About CAIR-MN

- Grassroots civil rights and advocacy group
  - Civil rights advocacy
  - Educational outreach
  - Media relations
- CAIR-National established in 1994
  - Minnesota Chapter 2007
  - Only Muslim civil rights organization in the state
  - 35 chapters and offices in the US & Canada
Our Mission

To be a leading advocate for justice and mutual understanding
Civil Rights Cases

Over 800 cases handled to-date

<table>
<thead>
<tr>
<th>Year</th>
<th>Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>5</td>
</tr>
<tr>
<td>2008</td>
<td>80</td>
</tr>
<tr>
<td>2009</td>
<td>116</td>
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<tr>
<td>2010</td>
<td>114</td>
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<tr>
<td>2011</td>
<td>150</td>
</tr>
<tr>
<td>2012</td>
<td>169</td>
</tr>
<tr>
<td>2013</td>
<td>172</td>
</tr>
</tbody>
</table>

- Employment: 41%
- Government Agencies: 31%
- Public Accommodations: 10%
- School: 7%
- Other: 11%
Eliminating Bias: Working Effectively with your Muslim Clients and Colleagues

- Understanding Islam and Muslims
- Interacting with Muslim clients
True or False

_____ 25% of US Muslims were born in the U.S.
_____ Muslims worship the same God as those of the Jewish faith.
_____ Only women have to dress modestly in Islam.
_____ Islam is the fastest growing religion in the U.S.
_____ Muslim men do not shake women’s hands.
_____ Muslims must pray 6 times a day.
_____ Muslims don’t eat shellfish or pork.
U.S. Religious Diversity

255 million Christians
7 million Muslims
6 million Jews
3-4 million Buddhists
1 million Hindus
800,000 Sikhs

90% profess belief in God
8% no religious preference

The Pluralism Project: Harvard University
One Nation Under God, City University of New York
Belief by Numbers, New York Times Magazine
1997
Muslims Today

- India/Pakistan/Bangladesh: 400-450 Million
- Africa: 400 Million
- Arab Countries: 280 Million
- Southeast Asia: 250 Million
- Iran: 65 Million
- Turkey: 65 Million
- China: 50 Million
- Europe: 20 Million
- North America: 10 Million
- South America: 2 Million
- Australia: 1 Million
Over 1.6 billion Muslims in the world, comprising 1/5 of the world’s population

2nd largest religion in the world

The majority of Muslims in the world are Sunni (90%) and a minority are Shia and other sects.
There are an estimated 7 million Muslims in the U.S.
Muslims in Minnesota

Estimated 100,000 to 150,000 Muslims in Minnesota

Roughly 70% of Muslims in Minnesota are Somali.

Over 40 mosques in the Twin Cities

One private Islamic school in the Twin Cities, and several public schools where > 60% of student body is Muslim
Muslims in Minnesota

100,000 – 150,000 Muslims

Long established African American community

1900s - Lebanese Immigration

1960s - Asian and Arab immigration

1990s - Bosnian Immigration

1990s - Large East African Immigration
What do These Words Mean?

- Islam
- Muslim
- Mosque/Masjid
- Imam
- Hijab
Common Arabic Phrases

<table>
<thead>
<tr>
<th>Arabic Phrase</th>
<th>English Translation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assalaam Alaykum</td>
<td>Peace be upon you</td>
</tr>
<tr>
<td>Wa Alaykum Assalaam</td>
<td>And peace be upon you</td>
</tr>
<tr>
<td>Allah Akbar</td>
<td>God is Great</td>
</tr>
<tr>
<td>Insha Allah</td>
<td>God willing</td>
</tr>
<tr>
<td>Alhamdulilah</td>
<td>Thank God</td>
</tr>
<tr>
<td>Jihad</td>
<td>Struggle</td>
</tr>
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</table>
Islam is not a new religion. Muslims believe that all Prophets—beginning with Adam (PBUH) and ending with Mohammad (PBUH)—delivered the same message: to worship One God.

Islam follows in the Abrahamic tradition.
Six Pillars of Belief

Monotheism
Angels
Prophets
Books and Revelations
Day of Judgment
Divine Will of God
Beliefs

**Allah:** Arabic Word for God; Muslims believe they worship the same God in all the Abrahamic faiths.

**Prophets:** Muslims believe in all the Prophets in the Old Testament, Torah, (Adam, Noah, Moses) and Jesus, peace be upon them all.

**Holy Quran:** Word of God revealed to Prophet Muhammad through the Angel Gabriel.

**Day of Judgment:** Muslims believe in different levels of sin. Everyone will be accountable for their deeds.
5 Pillars of Islam

Declaration of faith (Shahada)

Prayer (Salat)

Fasting (Sawm)

Charity (Zakat)

Pilgrimage (Hajj)
Daily Prayers- Salat

5 daily prayers
(most important after the belief in God)

Ablution (washing ritual)

How and Why Muslims pray?
Ablution- Wudu

Before prayer Muslims must wash specific parts of their body in a specific order:

- Hands
- Mouth
- Nose
- Face
- Arms
- Head
- Ears
- Feet
How do Muslims Pray?
Why do Muslims Pray?

Prayer provides Muslims an opportunity to take time out of their day-to-day tasks to remember and reconnect with God.

A Muslim will not respond to conversation or phone calls while praying. Only a true emergency can break a Muslim’s prayer.

- An announcement as to the nature of the emergency will suffice to interrupt and, if needed, stop the prayer (case of an emergency)
Where do Muslims Pray?

Muslim will face Mecca when praying
- Northeast

Muslims can pray anywhere that is clean
- Will often use a prayer rug or mat
When do Muslims pray?

1. **Fajr** – before sunrise
2. **Dhuhr** – early afternoon
3. ‘**Asr**’ – late afternoon
4. **Maghrib** – after sunset
5. **Isha** – night

- Each prayer must be completed within its prescribed time.
- Completing prayer at its earliest time
- Prayer times change with the seasons.
PRAYER TIMES: Example

June 1, 2014:

- Fajr: 3:38 a.m.
- Sunrise: 5:29 a.m.
- Dhuhr: 1:11 p.m.
- ‘Asr: 5:19 p.m.
- Maghrib: 8:53 p.m.
- Isha: 10:45 p.m.

December 1, 2013:

- Fajr: 6:05 a.m.
- Sunrise: 7:31 a.m.
- Dhuhr: 12:03 p.m.
- ‘Asr: 2:15 p.m.
- Maghrib: 4:33 p.m.
- Isha: 6:01 p.m.

Each prayer must be completed before the time of the next prayer.

Exceptions: Fajr must be completed before sunrise, and Maghrib before it is completely dark.
Friday Prayer - Jumuah

For Muslims the holy day of the week is Friday.

- On Friday it is mandatory* that Muslim men perform the early afternoon, Dhuhr, prayer in congregation. It is optional for women to attend.
- Friday is not a day of rest.
- Jumuah normally takes place at a masjid and usually lasts one hour. Most Friday prayers will start at 12:30 pm or 1:00 pm year-round.
- Jumuah consists of a short sermon followed by ritual prayer.

*It is not obligatory for men who are sick or traveling to perform Jumuah.
Workplace Implications

- Muslims will wash up for prayer in the restroom
- Muslims will take prayer breaks throughout the work day
  - Prayer break times will differ during the year because of the change in season
- Muslim men and women will leave on Friday afternoon to attend Friday prayer
As an Employer/Service Provider

- Being proactive about your client’s and employee’s religious needs leads to a trusting environment.
- Be mindful when scheduling meetings
- Ask yourself:
  - Is there a restroom available for ablution?
  - Is there space in your office you can offer for prayer?
  - Is it Friday?
Fasting During Ramadan

When Do Muslims Fast?
Why Do Muslims Fast?
How Do Muslims Fast?
When Do Muslims Fast?

- The Month of Ramadan: Follows a Lunar Calendar
- last year: July 9, 2013 – August 7, 2013
- Lasts 29 – 30 days; Fasts from Fajr to Maghrib
- Ramadan ends with a 3 day holiday

<table>
<thead>
<tr>
<th>July 9, 2013:</th>
<th>May 06, 2019:</th>
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<tbody>
<tr>
<td>Fajr</td>
<td>Fajr</td>
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<tr>
<td>3:45 a.m.</td>
<td>3:54 a.m.</td>
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<tr>
<td>Sunrise</td>
<td>Sunrise</td>
</tr>
<tr>
<td>5:35 a.m.</td>
<td>5:55 a.m.</td>
</tr>
<tr>
<td>Dhuhr</td>
<td>Dhuhr</td>
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<tr>
<td>1:19 p.m.</td>
<td>1:10 p.m.</td>
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<tr>
<td>‘Asr</td>
<td>‘Asr</td>
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<tr>
<td>5:26 p.m.</td>
<td>5:09 p.m.</td>
</tr>
<tr>
<td>Maghrib</td>
<td>Maghrib</td>
</tr>
<tr>
<td>9:01 p.m.</td>
<td>8:25 p.m.</td>
</tr>
<tr>
<td>Isha</td>
<td>Isha</td>
</tr>
<tr>
<td>10:53 p.m.</td>
<td>10:27 p.m.</td>
</tr>
</tbody>
</table>
Why Do Muslims Fast?

Four main reasons:
- It was commanded by God.
- To increase one’s spirituality and strengthen one’s moral character.
- To appreciate food and drink and develop empathy with those less fortunate than oneself.
- To practice self-control.
How Do Muslims Fast?

Note: Muslims with medical conditions that make it dangerous for them to fast are excused from fasting.
Lunch breaks may differ for Muslim employees during Ramadan
As an Employer/Service Provider

- Be mindful when scheduling meetings, etc.
  - If it is the month of Ramadan
    - Avoid evening meetings
    - Avoid long meetings
    - Does your office send holiday greeting cards?
Charity

Each year Muslims with savings are obligated to give 2.5% of their yearly savings to less fortunate individuals in charity.

Distribution of wealth is an important aspect of Islam ensuring that the needy are not left destitute.
Pilgrimage - Hajj

- Once in their lifetime
- Takes place during the first 10 days of the last month in the Islamic calendar, Dhul Hajj, 3 months after Ramadan.
- Over 3 million Muslims each year
- During Hajj, men wear a simple white cloth and women dress modestly, removing social, economic, and national distinctions apparent by dress.
- Hajj ends with a holiday, Eid al-Adha, which lasts for 3 days.
Workplace Implications

- Muslims may request time off to perform the pilgrimage
  - Muslims are required to perform a pilgrimage once in a lifetime when they are financially and physically able
  - The pilgrimage MUST be performed within its designated time (first 10 days of the last month on the Islamic calendar)
Muslim Holidays

- Eid al-Fitr - Feast of Breaking Fast. Celebrated after Ramadan for up to 3 days.
- Eid al-Adha - Feast of the Sacrifice of Abraham. Celebrated at the time of Hajj for up to 3 days.

The dates of these holidays change each year because they are based on a lunar calendar.

- Eid al-Fitr: August 8, 2013
- Eid al-Adha: October 15, 2013

Greeting: “Eid Mubarak”
Workplace Implications

✨ Some Muslims may request time off for the holidays
✨ Some may request to come into work late after the mandatory religious service
Dietary Restrictions

Pig and pig by-products such as ham, bacon, lard, prosciutto, pork, gelatin, etc.

- Some Muslims may choose not to handle pig products.
- Exception: necessity

Some Muslims only eat meat and poultry that has been slaughtered according to Islamic code – Zabiha (sometimes referred to as Halal), which is similar to Kosher.

Drinking or consuming anything made using alcohol; for example, tiramisu, white wine sauce or beer-battered fish.
Muslims and Alcohol

In addition to the prohibition of consuming alcohol, Muslims are also forbidden from serving alcohol. Some Muslims will not sit at tables where alcohol is being served, or go to events in bars or occasions where alcohol is being served. Some Muslims will not transport alcohol or people with alcohol.
Workplace Implications

- Some Muslims may not feel comfortable attending gatherings held at bars
- Provide pork-free and alcohol-free options at work meetings, celebrations, potlucks, etc.
- Muslims can eat
  - Seafood
  - Vegetarian
  - Non-alcoholic
The family unit is one of the most important ties in Islam.

Chastity before marriage, marital union and devotion to one’s spouse are sacred in Islam.

Therefore, Muslims’ interaction with unrelated members of the opposite sex is regulated to best protect the family unit.
Interaction with the Opposite Sex

**Body contact:** Generally avoided with the opposite sex and many Muslims will choose not to touch the opposite sex, such as shaking hands or hugging, or even a pat on the back.

- Some Muslims may be uncomfortable with gestures that include any touching, especially from the opposite gender.

**Eye contact:** The Qur'an tells Muslims to “lower your gaze” when around members of the opposite sex outside of the family circle.

- Some Muslims might not to look directly at someone of the opposite sex.
Workplace Implications

- Be mindful when conducting trainings
- Stand at a respectful distance
- Allow the Muslim person to initiate hand shaking
- Don’t be offended if Muslim employees avoid eye contact or handshaking
Muslim Dress

The Qur’an calls for both men and women to lower their gaze and guard their modesty.

Men: cover from navel to knees with loose fitting clothing.

Women: cover whole body, except for face and hands, with loose fitting clothing. Different schools of thought on this.
Muslim Women

- Muslim women’s dress varies widely, depending on personal choice and cultural background.
- Headscarf vs. no headscarf
- Skirts vs. pants
Muslim Women Covering Compared

Orthodox Jew

Catholic Nun

Orthodox Christian Nun

Muslim
Muslim Women Covering Compared
Muslim Men

**Beard:** many Muslim men practice the prophetic tradition of growing out their beard.

**Muslim cap, Kufi:** is not obligatory for men to wear but some choose to for cultural and identity reasons.
Importance of Islam to Muslims

- Like any comprehensive religion, Islam is a way of life and shapes their identity.
- Islam governs all aspects of a Muslim’s life—diet, dress, worship, interaction.
- Comments that seem derogatory toward the Qur’an and/or the Prophet Muhammad (pbuh) will likely cause offense.
Pop Quiz
Question #1

You are a male employee and you are meeting with a female Muslim client. You hold out your hand to greet her, and she draws her hand away in embarrassment. This is because:

A) She has clammy hands
B) You have clammy hands
C) She has a strange phobia about shaking hands
D) She is a Muslim and not comfortable touching someone of the opposite gender
You notice that your co-worker who is Muslim has not been taking a lunch break lately and leaves a little early instead. You wonder why. You should:

A) Invite him to lunch
B) Share your lunch with him
C) check to see if it’s Ramadan, and if he’s fasting
D) Ask him if he’s on a diet
You are a manager and you go to a Muslim employee’s office for an assignment and find him prostrating on the floor with his forehead to the ground, and his hands stretched out in front of him. You should:

A) Provide emergency medical assistance
B) Wait quietly till he is through, or come back later when he is finished praying
C) Tell him to get up and stop clowning around
D) Fire him!
Question #4

You are having an office party and the menu includes ham sandwiches, turkey dogs, chips and coke. You are seated next to a Muslim co-worker and notice she is only eating chips and coke. You should:

A) Try to find something vegetarian for her since she probably observes the halal/zibyha code
B) Serve her yourself since she’s probably too shy to serve herself
C) Ask her if she’s on a diet
D) Ignore her and keep eating
Your team decides to meet in a sports bar after work for some drinks. Everyone agrees to come except for one employee who happens to be Muslim. This is probably because:

A) She does not know how to get there
B) Watching sports is forbidden in Islam
C) As a Muslim, she cannot drink alcohol and does not feel comfortable going to a place where alcohol is served
THANK YOU!

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