

Welcome, Canadian Council of Muslim Women!



How to work together online

- **Put your full name in your Zoom profile**
- **Arrive early to troubleshoot any technology issues**
- **Mute your microphone to avoid feedback**
- **Resist multitasking**
- **Show you're engaged:**
 - **Keep your video turned on**
 - **Questions/comments in chat**

Online Etiquette

  **Audio and video**

 **Names and Pronouns**

 **Closed Captioning**

 **Comments and questions on chat**

 **Breakout Groups**

 **Reactions**

Some Zoom How-To's

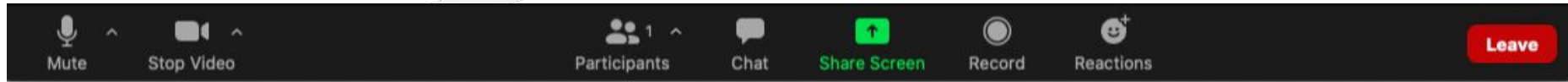
Put yourself on mute if you are not speaking. This will ensure that there is no feedback on the call.



From the participants tab, you may click 'raise hand' to alert your facilitator to a question or comment.



When you are ready to exit the meeting, click leave.



If you are able, join the meeting with your video set to 'on'.



Use the chat feature to send typed messages to your classmates and facilitators.

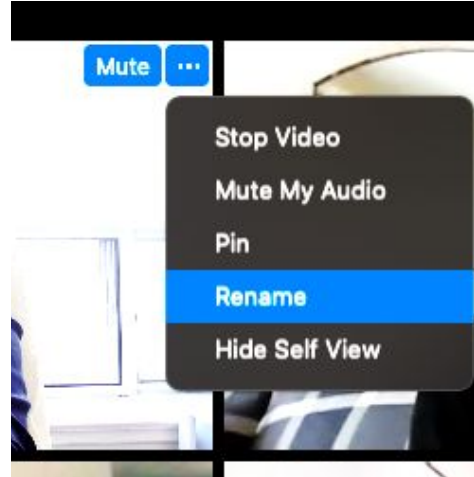
Zoom Gallery View



A screenshot of a Zoom meeting in gallery view. The interface shows a 3x3 grid of nine participants. At the bottom, there is a control bar with icons for Mute, Stop Video, Participants, Chat, Share Screen, Record, Reactions, and a red Leave button. The participants are:

- Olivia Chow (She/her)
- Erica Saunders, She/Her
- Laura Severinac she/her
- George Carter (he/him)
- Duncan (he/him)
- Anonna Hossain (she/her)
- Abby Richards (she/her)
- Judy Haejung Jung
- Nicole Chambers (she/her)

Name Yourself (and add your pronouns) on Zoom



Land Acknowledgement

Tkaronto (TKahr-on-dOnH) or Toronto, is on the traditional territory of Haudenosaunee (HODE-en-oh-show-nee)-speaking nations, including the Huron-Wendat, Petun, Seneca and Mohawk, & was more recently joined by the Mississaugas of the Credit.

This territory is covered by the Dish with One Spoon Wampum Belt Covenant, an agreement between the Haudenosaunee Confederacy and the Anishnaabe (Ojibwe) and allied nations to peaceably share and care for the lands and the relationships around the Great Lakes.

What this means is that by living and working here, we all have a responsibility to the environment and to each other, to treat each other with peace, friendship & respect.



Agenda

Welcome and introduction

Icebreaker

Lecture: Intro to Organizing

5 minutes break

Breakout - Let's get to know you more!

Report Back

Summary of learnings and next steps



Icebreaker- Groups of 3

1 minute for each person to answer the following:

- **Name, where are you from?**
- **What are your expectations from this training?**
- **What do you do?**





Series Agenda

Session 1: Introduction to Organizing (Aug 16)

Session 2: Public Narratives (Aug 23)

Session 3: Recruitment (Aug 30)

Session 4: Strategies (Sept 20)

Session 5: Tactics (Sept 27)

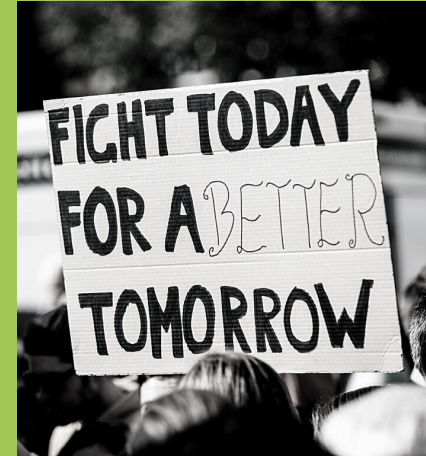
Session 6: Teams and Action Plan (Oct 4)

Pre-Training Survey



ICL's Vision Statement

People seeking social justice create change in Canada by learning practical and effective organizing skills.





Over 100 trainers recruited and developed from diverse cultural and professional backgrounds.



Today's team

Sandra, Dawn, Lyndsay, Felicia, Anam, Amrit

Three Critical Questions

**“If I am not for myself, who will be for me?
When I am for myself alone, what am I?
If not now, when?”**

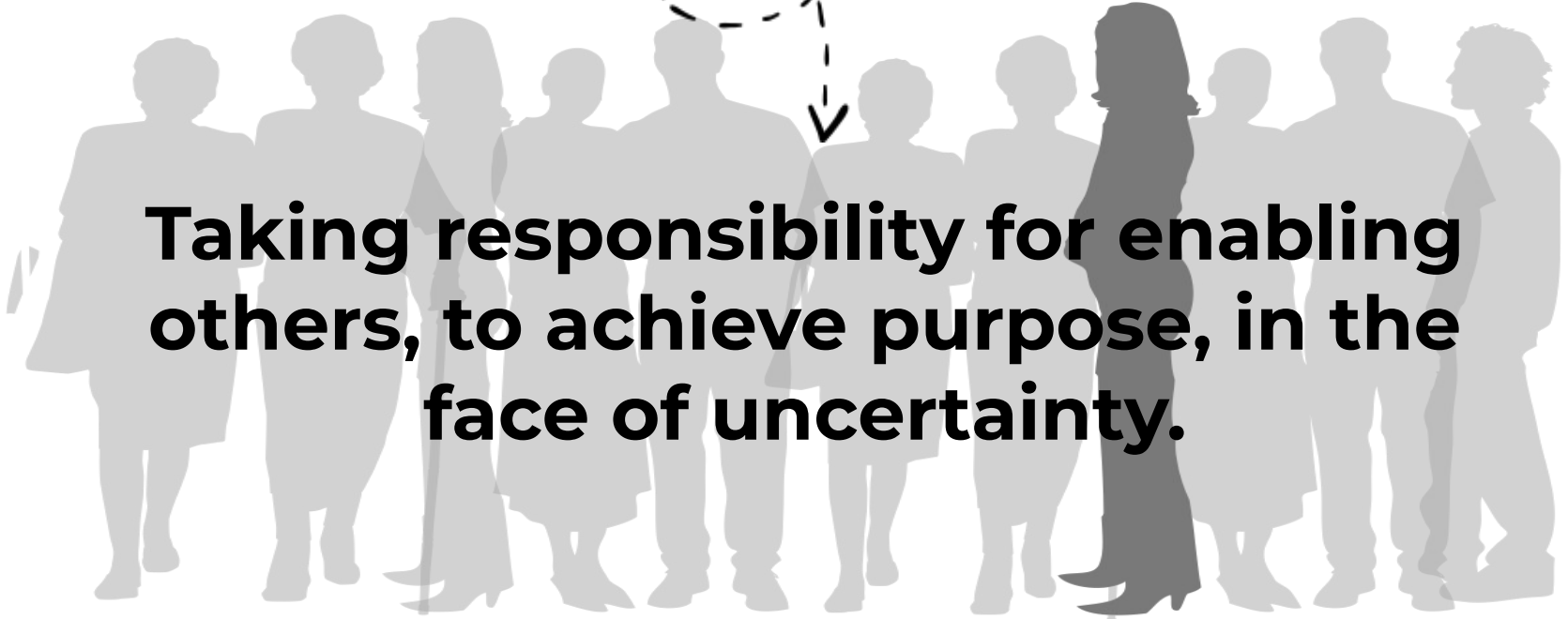
-Rabbi Hillel, 1st Century
-Rabbi Simeon Sage, Pirkei Avot



Leadership



Taking responsibility for enabling others, to achieve purpose, in the face of uncertainty.



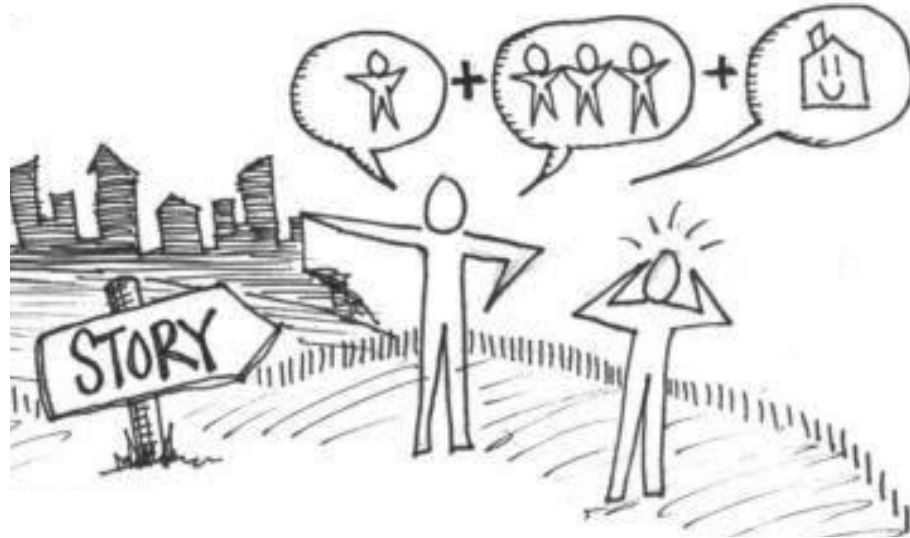
**Leadership that enables your
people to turn their resources
into the power they need to
make the change they want.**



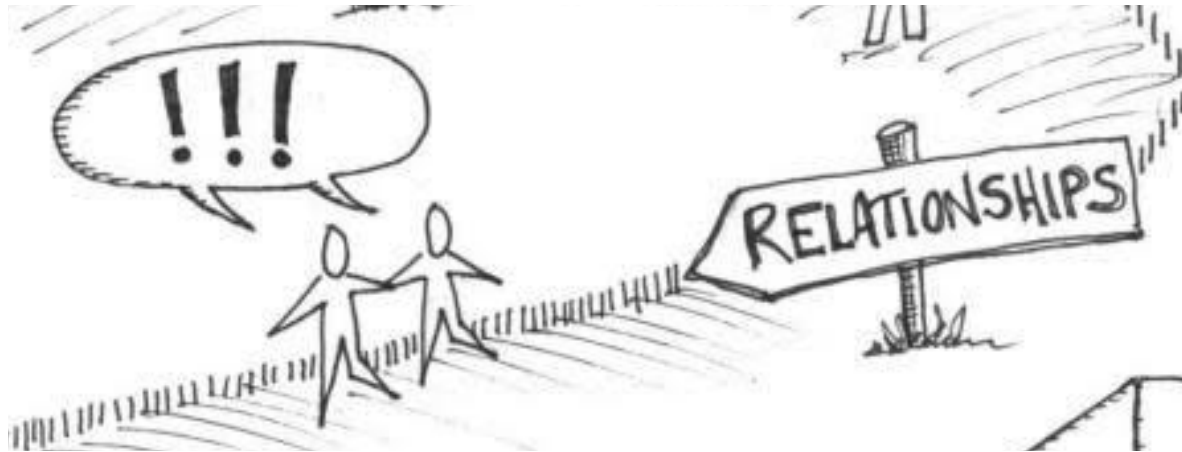
Change: What is the Problem?



Public Narrative: My Story



Building Relationships



***Who are your People?
(Constituency)***

Structuring Leadership: Building Teams



Strategizing

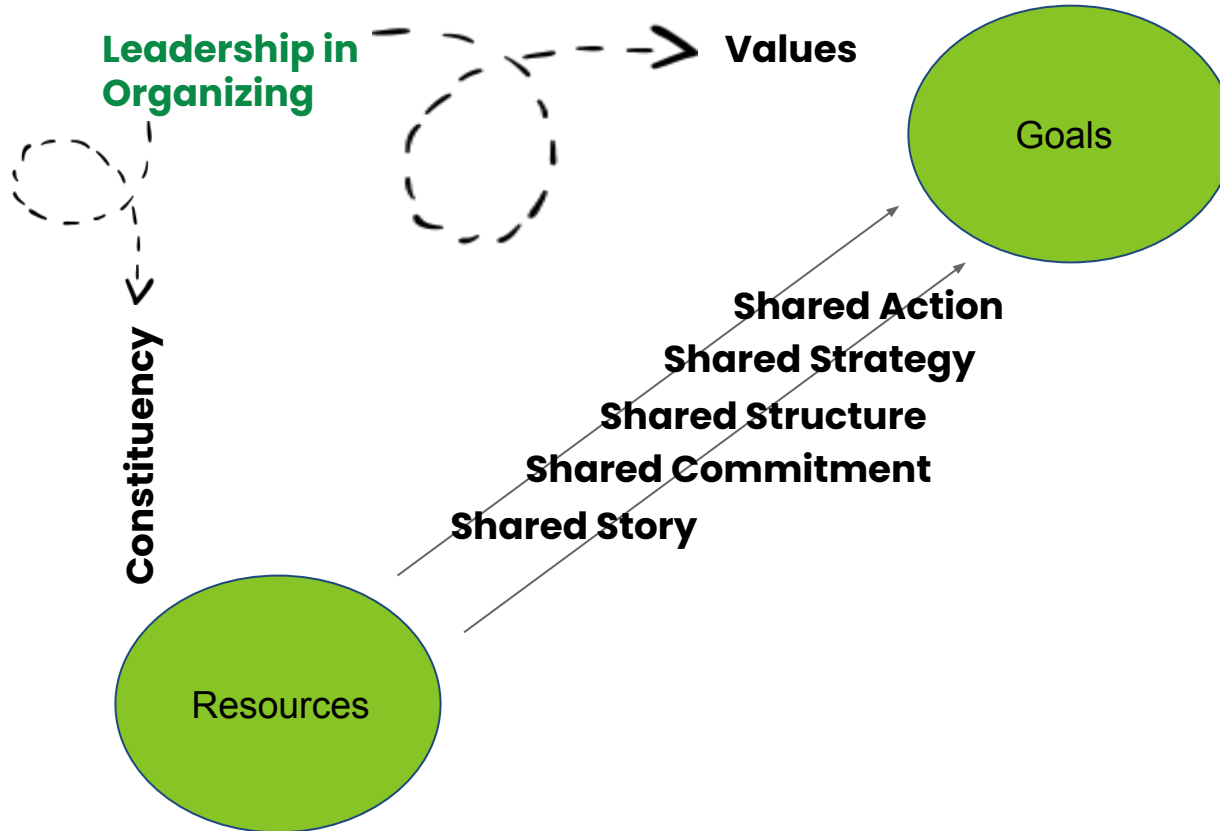
How can we turn what we have (resources) into what we need (power) to get what we want (achieving goals)



Action: Mobilizing and Deploying Resources



What we will Learn



Practices of Leadership



Building Power

- Story
- Structure
- Relationships



Using Power

- Strategy
 - Action
- 

Leadership in Action



Taking responsibility for enabling others, to achieve purpose, in the face of uncertainty.



People



Community

A group of people with shared values or interests



Constituency

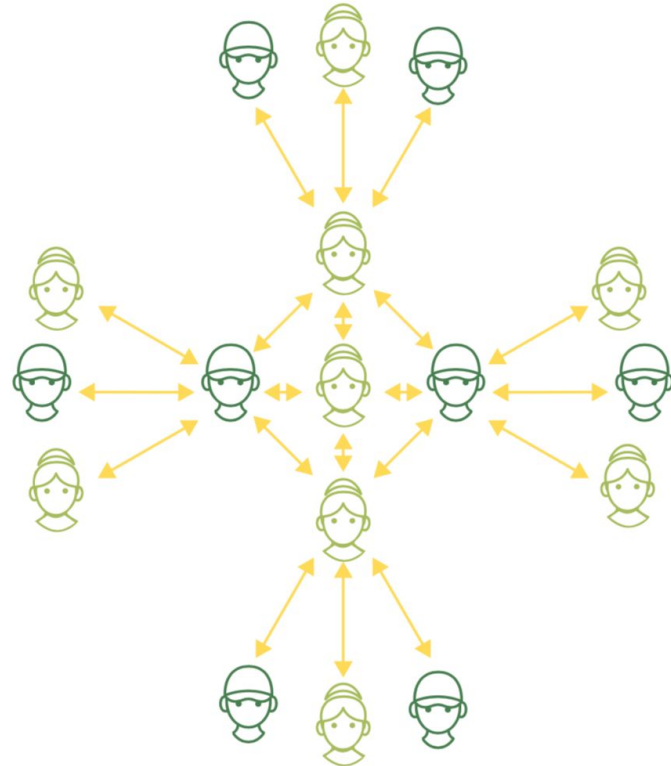
A community of people working together with a common purpose



People

Snowflake Model:

- distributing leadership
- developing new leaders



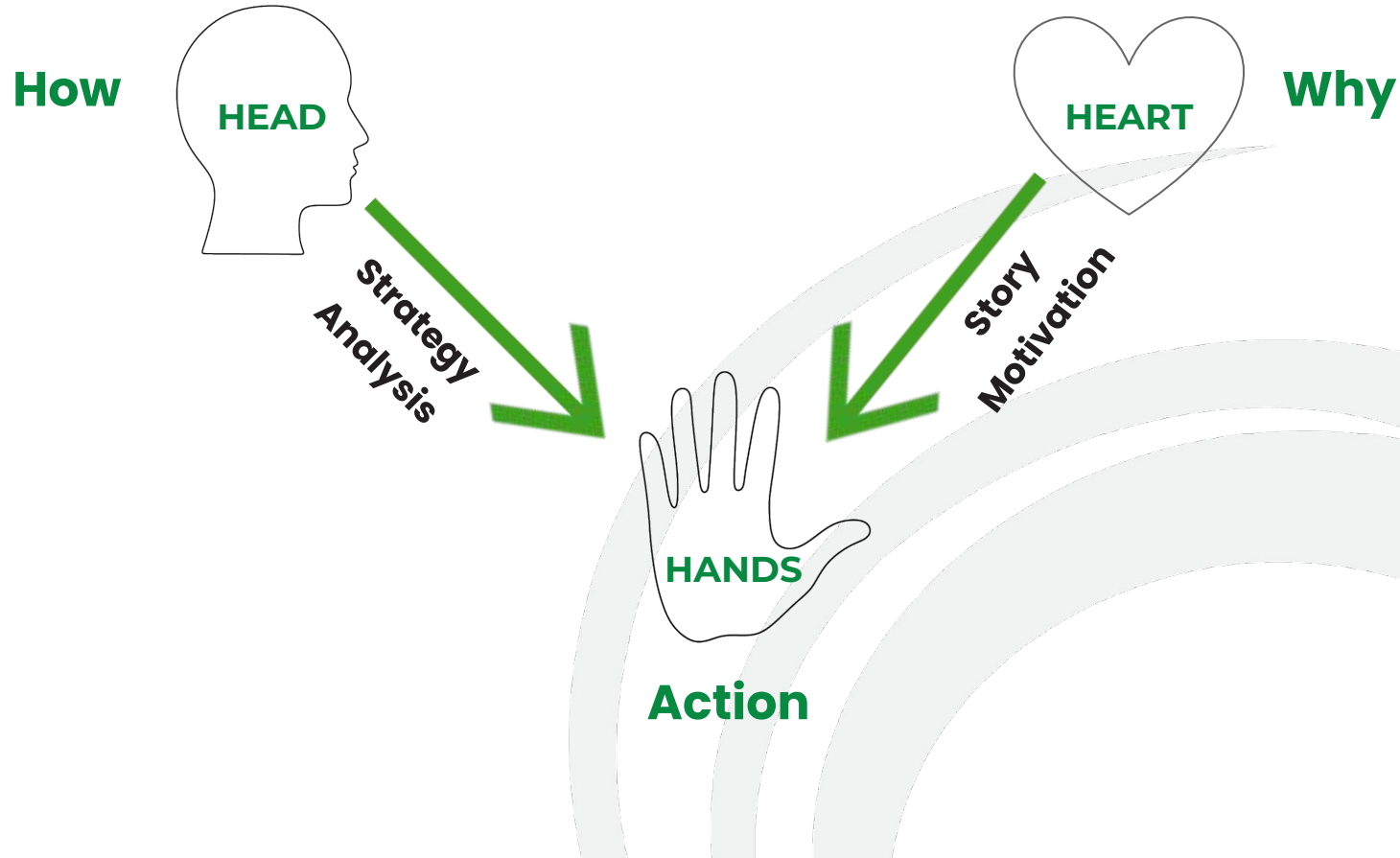
Power



In organizing we assume injustices exist because of an imbalance of power

The challenge of an organizer is to turn resources of our people into power

The Role of Stories in Organizing



Change



Clear goals that create concrete change in the world

A decorative graphic in the bottom right corner of the slide, consisting of three overlapping, light gray curved lines that sweep upwards and to the right, creating a sense of movement and depth.

Organizing Sentence

**We are organizing (WHO -
constituency)**

To do (WHAT - measurable goal)

Through (HOW - tactics)

By (WHEN - timeline)



Go Back to China

Toronto Sun 2014



Toronto Sun 2014





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CANADIAN Illustrated News

Vol. XIX.—No. 17.

MONTREAL, SATURDAY, APRIL 26, 1879.

SINGLE COPIES, TEN CENTS.
10 PER YEAR IN ADVANCE.



THE HEATHEN CHINESE IN BRITISH COLUMBIA.

Amos in Quebec, &c. — The Love of the World or the Love of Mankind. — HEATHEN CHINESE — Why you wonder me often!
A. D. C. — Because you can't or won't associate with us. — HEATHEN CHINESE — What is done? — A. D. C. — You won't drink whisky, and talk politics and vote like us.

C-1512

NUMBER
85605

NEW C.I. SERIES
5

DOMINION OF CANADA

IMMIGRATION BRANCH - DEPARTMENT OF THE INTERIOR

RECEIVED FROM

See Don whose photograph is attached
herein, on the date and at the place hereunder mentioned, the sum
of Five Hundred Dollars being the head tax due under the
provisions of the Chinese Immigration Act.
The above mentioned party who claims to be
a native of *Sai Kok*

in the District of *Hong Kong*
of the age of *22* years arrived or landed
at *Victoria, B.C.* on the *23rd* day of
July *1918* at *Eschom's Wharf*
The declaration in this case is C.I. No. *31726*

Dated at *Vancouver* on *2nd* August 1918

A. S. Jolly

CONTROLLER OF CHINESE IMMIGRATION.



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COVID-19 ANTI-ASIAN RACISM IN CANADA

project 19 07



EMERGING TRENDS

Based on 128 reports of racism submitted to the online COVID-19 Racism Incident Reporting Form between April 23 and May 18, 2020.

OVER 70% OF RESPONDENTS IDENTIFY AS

WOMEN

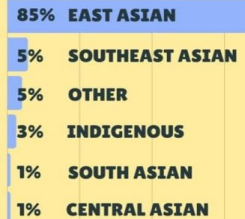
TOP 3 SITES OF INCIDENTS



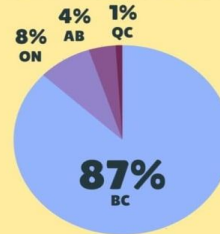
1 IN 5
INCIDENTS OF ASSAULT
[TARGETED COUGHING, SPITTING, PHYSICAL VIOLENCE]



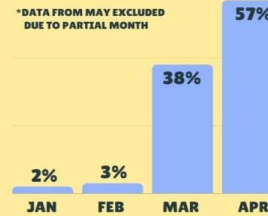
SELF-IDENTIFIED RACIAL CATEGORY



LOCATION OF REPORTED INCIDENTS



MONTH OF INCIDENTS



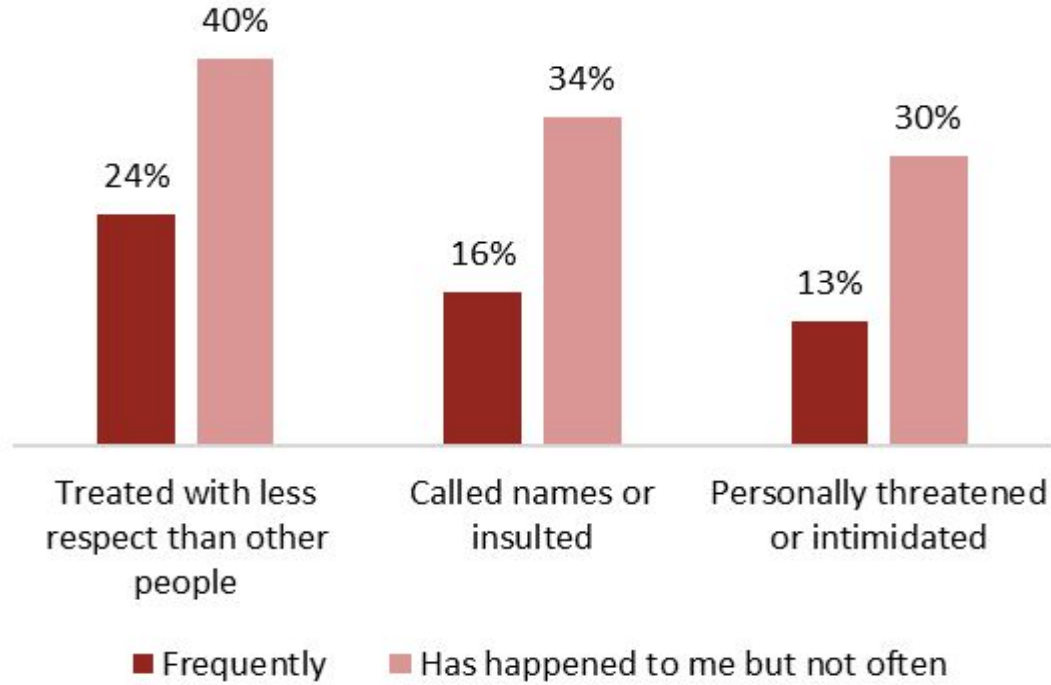
Thank you to the Vancouver Asian Film Festival and Eliminate for their support. Our deepest appreciation to the Asian Pacific Policy and Planning Council and Chinese for Alternative Action in the United States for inspiring this data collection effort.

info@project1907.org
www.project1907.org



@proj1907

Because of my ethnicity, during COVID-19 I have been... (All respondents, n=516)



Organizing Sentence

We are organizing _____ to
do _____ through _____ by
_____.





NATIONAL
COUNCIL
OF CANADIAN
MUSLIMS

Your Voice. Your Future.

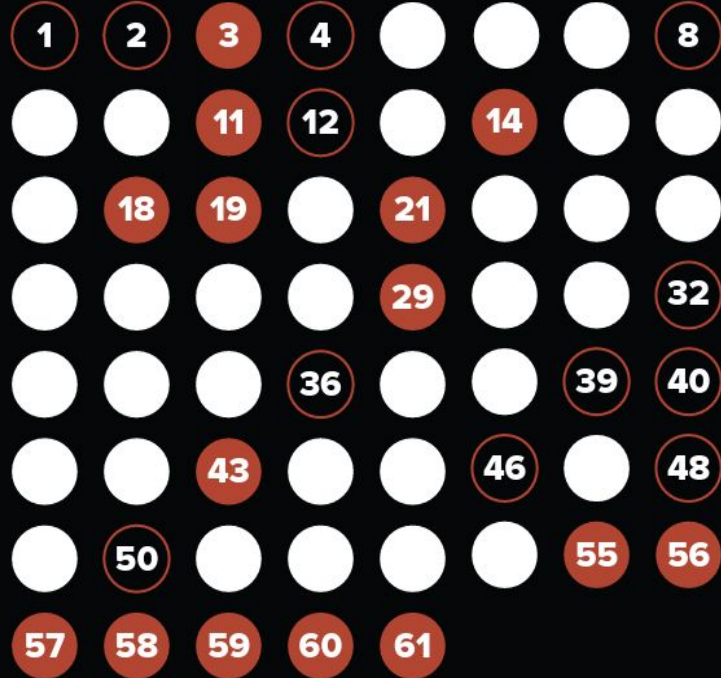
CONSEIL
NATIONAL
DES MUSULMANS
CANADIENS

Votre voix. Votre avenir.



JULY 19
2021

NCCM RECOMMENDATIONS NATIONAL SUMMIT ON ISLAMOPHOBIA



After the National Islamophobia Summit in July 2021, 27 out of 61 recommendations have been addressed by different levels of government across Canada.

More action has been taken than ever before to address violent and systemic forms of Islamophobia after the brutal killing of four members of a Muslim family in London, Ontario on June 6, 2021. Although much has been done, much more remains.

- Recommendations that have been acted upon.
- Recommendations that are in progress.
- Recommendations that have not been addressed yet.



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One Year
After the
Summit
Recs:

<https://www.ncm.ca/wp-content/uploads/2022/08/NCCM-Is-lamophobia-Summit-1-Year-After-2022.pdf>

FEDERAL RECOMMENDATIONS

05

Criminal Code Amendments: Introduce free-standing provisions in the Criminal Code around hate-motivated assault, murder, threats, and mischief that include specific penalties corresponding to each infraction respectively, and with an eye to potential diversionary measures;

Establish a new oversight body specifically for the CBSA, which includes:

- a. Routine and comprehensive diversity, equity and inclusion reviews of the CBSA. These reviews must be conducted by the oversight body and include recommendations for improvement and timelines for implementation;
- b. In addition to addressing complaints about on-duty CBSA officers, ensure that CBSA officers who engage in misconduct in an off-duty capacity can be investigated by the oversight body;
- c. As complainants may be afraid to file complaints to the oversight body, ensure civil society organizations have standing to make complaints;
- d. Ensure that the oversight body can hear complaints regarding CBSA policies and procedures, including detention;
- e. Require the CBSA to implement the recommendations made by the oversight body;
- f. Clarify the remedies and penalties available; and
- g. Include language in the Act on zero tolerance for racial discrimination at the CBSA. Currently, while there is a policy active against racial discrimination at the CBSA, there exists no "zero tolerance" provision in legislation.

**Introduction of a Bill doesn't
mean it's a done deal**

Story of Bill 3 and now Bill 20

An Act establishing the Public Complaints and Review Commission and amending certain Acts and statutory instruments

Short title: Public Complaints and Review Commission Act

 **Bill type**
House Government Bill

 **Sponsor**
[Minister of Public Safety](#)

 [Text of the bill](#)



Summary


 **Current status**
At second reading in the House of Commons

 **Latest activity**
Introduction and first reading on May 19, 2022 (House of Commons)


Progress

House of Commons




 **First reading**
Completed on May 19, 2022



 **Second reading**
No activity


 **Consideration in committee**
Not reached


 **Report stage**
Not reached


 **Third reading**
Not reached

Details

Senate

 **First reading**
Not reached

 **Second reading**
Not reached

 **Third reading**
Not reached

About

<https://www.parl.ca/legisinfo/en/bill/44-1/c-20>



Bill C-20 – An Act establishing the Public Complaints and Review Commission and amending certain Acts and statutory instruments

From: [Public Safety Canada](#)

Backgrounder

The Government of Canada recognizes that robust accountability mechanisms can help ensure public trust in Canada's law enforcement and border services institutions. Bill C-20, *An Act establishing the Public Complaints and Review Commission and amending certain Acts and statutory instruments*, proposes to enact a new standalone statute, the Public Complaints and Review Commission Act, which would replace the existing Civilian Review and Complaints Commission (CRCC) for the Royal Canadian Mounted Police (RCMP) with the Public Complaints and Review Commission (PCRC). The PCRC would serve as an enhanced independent review body for both the RCMP and the Canada Border Services Agency (CBSA).

[Bill C-20 – An Act establishing the Public Complaints and Review Commission and amending certain Acts and statutory instruments](#)

Organizing Sentence-Dawn



WHO are we organizing?	25 Muslim Women Survivors of GBV
WHAT is our goal?	Baseline data / disaggregated data that includes identity information Helping women access services (how many women?) Recruiting women to speak out Reducing GBV by 5%
HOW do we plan to achieve it?	
WHEN does change need to happen	October 6, phase 1 Xxx, phase 2

Organizing Sentence



WHO are we organizing?	
WHAT is our goal?	
HOW do we plan to achieve it?	
WHEN does change need to happen	October 6, phase 1 Xxx, phase 2

Body Break (7 Minutes)

Please be back by...



Breakout Session 30 mins

Work on your organizing statement!

https://docs.google.com/presentation/d/1zzH5cHvx0qxLNT4sXgi-H_MRT9fBehrmOOE0uw-q-AU/edit#slide=id.g13aca8a72bf_0_1149

- Designate time keeper, notetaker (1 min)
- Each person describes who they want to organize and goals (1 min each 12 mins)
- Write group organizing statements together (15 mins)
- Pick one person to share in the main group (1 min)

Organizing Sentence- Amrit group



WHO are we organizing?	<ul style="list-style-type: none">- 5 contacts to connect with 6 Housing and Homeless committees, the Niagara Regional Housing, service agencies in Niagara, 50 people with lived experience (LGBTQ+ community members, indigenous community members, women with lived experience, and youth etc.)- Including 10% of housing going to groups (Ex. Muslim Women facing domestic violence)
WHAT is our goal?	<ul style="list-style-type: none">- To get 3 social service agencies to provide 100 additional rent supplements to those in need of affordable housing in the Niagara region.- 10% of the housing being for those who are facing domestic violence
HOW do we plan to achieve it?	<ul style="list-style-type: none">- Analysis of the data for what is the need/what is available with the help of the government, regional housing, nprn network, Niagara region community services department, housing providers, housing first workers, housing and homelessness committee,
WHEN does change need to	February 2023, phase 1 (6 months) August 2023, phase 2 (1 year)

Organizing Sentence- Group Anam



WHO are we organizing?	<ul style="list-style-type: none">- Muslim politicians (Iqra Khalid, Salma Zahid- identify the MP's that are supportive of Bill-20).- Council of Imam's (NCCM etc)- CAIR- in the US (groups that work to advocate for this)- Youth Lobby Groups - on Parliament Hill- Refugee centers- etc OCASI- Involving the media in advocacy- Involving BIPOC Police in the municipal jurisdictions to also advocate- University MSA representatives- Number of people: 30-40
WHAT is our goal?	<p>Long Term: The goal is a hate crime bill, and a third party to see that the hate crime bill would be initiated. Bill 20 should be passed, and we want to have CBSA held accountable.</p> <p>Short Term: how do we as an organization mobilize our individual chapters to be able to help Bill 20 move forward. What are the steps involved to make sure it does come to pass.</p>
HOW do we	Get CBSA together and raise awareness against the alienation of Muslims. They should

Organizing Sentence- Amrit



WHO are we organizing?	
WHAT is our goal?	
HOW do we plan to achieve it?	
WHEN does change need to happen	October 6, phase 1 Xxx, phase 2

Organizing Sentence- Dawn



WHO are we organizing?	<ul style="list-style-type: none">-50 Muslim youth in the GTA-Muslim community leaders - Sheiks, Imams, include range of voices (- not dominant- heavy voices)-Muslim organizations - CCMW, Bengali CS, Reviving Islamic Spirit
WHAT is our goal?	Work with 50 Muslim youth 13-18 to mobilize their peers in their schools and community centres to discuss Islamaphobia. Have 3 sessions with a dialogical process to understand the needs of the Muslim youth in our communities based on their embodied experiences of Islamaphobia and share their stories. Inclusion of 2SLGBTQIA+ Muslim, marginalized groups.
HOW do we plan to achieve it?	Use a sense-making process to understand values, how people experience, with introspection, etc.
WHEN does change need to happen	October 6, phase 1 Xxx, phase 2

Organizing Sentence- Lyndsay



WHO are we organizing?	Muslim women, girls and youth (age 12-20) across Canada (at least 1-2 people / chapter = 20 total). Recognizing the diversity and intersectionality of this group and all are welcome.
WHAT is our goal?	Reduce Islamophobia and gender based violence by 5%
HOW do we plan to achieve it?	<ul style="list-style-type: none">- Look at police reported hate crimes- Look at stats from Statistics Canada
WHEN does change need to happen	October 6, phase 1 Xxx, phase 2

Organizing Sentence- Felicia



WHO are we organizing?	Women <ul style="list-style-type: none">- Those experiencing GBV- Service providers who assist & empower women- Professionals who support i.e. lawyers, doctors etc- Politicians.- Community leaders- Religious leaders....imans,- Male allies- 2 people each = approx 30
WHAT is our goal?	End Gender based violence (reduce) (how will you be able to measure success?)
HOW do we plan to achieve it?	Empower women - options. EDUCATE ...share information Public services announcements]Social media hRadio, survey, ethnic newspapers.. Friends and family Develop curriculum. Student education, - take it home ESI classes - at community centres, drops ins, etc

Organizing Sentence-



WHO are we organizing?	
WHAT is our goal?	
HOW do we plan to achieve it?	
WHEN does change need to happen	October 6, phase 1 Xxx, phase 2

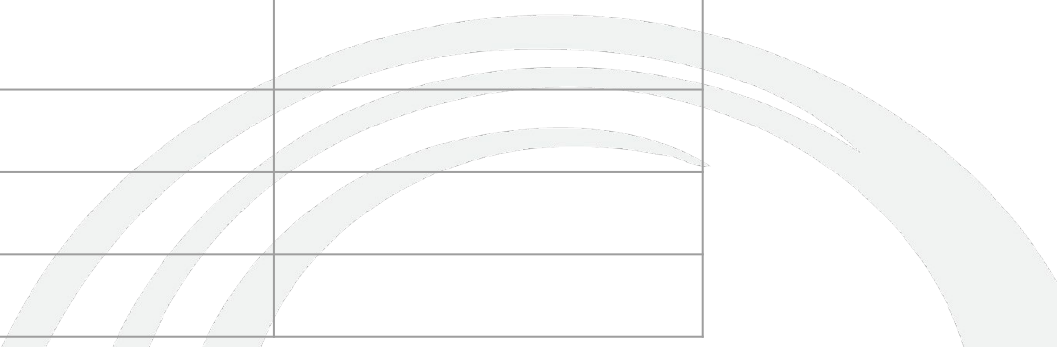
Report Back!



Name	What was your key learning from this training?
Arshia	Structured tools and template
Katie	Setting clear KPIs and a realistic timeline
Khadija	Definition of stakeholders
Kristin	Clarity regarding strategic organizing and planning working toward action
Wendy	Clear instructions helped with the session
Nuzhat	Clarity around who to organize
Nina	take concrete actions and set measurable goals
Mary Jane	Having very specific measurable goals. Loved the templates!
Aquib	The collective meeting of the mind to these themes had been reassuring with how my motives are similar to others.
Tina	Learning to organize as a group to move forward
Nuzhat	Olivia sharing her story at the beginning helped to set the foundation of the session
Jacky	My key learning - how there are so many ways to approach these topics, giving me things to work through to move forward



Rose (Really Worked)	Bud (Has Potential)	Thorn (Needs Change)
Everyone learnt how to organize	Being Thorough with Achieving Effectivity,	Needed longer group/directive discussion
Balance of concise work and clear direction		
Small groups		
energy, the references to real life examples/ experiences, and the tools/templates		
Length of break		
Well structured		



Next Session



Public Narrative

Tuesday, August 23
6:00pm



Stay in Touch!



<https://www.facebook.com/iChangeLeaders>



<https://twitter.com/ichangeleaders>



<https://www.instagram.com/ichangeleaders/>



contact@changeleaders.ca



changeleaders.ca

