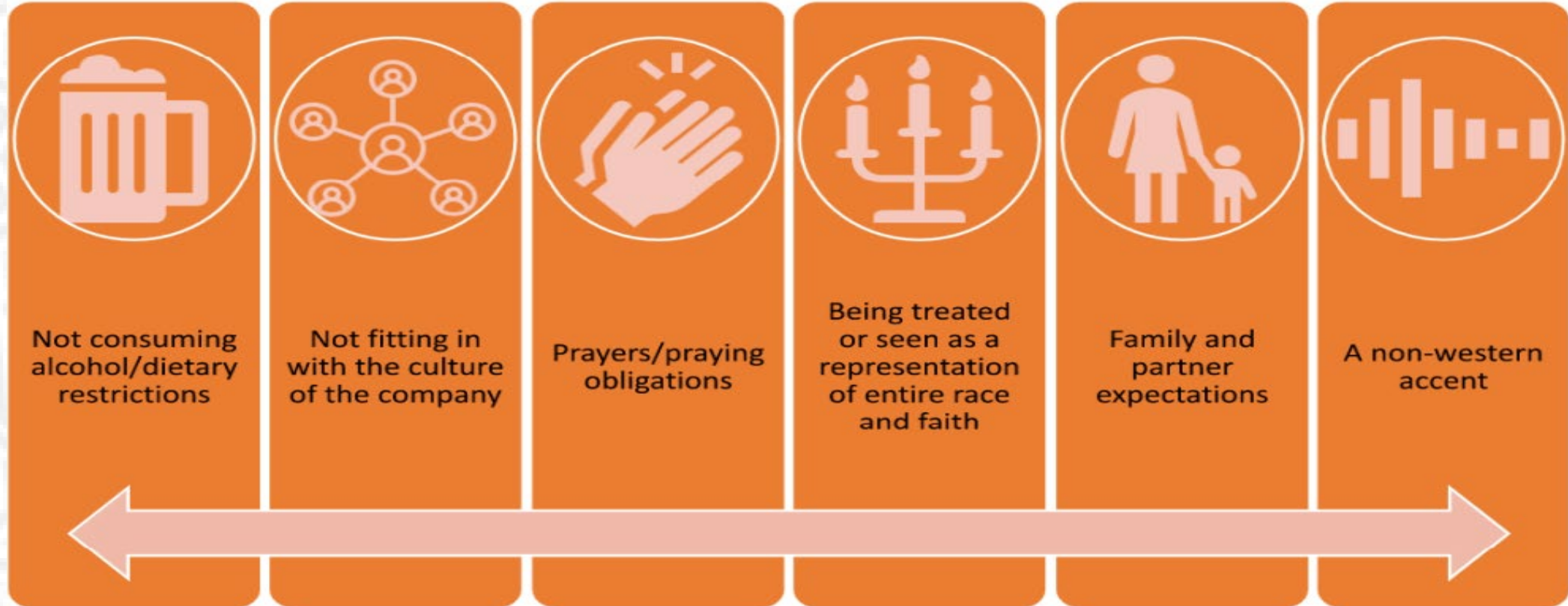


**Do you feel that your experience as a Muslim worker in Quebec is more difficult than the experience of a Muslim worker in the rest of Canada?**



# Key Findings in the Study

- Muslims reported not consuming alcohol as the most common barrier to inclusivity and advancement in the workplace



# Muslim Canadians Stories

“Being asked if I’m Bin Laden’s daughter.”

“When I asked a supervisor for a religious holiday off, they replied that it was not a religious holiday in this country.”

“On 9/11 I was walked up [to] and told happy birthday.”

“I always feel like I have to be the face of the entire religion when there is such little diversity at work. Anything and everything I do is being hyper-fixated on by others, all waiting for me to do something wrong. I always feel ostracized and separated from others.”

“At a previous role, I grew a beard over the Christmas holidays (I was previously clean shaven.) When we returned to the workplace in January, I was told that I looked like a terrorist, and then a (white, female) co-worker pulled up photos of the 9/11 hijackers and said ‘You’d fit right in.’”

“A patient in our oncology clinic asked out loud if I can work in the clinic wearing that — meaning the hijab. Another time, a patient asked if my husband approved of me working or if I was going against my religion while working as a nurse and talking to male clients.”



# Strategies for Creating a Welcoming Environment

# Recommended Courses of Action



EDUCATION AND  
AWARENESS



EMPLOYER PRACTICES  
FOR INCLUSIVITY



REPRESENTATION  
AND VISIBILITY



COMMUNITY  
ENGAGEMENT

# 1. Education and Awareness

- Cultural Competency Training for Organizations
- Community Workshops on Islam and Muslim Culture
- Encouraging Interfaith Dialogue and Understanding



# 2. Employer Practices for Inclusivity

- Implementing Inclusive Hiring Practices
- Providing Religious Accommodations in the Workplace
- Establishing Anti-Discrimination Policies and Training
- Inclusive Leadership
- Establishing Employee Affinity Groups for Muslims and Other Minority Communities



# 3. Representation and Visibility

- Promoting Diversity in Media and Advertising
- Supporting Muslim Participation in Decision-Making Roles
- Celebrating Muslim Heritage and Contributions to Canadian Society



Zainab (MaameYaa Boafo) and Ramy (Ramy Youssef) appear in an episode of "Ramy." Craig Blankenhorn/Hulu



# 4. Community Engagement

- Engaging in Outreach Programs to Build Trust and Solidarity
  - Pop up hijab at blonde inc.
  - Atlantic Superstore: initiative to help welcome new Syrian Neighbours



# Muslims in a Diverse Workplace

- Know and assert your rights professionally
- Reflect the best qualities of Islam
- Embrace diversity and value colleagues' perspectives
- Be active in your community and uphold professional standards

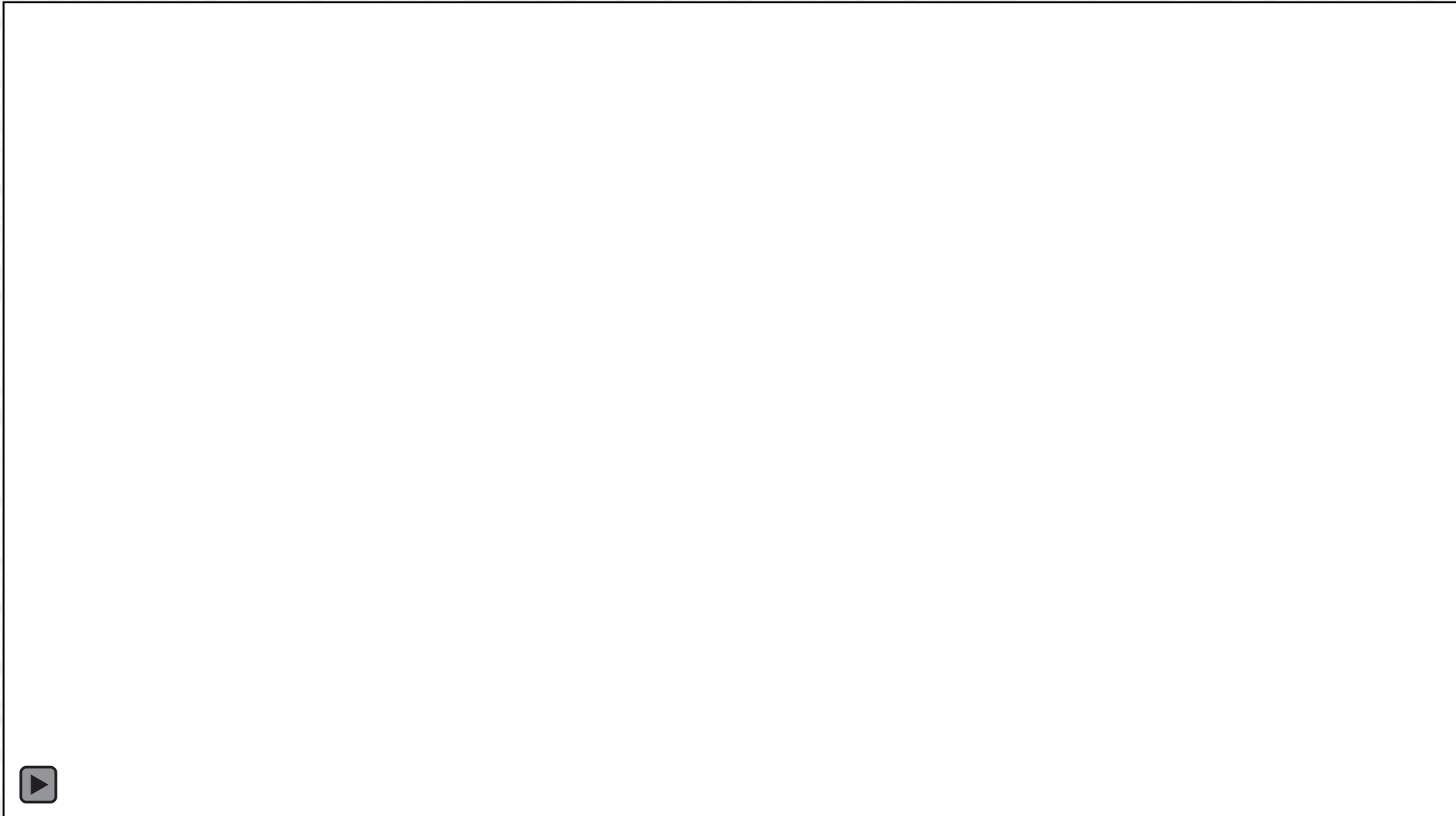


# Conclusion

- Respecting religious practices fosters diversity and inclusion
- Establishing policies around cultural and religious differences is crucial
- Encouraging open communication among employees fosters understanding and belonging
- Mutual acceptance of diverse cultural practices enhances workplace productivity and harmony



I'm Muslim, But Not ...





Questions?



Thank You!

