

Council On American Islamic  
Relations- MN  
**(CAIR-MN)**

To be a leading advocate for justice and mutual understanding



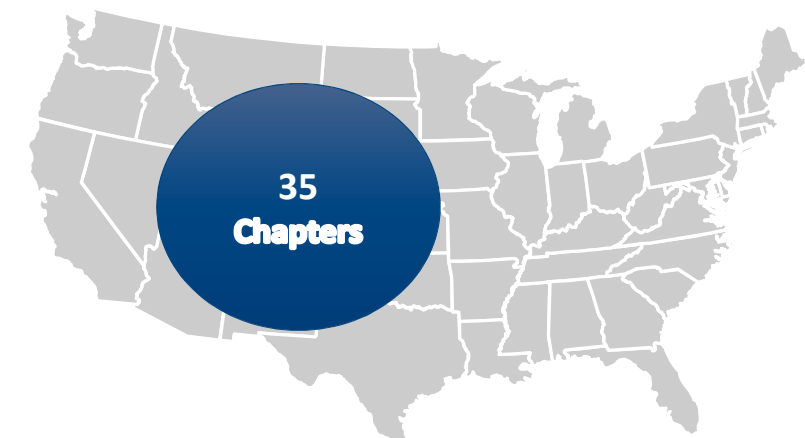
Positive Interactions Training Pt. 1:

# Working Effectively with Muslims

Understanding  
Islam and Muslims

CAIR-MN In-Office Training January 24, 2018





# CAIR-MN

Grassroots civil rights and advocacy  
CAIR-National established in 1994  
Minnesota Chapter 2007





## OUR VISION

To be a leading advocate for Justice and Mutual understanding

## OUR MISSION



**Promote Justice**



**Empower American Muslims**



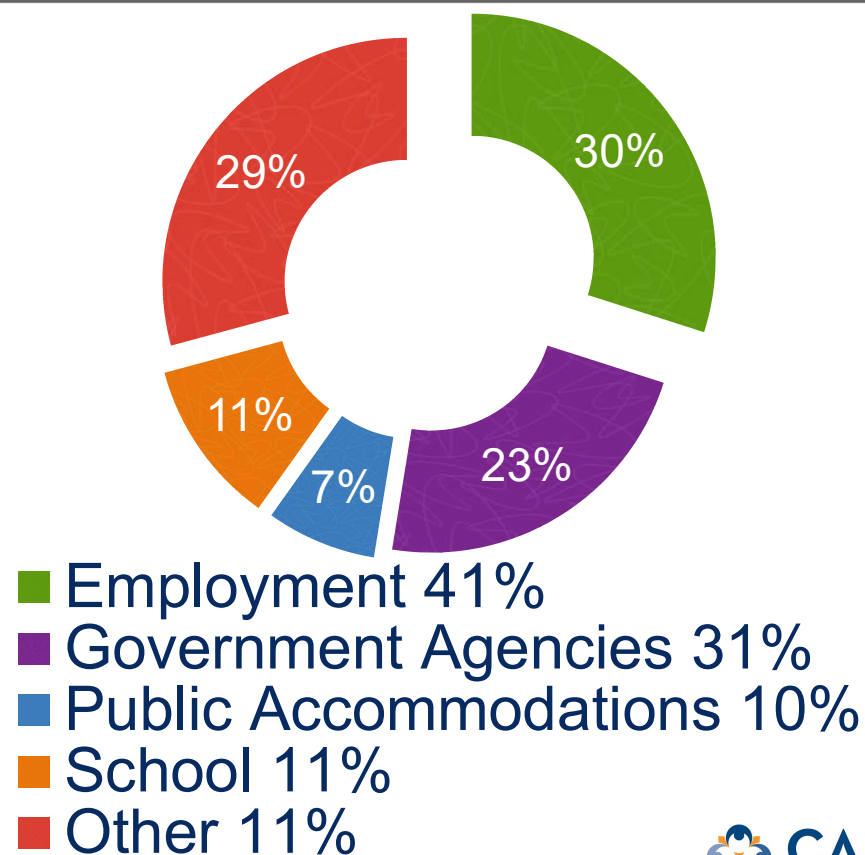
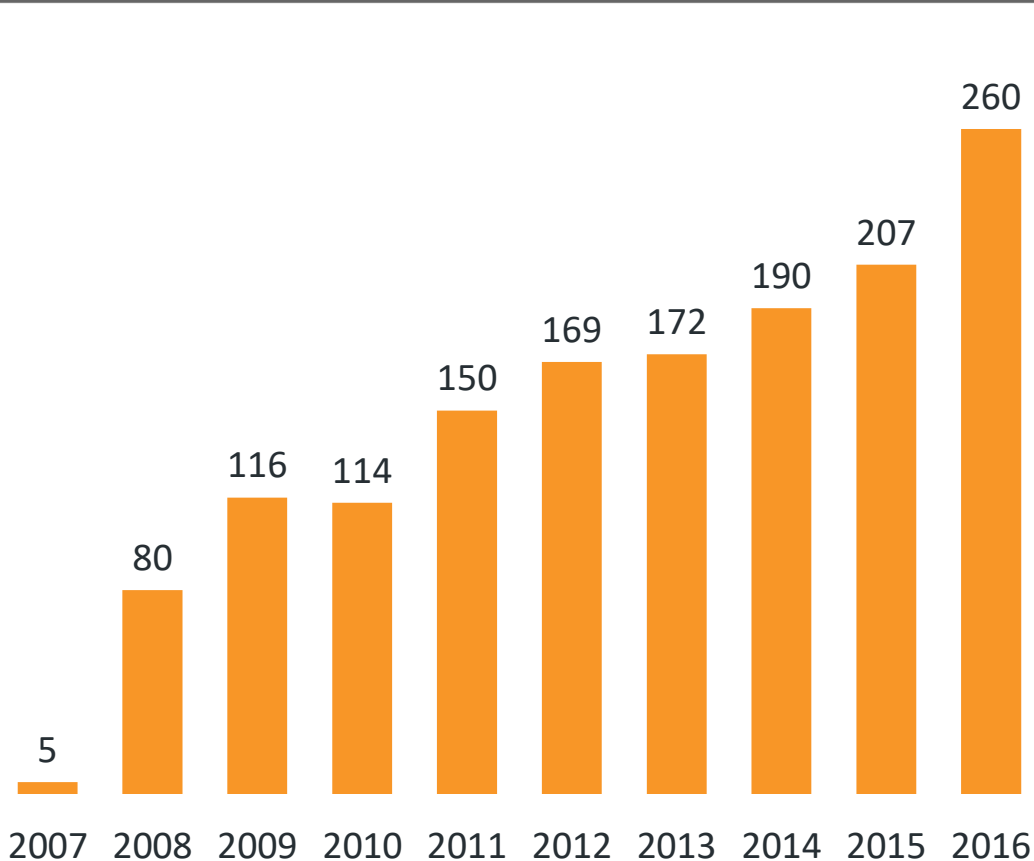
**Enhance the Understanding of  
Islam**





## CIVIL RIGHTS CASES

Over 1,203 Cases Handled to date

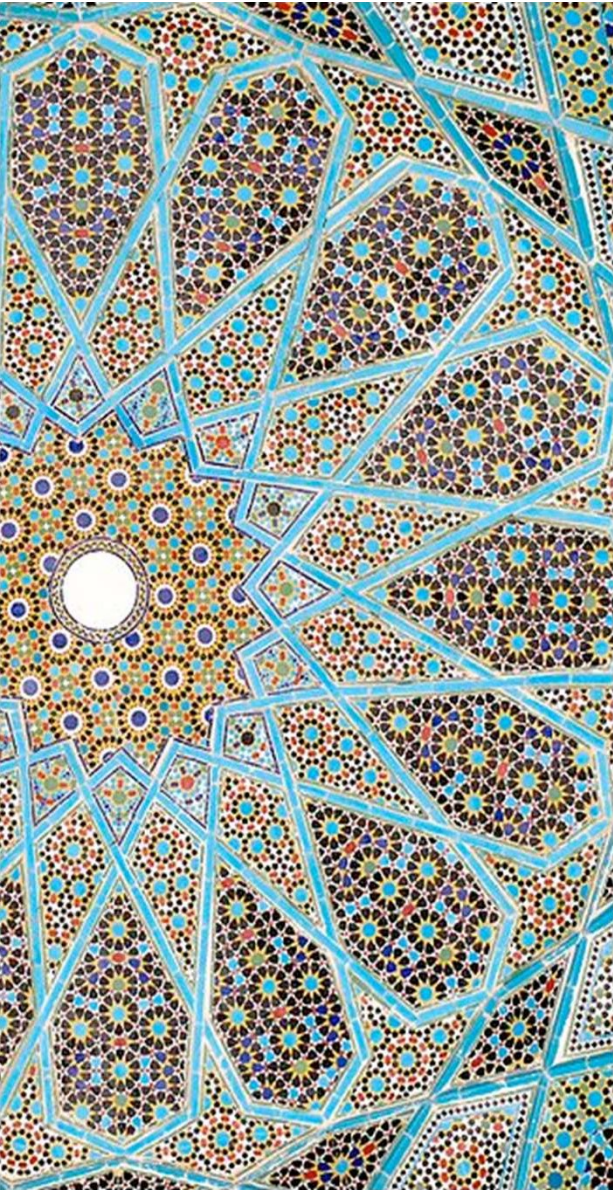


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# PoP Quiz True or False?





# True or False

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



**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**

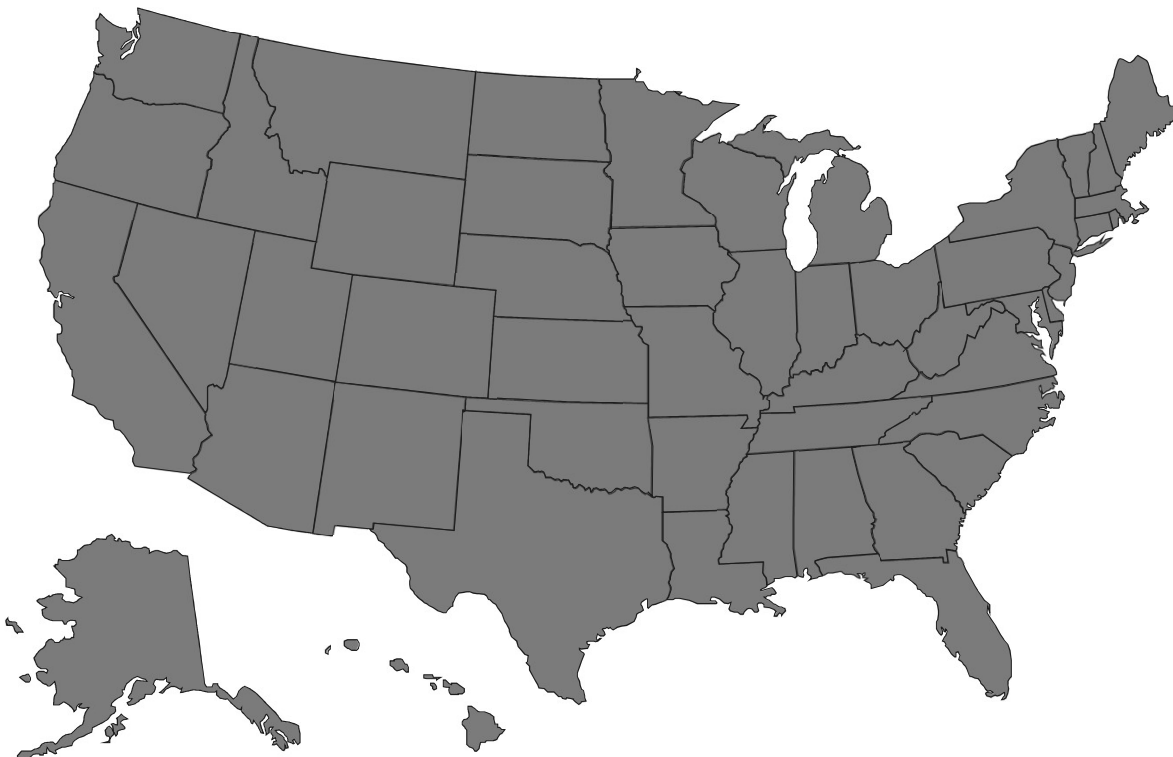
**South America: 2 Million**

**Australia: 1 Million**



**WORLD MUSLIM POPULATION**

# U.S. Religious Diversity



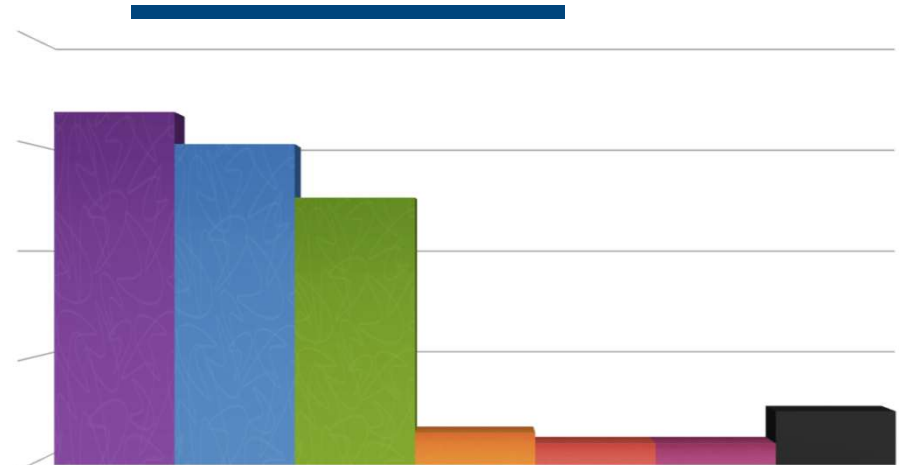
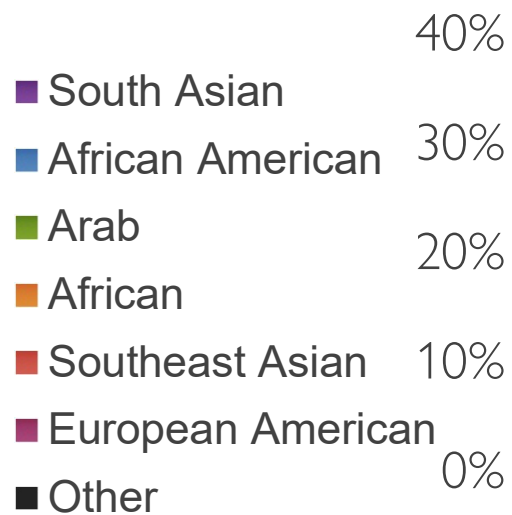
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- 
- 255 million Christians
  - 7 million Muslims
  - 6 million Jews
  - 3-4 million Buddhists
  - 1 million Hindus
  - 800,000 Sikhs



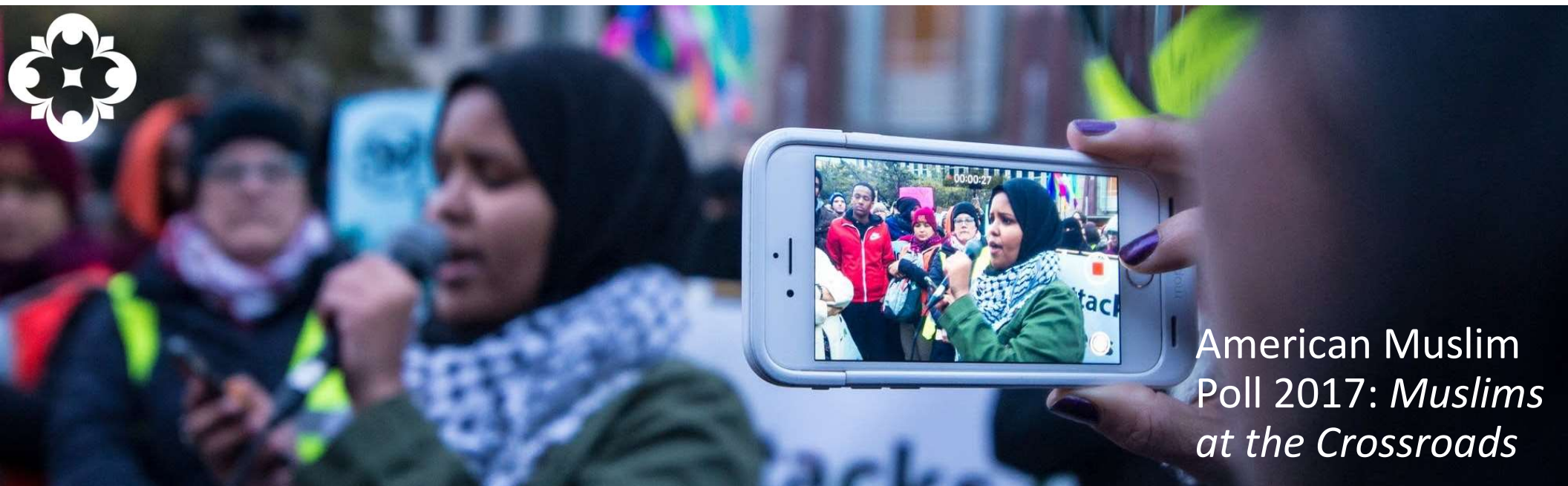
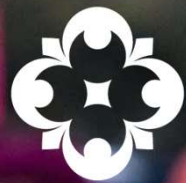
# Muslims In America



Percentage of Muslim Population

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## American Muslim Poll 2017: *Muslims at the Crossroads*

- Most Ethnically Diverse, Youngest Faith Community Surveyed
- Face Similar Social Challenges as Other American Faith Groups
- Less Politically Engaged, But Equally Invested in the Country's Welfare
- Disproportionately Feel Negative Effect of Political Climate
- Respond to Prejudice with Resilience and Solidarity
- Women Defy Stereotypes, Suffer, Resist Most



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# Muslims America's Youngest Faith Community

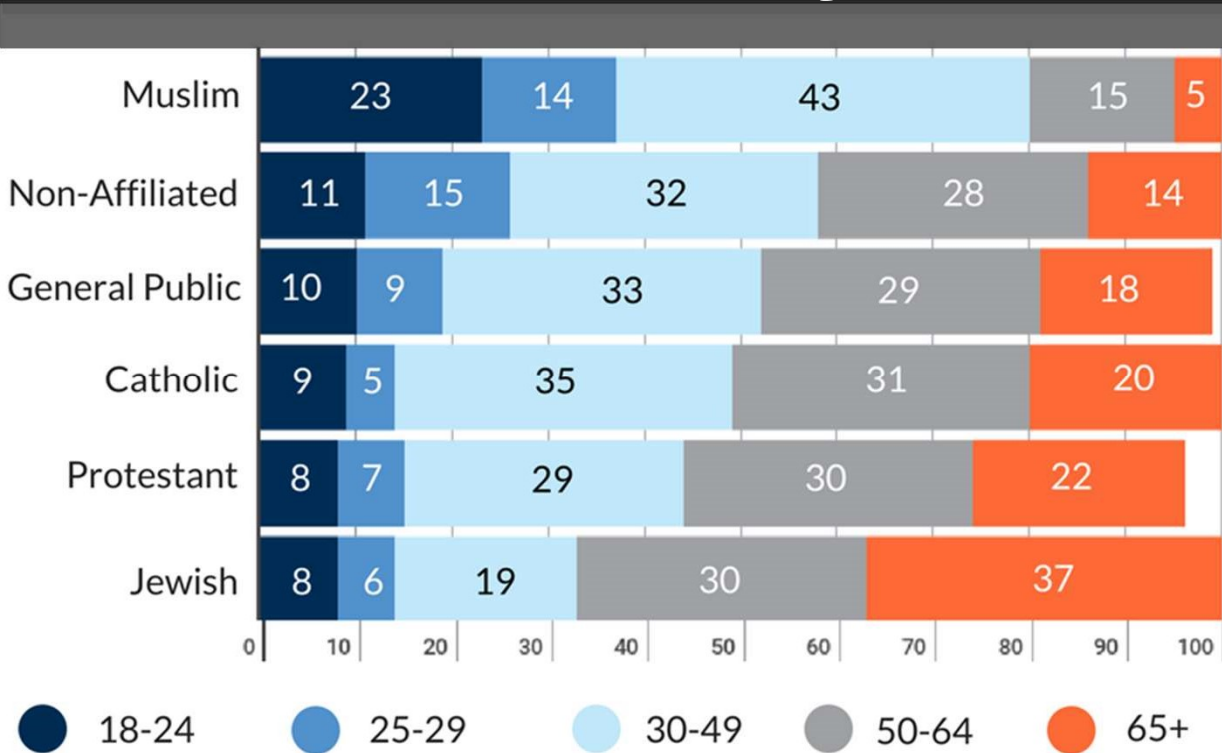


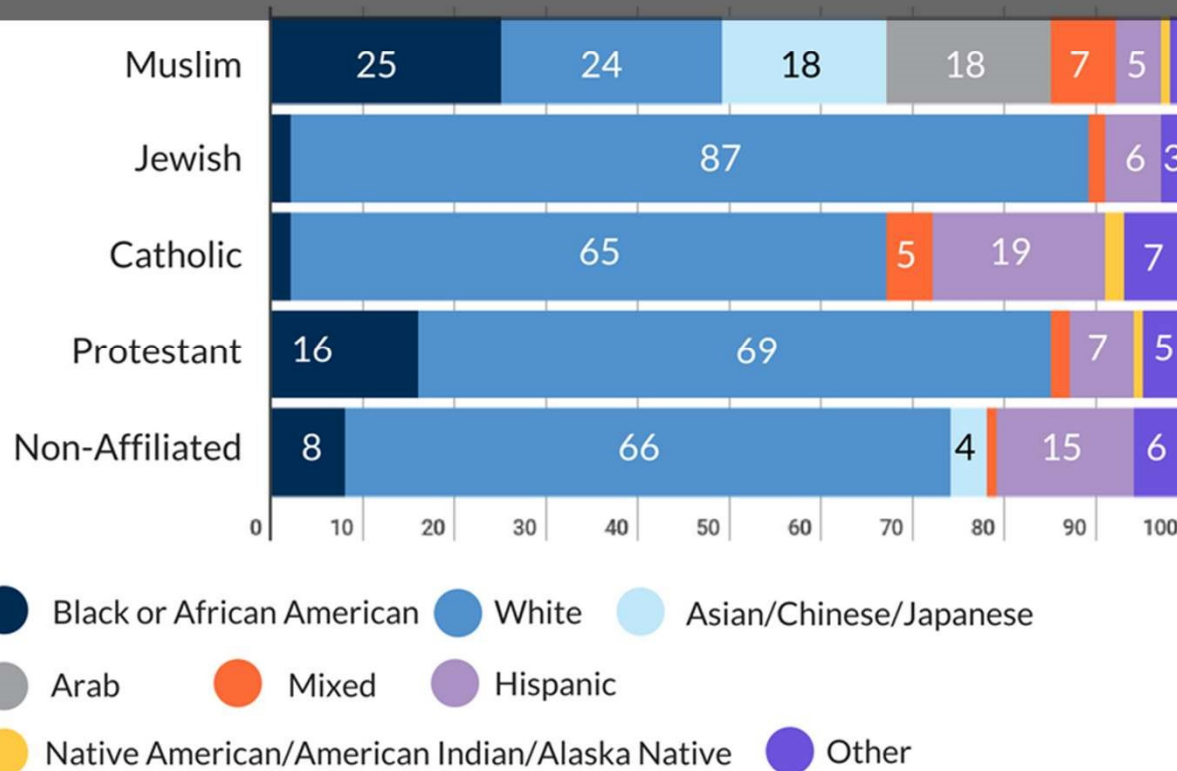
FIGURE 10: What is your age? Base: Total Respondents

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# Muslims Most Ethnically Diverse Faith Community

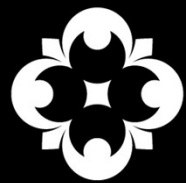


**FIGURE 11:** Are you of Hispanic origin or background? Base: Total Respondents  
 Do you consider yourself White, Black or African American, Asian, Arab, Native American, Pacific Islander, mixed race or some other race?



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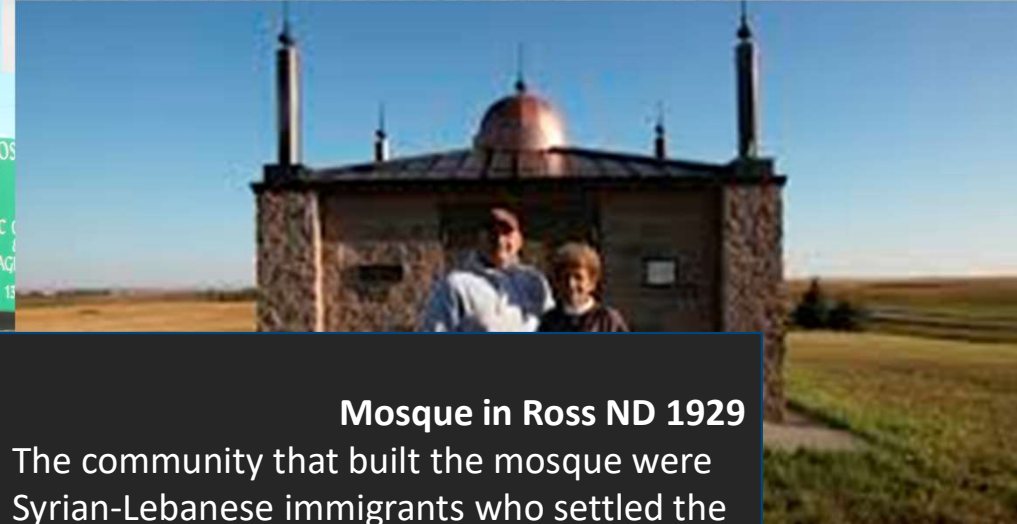




# History of Muslims In the Midwest



The **Mother Mosque of America**, once known as The Rose of Fraternity Lodge and also known as Moslem Temple, in **Cedar Rapids, Iowa**, United States, is the longest standing mosque in North America. Built in 1934



**Mosque in Ross ND 1929**

The community that built the mosque were Syrian-Lebanese immigrants who settled the region starting in the late 19th century to take advantage of the Homestead Act.[6]



East African (Majority Somalis)

70%

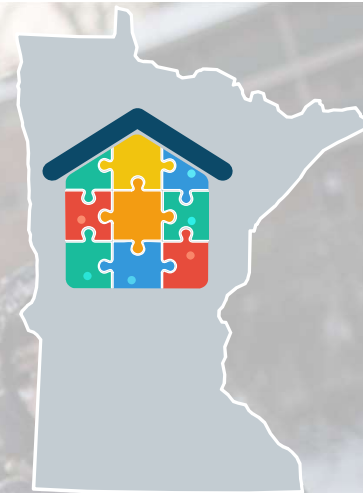
Arabs & Asians

20%

Others (African Americans, Bosnians etc.)

10%

# Muslims In Minnesota



**1900s – Lebanese  
Syrian  
Immigration**

1960s - Asian  
and Arab  
immigration

1990s - Bosnian Immigration

**Documented  
1870's  
Presence  
Muslims in  
MN**

1930's African  
American community

1990s - Large East African  
Immigration (Majority  
from Somalia)

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# What do These Words Mean?

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Islam

Muslims

Mosque/Masjid

Imam

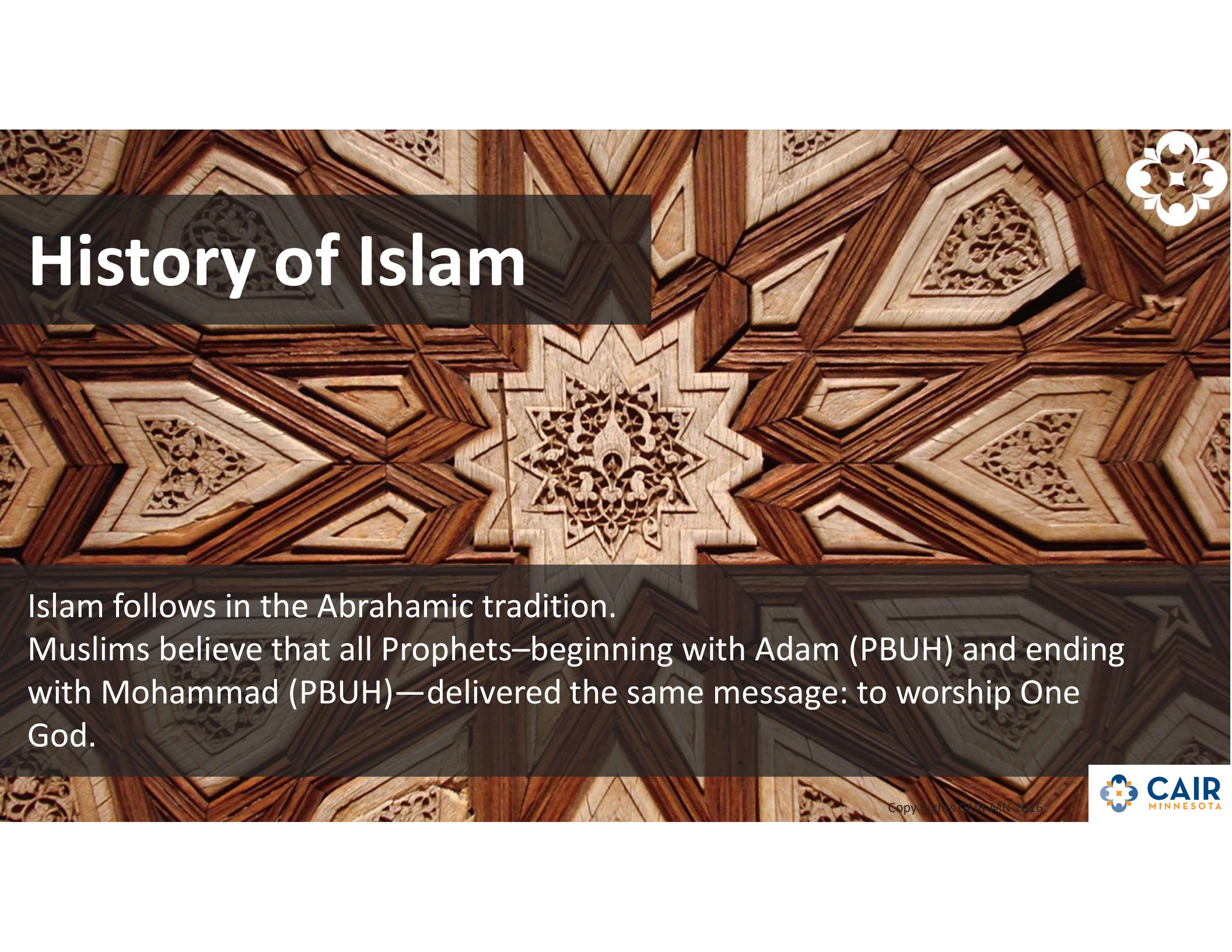
Hijab



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# History of Islam

Islam follows in the Abrahamic tradition. Muslims believe that all Prophets—beginning with Adam (PBUH) and ending with Mohammad (PBUH)—delivered the same message: to worship One God.

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# Six Articles/Pillars of Faith

1. Monotheism



2. Angels



3. Prophets



4. Books & Revelations



5. Day of Judgment



6. Divine Will of God

Prophets

Adam

Jacob

Noah

Abraham

Moses

Jesus

Mohamed

Allah



# 5 Pillars of Islam

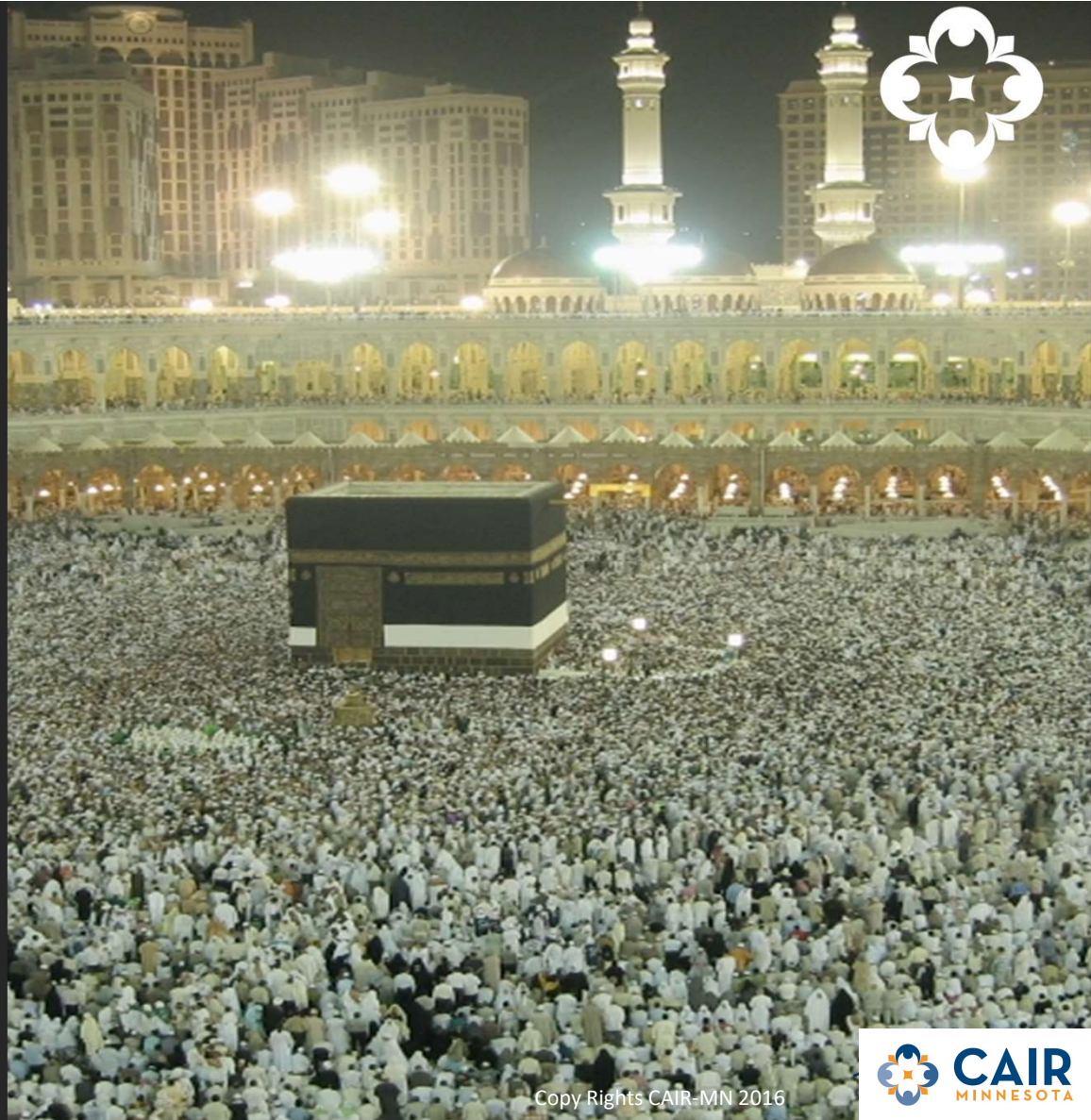
Declaration of faith (Shahada)

Prayer (Salat)

Fasting (Sawm)

Charity (Zakat)

Pilgrimage (Hajj)



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# Prayer

(Salat)

Muslims Pray 5 times a day

## 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.





# Ablution-Wudu Preparation for Prayer



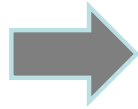
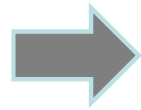
**Before prayer Muslims must wash specific parts of their body in a specific order: Hands, Mouth, Nose, Face , Arms, Head, Ears, Feet**

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# How do Muslims Pray?

## 1 Cycle (rakat) of Prayer



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# 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



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# Where do Muslims Pray?



Muslims will face Mecca  
when praying

- Northeast

Muslims can pray  
anywhere that is clean

- Will often use a prayer  
rug or mat

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# When do Muslims Pray?

Fajr – before sunrise

Dhuhr – early afternoon

‘Asr – late afternoon

Maghrib – after sunset

Isha – night

- ♦ Isha – night
- ♦ Each prayer must be completed within its prescribed time.
- ♦ Completing prayer at its earliest time
- ♦ Prayer times change with the seasons.



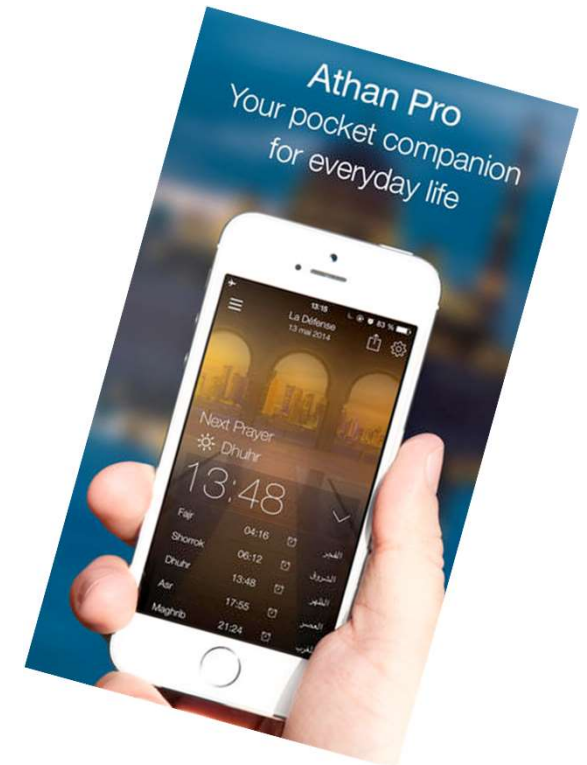
# PRAYER TIMES: Example

## June 1,

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,

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, Dhuhr, the early afternoon prayer, is performed in congregation.
- 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 those who are sick or traveling to perform Jumuah

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# Work + School 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 Educator/Administrator/Employer



- Being proactive about your student's, client's and employee's religious needs leads to a trusting environment.
- Be mindful when scheduling meetings and important events
- Ask yourself:
  - Is there a restroom available for ablution?
  - Is there space in your office/school you can offer for prayer?
  - Is it Friday?

# Fasting During Ramadan



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

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# When do Muslims Fast?



- ♦ The Month of Ramadan: Follows a Lunar Calendar
- ♦ Lasts 28 - 30 days; Fasts from Fajr to Maghrib
- ♦ Last Year: July 9, 2013 - August 7, 2013
- ♦ This Year: June 28 - ?
- ♦ Ramadan ends with a 3 day holiday

## July 9,

Fajr	3:45 a.m.
<b>Sunrise</b>	<b>5:35 a.m.</b>
Dhuhr	1:19 p.m.
'Asr	5:26 p.m.
Maghrib	9:01 p.m.
Isha	10:53 p.m.

## June 28,

Fajr	3:34 a.m.
<b>Sunrise</b>	<b>5:28 a.m.</b>
Dhuhr	1:17 p.m.
'Asr	5:26 p.m.
Maghrib	9:04 p.m.
Isha	11:00 p.m.

# 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.





# Work + School Implications



Lunch breaks may differ for Muslim employees during Ramadan

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# As an Educator/Administrator/Service Provider



Be mindful when scheduling meetings, etc.

→ If it is the month of Ramadan:

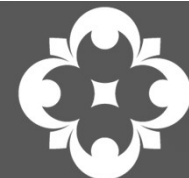
- Avoid evening meetings
- Avoid long meetings
- Does your office send holiday greeting cards?







# Zakat-Alms



Eligible Muslims pay Zakat on an annual basis that helps to “purify” their wealth.



# HAJJ

- Once in their lifetime
- 3 months after Ramadan
- Over 3 million Muslims each year

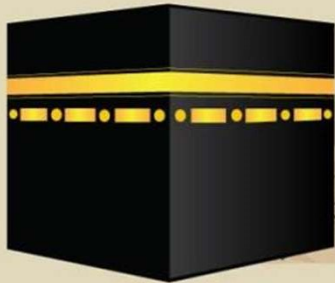


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# THE SACRED JOURNEY

What it takes to complete the holy pilgrimage of Islam



The pilgrim enters Makkah and expresses the intention to perform Hajj.

It is then obligatory for the pilgrim to circle the Kaaba 7 times, whilst reciting prayers, in what is known as Tawaf.

The pilgrim will then pass between the hills of Safa and Marwah 7 times.

5  
Mecca

Pilgrims will then make their way back to Makkah where the Tawaf will be performed and prayers will be offered.

The crossing between the hilltops of Safa and Marwa is also completed 7 times.

Pilgrims also drink from the Zam-Zam well.

Having returned to Mina, Male pilgrims proceed to stone 3 pillars representing the devil.

Pilgrims usually stay in Mina to offer prayer for a few days.

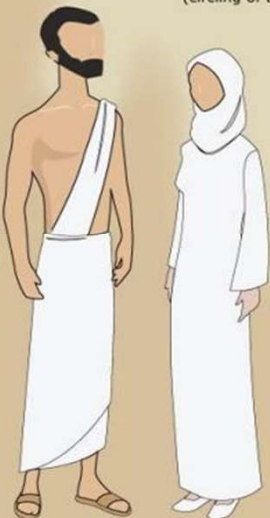
Finally, Pilgrims can return to Makkah and the holy Masjid al-Haram to perform the farewell Tawaf (circling of the Kaaba).

## The required pilgrimage dress:

*Men* wear two white cloths, one of which covers the body from the waist down, and one that is gathered around the shoulder, this is known as an "Ihram"

*Women* usually wear a simple white dress and headscarf, or their own native dress. Any garment which covers her so she is dressed modestly.

The required pilgrimage dress is a symbol of **purity** and **equality**.



## The 5 stages of Hajj

1. Start of the main pilgrimage
2. Prayers at the Plain of Arafat
3. Pilgrims sleep at Muzdalifah
4. Jamaraat - stoning the pillars
5. Return to Mecca

1  
Mina

Pilgrims will then make their way to Mina, a short distance away, to perform 5 prayers starting with Zuhr in the afternoon and ending with Fajr in the early hours of the morning.

4

Here, male pilgrims will perform the stoning of the devil ceremony where pebbles are thrown at a stone pillar.

An animal sacrifice, whose meat is to be distributed to the poor, is also made.

3  
Muzdalifah

Here, pilgrims will collect pebbles needed for the "stoning" ceremony.

Before the sun rises, Pilgrims will set off back to Mina.

Pilgrims will make their way to Arafat and time will be devoted to prayer.

2  
Arafat

When the sun sets, pilgrims will leave Arafat for Muzdalifah.

# Work + School Implications



- Muslims may request time off to perform the pilgrimage
  - Muslims are required to perform a pilgrimage once in a life time when they are financially and physically able
  - The pilgrimage **MUST** be preformed within it's 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.**

- Eid al-Fitr 2017: June 24, 2017
- Eid al-Adha 2018: August 31, 2017

Greeting: “Eid Mubarak”

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

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# School/Workplace Implications



Some Muslims may request time off for the holidays

Some may request to come into work late after the mandatory religious service



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# 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.



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# School/Work Implications



Label all food/beverages

Provide pork-free and alcohol-free options at work meetings, celebrations, potlucks, etc.

Muslims can eat

- Seafood
- Vegetarian food
- Non-alcoholic beverages and food



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# Interaction with the Opposite Sex



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.

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# 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.





# School/Work 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.**



Women:

- cover whole body, except for face and hands, with loose fitting clothing.

Different schools of thought on this.

Men:

- cover from navel to knees with loose fitting clothing

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# Muslim Women



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



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# Muslim Women Covering Compared



Orthodox Jew



Russian Orthodox Nun



Italian Catholic Nuns

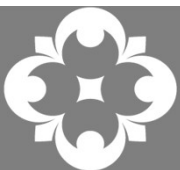


Anglican Bride



Muslim

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# Muslim Women Covering Compared

## Women's Head Coverings By Different Religions

Amish



Buddhist Nun  
(Japanese)



Cao Dai Nun



Catholic Nun



Catholic



Druze



Eastern Orthodox Nun



Eastern Orthodox



Hindu



Jain Nun



Mennonite



Muslim



Orthodox Jewish



Sabian



Sikh (Baptized)



Taoist Nun



Zoroastrian





# 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 that shapes a Muslim's identity.
- Islam addresses all aspects of a Muslim's life (diet, dress, worship, interaction with parents/neighbors, etc.).
- Comments that seem derogatory toward Islam, the Qur'an, the Prophets (peace be upon them), etc. will likely cause offense.



# Bullying In Schools Student Experiences



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# Bullying In Schools Student Experiences

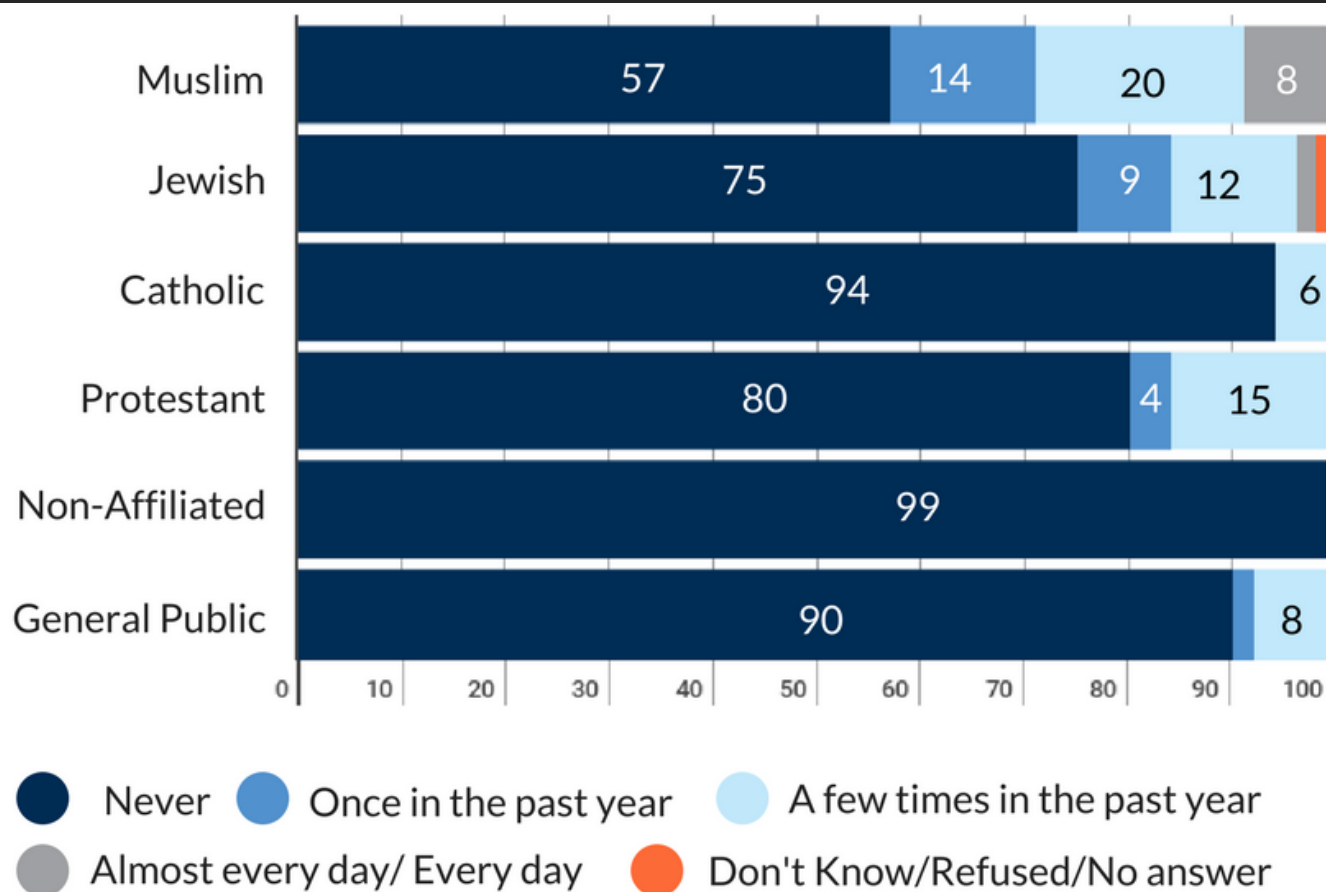


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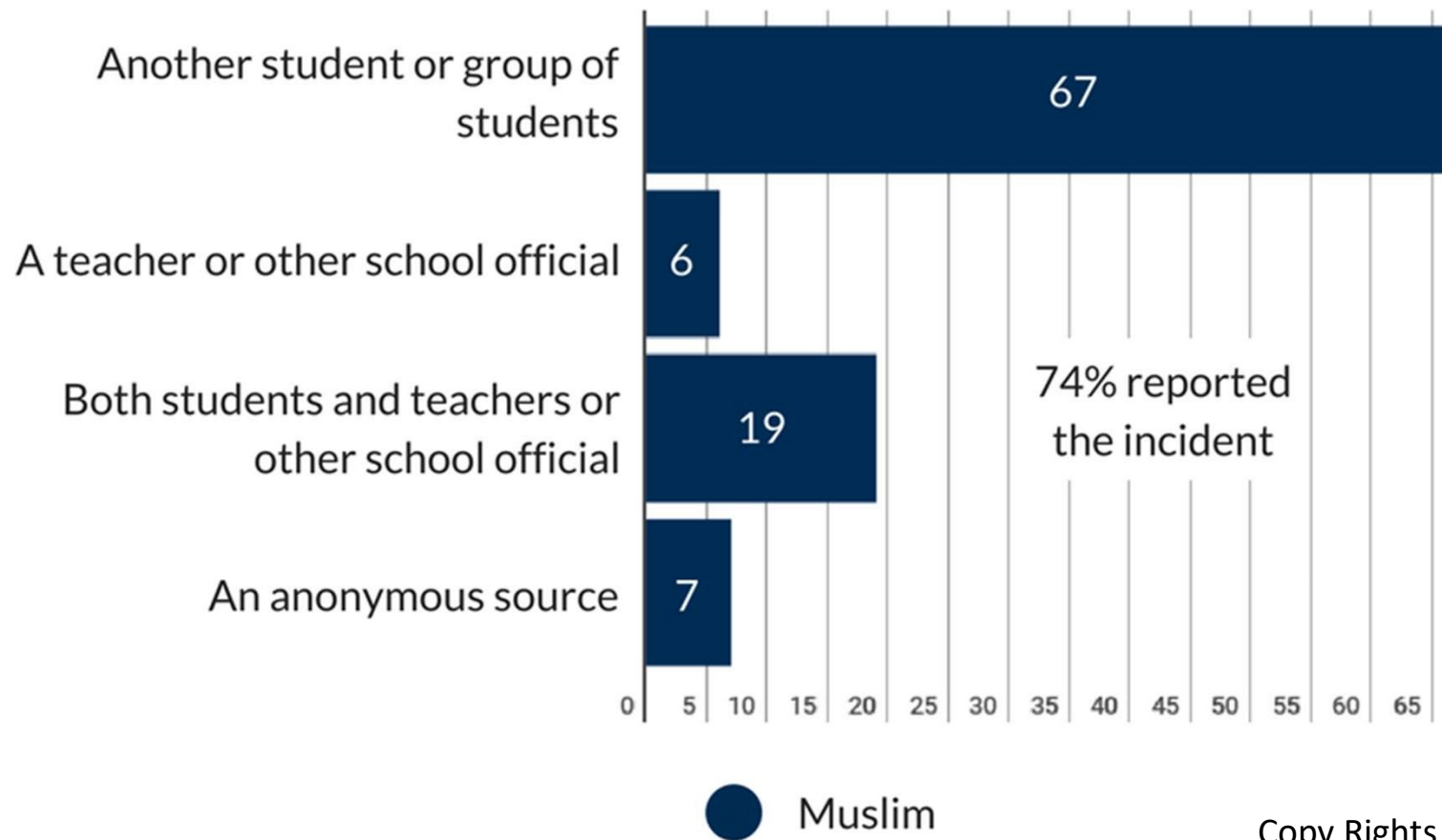
# Muslim Families Most Likely to Face Bullying



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# One in Four Muslim Bullying Incidents Involves a Teacher



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# Bullying Muslim Student



Student's In St Cloud  
Snap Chat post  
"ISIS injuries"

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Student's in the Twin Cities  
Trend.. Snap Chat post  
"Terrorism Alert"



# Post Nov 2016 Election



- 11 Incidents of Bullying
- Hijab
- Air Pistol



## CAIR-MN calls on schools to protect Muslim students after Washington County threat

Gun incident prompts CAIR-MN to call for more protections statewide.

By Kevin Giles Star Tribune | NOVEMBER 23, 2016 — 6:09AM

## CAIR criticizes school over headscarf incident in Coon Rapids

By Beatrice Dupuy Star Tribune | NOVEMBER 15, 2016 — 7:36PM

An Anoka-Hennepin School District investigation is underway in Coon Rapids after a student wearing a headscarf was involved in what CAIR-MN is calling an assault.

The Minnesota chapter of the Council on American-Islamic Relations released a statement Tuesday expressing concern over the school district's response to an incident Friday at Northdale Middle School.



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# Common Arabic Phrases



Assalaam Alaykum

Peace be upon you

Wa Alaykum Assalaam

And peace be upon you

Jihad

Struggle

Allah Akbar

God is Great

Insha Allah

God willing

Alhamdulillah

Thank God