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**Item No. 4**  
**Halifax Regional Council**  
**August 31, 2021**

**TO:** Mayor Savage and Members of Halifax Regional Council

**Original Signed**

**SUBMITTED BY:**

\_\_\_\_\_  
Mayor Mike Savage, Chair, Executive Standing Committee

**DATE:** August 24, 2021

**SUBJECT:** Presentation – Canadian Muslim Women: Discrimination, Sexism and Misperceptions

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### **INFORMATION REPORT**

#### **ORIGIN**

August 16, 2021 meeting of the Executive Standing Committee, Item 10.3.1.

#### **LEGISLATIVE AUTHORITY**

Administrative Order One – *the Procedure of the Council Administrative Order*, Schedule 6, Executive Standing Committee Terms of Reference, section 5 (e) which states: “The Executive Standing Committee shall provide a forum to assist the CAO in major initiatives regarding:..(iv) administrative policies” Section 12A (1) states “The executive Standing Committee may hear and consider a submission or representation from any person who wishes to be heard, and each submission will be limited to five (5) minutes.”

#### **BACKGROUND/DISCUSSION**

The Executive Standing Committee received a presentation (Attachment 1), at their August 16, 2021 meeting.

For further discussion on this item, refer to the presentation (Attachment 1).

#### **FINANCIAL IMPLICATIONS**

N/A

#### **RISK CONSIDERATION**

N/A

**COMMUNITY ENGAGEMENT**

The agenda and reports of Executive Standing Committee are posted on Halifax.ca, and draft minutes of the meeting will be made available on Halifax.ca within three business days.

**ENVIRONMENTAL IMPLICATIONS**

N/A

**ALTERNATIVES**

N/A

**ATTACHMENTS**

Attachment 1 – Presentation received by Executive Standing Committee.

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A copy of this report can be obtained by contacting the Office of the Municipal Clerk at 902.490.4210, or Fax 902.490.4208.

Report Prepared by: Jill McGillicuddy, Legislative Assistant 902.483.2810

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**Attachment 1**

**Item No. 10.3.1  
Executive Standing Committee  
August 16, 2021**



**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](#)