



**Canadian
Muslim Women:
Discrimination,
Sexism and
Misperceptions**

The Goal of The Presentation

- Provide insight into lived experiences of Muslim women.
 - Highlight tangible steps HRM can take now.
 - Have a conversation with you and answer your questions.
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Visibly Muslim Women: The Recent Tragedy

- On June 6, 2021, four members of the Afzaal family were murdered in London, Ontario in a hate-driven Islamophobic crime.



Visibly Muslim Women: Life After an Attack

- Hate-motivated attacks on Canadian Muslims trigger a chain reaction of other attacks.
 - This is worse for Black Muslims and visibly Muslim women.
- More Muslims have been killed in targeted hate-attacks in Canada than any other G7 country in the past 5 years.

Visibly Muslim Women: Some Statistics

- Muslim women encountered more difficulties in the labour market than any other community.
- Black Canadian Muslim women report the highest percentage of discriminatory experience.



Visibly Muslim Women: Real Stories, Real People

- The “**Digital Anti-Racism Education Project**” invited women, girls, trans and non-binary individuals to share their experience of Islamophobia.
- The evident trend shows that Muslim women experience workplace **discrimination, harassment** and **assaults on public property** and are often discriminatorily **stereotyped**.

A person wearing a white protective suit, a beige head covering, and blue gloves is seated at a desk in an office. They are looking at a computer monitor and have their hand on a keyboard. The desk is cluttered with papers, a printer, and other office supplies. In the background, there are shelves with binders and a framed poster that says "Be Intelligent". The word "Recommendations" is overlaid in large, white, italicized font across the center of the image.

Recommendations

Recommendation 1:

Use public awareness campaigns to tackle misinformation and misperceptions.

- An effective preventative approach to correcting misinformation and misperceptions.
- This can be achieved by using social media campaigns and/or celebrating the accomplishments of Haligonian Muslim women.

Recommendation 2:

Institute a requirement for bystander-intervention training for HRM staff.

- Introducing bystander-intervention training for HRM Staff will act as a first step to ensuring that any hate-driven incidents against Muslim women on the City's property can be intervened with safely, by trained professionals.

Recommendation 3:

Leverage the Office of Diversity & Inclusion to support Haligonian Muslim Women

- Arabic is the most spoken language in Halifax. Many Arab speakers are Muslim. Yet, Haligonian Muslim Women struggle to find resources to support them.
- Introduce a focus to dedicate resources to engage with these women, support them and help them.

Recommendation 4: **Look to Other Municipalities**

- The City of Mississauga has unanimously committed to the following resolutions:
 - Review and **implement recommendations from the National Action Summit** on Islamophobia;
 - Mandate a report **studying concrete actions** that the City can take to combat anti-Muslim hate and racism.
- HRM should consider making the same commitments.

Recommendation 5:

Engage with Canadian Muslim *Women*

- Decision-makers, project leaders and support systems **must** engage with Canadian *Muslim Women*.
- Canadian Muslim Women and Girls are a diverse group. It is important to listen, reflect and truly engage with the women themselves.



Questions?

Additional Resources

- [National Council of Canadian Muslims \(NCCM\) Recommendations – National Summit on Islamophobia](#)
- [Canadian Council of Muslim Women \(CCMW\) Submission & Recommendations – National Summit on Islamophobia](#)
- [Government of Canada News Release After National Summit on Islamophobia](#)
- [CCMW Report – Engaging Muslim Women: Issues & Needs](#)