

Islamophobia in the Workplace

Solutions

3 Tips for Managers/Leaders

- Be aware of your legal obligations under the Ontario Human Rights Code – you must address discrimination and harassment arising from Islamophobia, and balance all competing human rights issues as per the Ontario Human Rights Commission's Policy on Competing Human Rights.
- Listen to and validate the feelings and concerns of Muslims who are telling their stories and sharing their experiences despite their mix of emotions such as fear, anxiety, sadness, disappointment, frustration, anger and hurt.
- Addressing global events that impact Muslims and make balanced organizational statements that respect all human rights, have check-ins with Muslim employees and employees to get their insights for further improvement.

5 Tips for Allies

- Use your racial or positional privilege to speak out against Islamophobia.
- Work cooperatively with Muslims to remove barriers to equity, diversity, inclusion and human rights.
- Include Muslim colleagues in your networks and professional circles to help facilitate connections and opportunities that are helpful to their career.
- Lend your testimony as a witness to hate crimes and hate incidents, discrimination, harassment.
- Have an open-mind and learn more about Muslims and Islam through your own initiative.



Resources

For Muslims

Government of Canada – Special Representative on Combatting Islamophobia
<https://www.canada.ca/en/canadian-heritage/campaigns/combattling-islamophobia-canada/canada-special-representative-combattling-islamophobia.html>

National Council of Canadian Muslims (NCCM)
<https://www.nccm.ca/about/ourwork/>

Islamophobia-Motivated Incident Reporting Tool (IMIRT) app
<https://imirt.ca/>

Rivers of Hope: A Toolkit on Islamophobic Violence by and for Muslim Women
https://a15268fb-1cbb-49db-8966-e9f19955c050.filesusr.com/ugd/98cbd4_08d80b9386734f99a0bbf20b25676669.pdf

Ruh Care
<https://www.ruhcare.com/>

For Managers/Leaders

Turner Consulting Group – Islamophobia: A critical issue in Canadian society
<https://www.turnerconsultinggroup.ca/thaminas-blog/islamophobia-a-critical-issues-in-canadian-society>

Canadian Labour Congress – Islamophobia at Work: Challenges and Opportunities
<https://documents.clcctc.ca/human-rights-and-equality/Islamophobia/IslamophobiaAtWork-Report-2019-03-20-EN.pdf>

Policy on Competing Human Rights
https://www3.ohrc.on.ca/sites/default/files/policy%20on%20competing%20human%20rights_accessible_2.pdf

For Allies

How to be an Ally: Islamophobia at the Intersections
https://deptmedicine.utoronto.ca/sites/default/files/islamophobia_knowledge_production_tool_-_d3_-_jan_30.pdf

Anti-Islamophobia Resources - <https://islamophobia-is.com/resources/>
islamophobia.io - Tell a story. Save a life. - <https://islamophobia.io/mission>