

## Report to Strategic Priorities and Policy Committee

**To:** Chair and Members  
Strategic Priorities and Policy Committee  
**From:** Lynne Livingstone, City Manager  
**Subject:** A London for Everyone: An Action Plan to Disrupt Islamophobia  
**Date:** February 8, 2022

### Recommendation

That on the recommendation of the City Manager, the following action be taken with respect to ending Islamophobia in London:

- a) the report of the Anti-Islamophobia Working Group, *A London for Everyone: An Action Plan to Disrupt Islamophobia (Action Plan)*, attached as Appendix A, **BE ENDORSED**;
- b) the recommendations of *A London for Everyone: An Action Plan to Disrupt Islamophobia* which are specifically directed towards the Corporation of the City of London **BE ENDORSED**;
- c) letters of support, from Community Based and Public Sector organizations and individual members of the Muslim communities, attached as Appendix B, **BE RECEIVED**;
- d) the members of the London Anti-Islamophobia Working Group **BE THANKED** for their time and effort in developing recommendations to end Islamophobia in London.
- e) one-time funding of up to \$150,000 **BE AUTHORIZED** from the Operating Budget Contingency Reserve for the erection of a memorial plaza at the intersection of Hyde Park Road/South Carriage Road, creation of a mural, and establishment of a Community Garden in honour of Our London Family;
- f) The Mayor **BE DIRECTED** to establish an Anti-Islamophobia Advisory Council/Circle, with appropriate representation of diverse Muslims in London, to meet quarterly with the responsibility to provide oversight for the implementation of the *Action Plan* recommendations directed to the Corporation of the City of London;
- g) Civic Administration **BE DIRECTED** to undertake the following actions for accountability and implementation:
  - i) establish a Muslim Community Liaison Advisor role within the Anti-Racism Anti-Oppression Division with the responsibility of working with community partners and the City of London to implement the recommendations of the *Action Plan*, it being noted that this position will be funded on a temporary basis within existing budget resources;
  - ii) continue the work of the Anti-Islamophobia Working Group to provide a forum to update on progress, share best practices and hold each other accountable;
  - iii) request that the Community Diversity & Inclusion Strategy (CDIS) consider whether Islamophobia should form a distinct priority within the Strategy; and,
  - iv) create an implementation plan for the Corporation of the City of London actions to end Islamophobia with activities, responsibilities, timelines, measures, and budget requirements (inclusive of additional funding needs) by September 2022;

h) Civic Administration **BE DIRECTED** to share the *A London for Everyone: An Action Plan to Disrupt Islamophobia* with local Provincial and Federal Members of Parliament, the Association of Municipalities of Ontario, and the Federation of Canadian Municipalities.

## Executive Summary

The purpose of this report is to inform Council of the actions taken to end Islamophobia to date, to seek Council endorsement for the City of London directed recommendations of the Anti-Islamophobia Working Group; and to seek direction regarding future steps, including the continuation of the Anti-Islamophobia Working Group, the creation of an implementation plan, the creation of a Muslim Community Liaison Advisor role, and a report back to Council annually on progress to end Islamophobia in the community.

At the request of Council, Civic Administration has undertaken significant work to end Islamophobia in London. Council's direction on June 15, 2021 provided Civic Administration with three distinct priorities: 1) work with the local Muslim community, the Community Diversity Inclusion Strategy and key stakeholders in the community; 2) seek input from the local Muslim community to determine a means for the City to remember and honour Our London Family; and 3) work with the local Muslim community and report back how the City can highlight and honour their contributions.

Beginning in October Civic Administration initiated the Anti-Islamophobia Working Group which held consultation sessions with the community between October 2021 and January 2022 to form recommendations for actions for both the City of London and community and public sector organizations to end Islamophobia (see report, *A London for Everyone: An Action Plan to Disrupt Islamophobia*, Appendix A).

Among those consulted were 80 members of the diverse Muslim community, and representatives of approximately 30 community-based and public sector organizations with the goal of determining actions to which they could commit and what supports, resources and partnerships would be helpful to them. The media was also consulted through a parallel but separate process.

## Linkage to the Corporate Strategic Plan

In 2020, Municipal Council reaffirmed its commitment to eliminating systemic racism and oppression by establishing Anti-Racism and Anti-Oppression as a sixth priority of Council. Work associated with ending Islamophobia has been initiated through the leadership and guidance of the new Anti-Racism and Anti-Oppression Division in collaboration with the community. This work is also associated with Strengthening our Community with the outcome: Londoners are engaged in and have a sense of belonging in their neighbourhoods and the expected result: Increase the number who feel welcomed and included, and Strategy – Create inclusive engagement opportunities for Londoners.

## Analysis

### 1.0 Background Information

#### 1.1 Previous Reports Related to this Matter

On June 15, 2021, Council passed the following resolution:

WHEREAS the Municipal Council of The Corporation of the City of London unequivocally denounces the June 6, 2021 Islamophobic Attack at Hyde Park Road and South Carriage Road;

AND WHEREAS the Municipal Council denounces, in the strongest terms, Islamophobia and commits to end Islamophobia and hate; and,

AND WHEREAS the Municipal Council acknowledges that Islamophobia exists in London;

NOW THEREFORE IT BE RESOLVED THAT the following actions be taken in response to the June 6, 2021 Hyde Park Road Islamophobic Attack:

- a) the Civic Administration BE DIRECTED to work with the local Muslim community, the Community Diversity and Inclusion Strategy, and stakeholders to help end Islamophobia and report back on the outcomes of that work, including the identification of a source of funding, if applicable, to properly fund initiatives to assist with the implementation of these initiatives;
- b) the Civic Administration BE DIRECTED to seek input from the Muslim community to determine appropriate means by which The Corporation of the City of London can remember and honour the victims;
- c) the Civic Administration BE DIRECTED to work with the local Muslim community and report back on how The Corporation of the City of London can highlight and honour the contributions of the London Muslim community; and,
- d) the Municipal Council SUPPORTS the call for a National Action Summit on Islamophobia and stands ready to participate in any Summit or related intergovernmental effort to dismantle all forms of Islamophobia. (AS AMENDED)

On December 21, 2021, Council endorsed a resolution that the following actions be taken with respect to the Province of Quebec's Bill 21:

- a) the opposition to the Province of Quebec's Bill 21, An Act respecting the laicity of the State ("Bill 21") by London's Municipal Council BE AFFIRMED and the City's commitment to upholding the freedoms set out in the Canadian Charter of Rights and Freedoms BE REAFFIRMED;
- b) the current legal challenge against Bill 21 BE SUPPORTED by London's Municipal Council; and,
- c) the Civic Administration BE DIRECTED to provide a one-time grant of up to \$100,000 to the joint legal challenges of Bill 21 by the National Council of Canadian Muslims, the World Sikh Organization, and the Canadian Civil Liberties Association, with the funding to be accommodated from the operating budget contingency.

On January 25, 2022, Council passed a resolution proclaiming January 29 as the National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia.

## **2.0 Discussion and Considerations**

### **2.1 Islamophobia in London**

London is home to an estimated 33,000 to 35,000 Muslims from a diverse range of ethnicities and sects. Anti-Muslim racism or Islamophobia has long been evident in London, and reached a climax on June 6, 2021, with the Hyde Park Islamophobic attack and killing of four members of a Muslim family, and the injury of another family member. The *Report on Experiences of Discrimination in London-Middlesex*, a study by the London & Middlesex Local Immigration Partnership reported a rise in anti-Muslim racism and harassment in the last three years, particularly for women who wear the hijab. The report also notes that the COVID-19 pandemic has highlighted the rise of Islamophobia in Canada.

### **2.2 National Council of Canadian Muslims (NCCM)**

In response to the Hyde Park Islamophobic attack, and the groundswell of community and political support to end Islamophobia, the National Council of Canadian Muslims

(NCCM) quickly called on the Federal Government to convene a National Action Summit on Islamophobia which took place on July 22, 2021, and was attended by Mayor Holder, Deputy Mayor Morgan and Rumina Morris, Director of Anti-Racism and Anti-Oppression. In advance of the Summit, the NCCM devised a list of 61 policy recommendations for the three levels of government. Seven of the recommendations are directed towards municipalities (recommendations 55 – 61).

55. Pass municipal street harassment bylaws that are proportional and constitutional, such as the approach now being adopted in Edmonton after an NCCM initiative. Bylaws should also address clearly hateful verbal assaults and give authorities the ability to ticket and fine when necessary.

56. Municipalities providing dedicated funding for local community-based anti-Islamophobia initiatives.

57. Mayors should build Anti-Islamophobia Advisory Councils/Circles while ensuring that there is appropriate representation of diverse local Muslim communities.

58. Municipalities dedicate specific funding for anti-Islamophobia public awareness campaigns.

59. Invest in celebrating the history of local Canadian Muslims and initiatives through a concrete program that brings these figures and names to the forefront of local-level recognition. Municipalities should fund events and spaces where their accomplishments are celebrated in a way that clearly shows that Muslims have made real contributions to Canadian society and are far from the violent caricatures that constantly make the news.

60. Redirect funding towards alternative measures to policing in municipal budgets.

61. Develop models for training young Muslims for the future such as the Youth Fellowship Program in Toronto.

### **2.3 Anti-Islamophobia Working Group**

#### **Outreach:**

In response to Council direction of June 15, 2021, the Anti-Islamophobia Working Group was initiated by Civic Administration and began to meet in October 2021. Among those consulted were approximately 80 members of the diverse Muslim community, approximately 30 representatives of community-based and public sector organizations and members of the media with the goal of determining actions to which they could commit to and what supports, resources and partnerships would be helpful to them. A series of 6 working group sessions took place between October 2021 and January 2022. In addition, over 20 conversations were held with individual community partners and members of diverse Muslim communities.

#### **Remembering and Honouring Our London Family:**

Since the Hyde Park Islamophobic attack, many Londoners offered ideas and suggestions on how the City of London could commemorate Our London Family. Civic Administration gathered those suggestions and on December 1, 2021, met with members of the Muslim community to discuss this further. The ideas discussed were then reviewed with relatives of Our London Family to ensure any commemoration is aligned with their wishes. As a result of that consultation and pending Council approval of the necessary one-time resources, Civic Administration is undertaking the following work in preparation of June 6 and to remember and honour Our London Family:

- Erection of a memorial plaza at the intersection of Hyde Park/South Carriage Road;



- Creation of a youth-led art project for a mural on a retainer wall at the same intersection; and
- Establishment of a Community Garden in honour of Our London Family.

### **Highlighting and Honouring the Contributions of London Muslim Communities:**

During the working group sessions and the one-on-one conversations, several ideas were suggested on how the Corporation of the City of London can highlight and honour the many contributions of local Muslim community members. The recommendations that emerged from those ideas include:

- Work in partnership with Museum London and other community partners, to bring the 1001 Inventions exhibit to London, which showcases contributions from the golden age of Arab Science to our civilization;
- Use mechanisms already in place such as the Mayor's New Year's Honour List with an emphasis on encouraging nominations of Muslim Londoners within any and all categories;
- Amplify Muslim voices in all types of media stories and not just for their perspective in response to acts of Islamophobia and hate; and,
- Naming of city streets and facilities which recognize the contributions of local Muslims who have played an important role within the city.

### **Anti-Islamophobia Action Plan:**

Based on the Anti-Islamophobia Working Group sessions, the *Action Plan* provides recommendations for both the City of London and for community based and public sector organizations to end Islamophobia. These are highlighted in Appendix A.

Outlined below is an overview of the recommendations that are directed to the City of London. Many of the recommendations for the Corporation align with the policy recommendations submitted by the National Council of Canadian Muslims (NCCM) in advance of the National Summit on Islamophobia held in July 2021 and include:

Advocacy, Legislation & Public Policy:

- Endorse the 61 NCCM recommendations and actively advocate with the Provincial and Federal governments to deliver on these recommendations with adequate support and resources;
- Develop an implementation plan for Council's consideration by Fall 2022 of the seven NCCM recommendations specific to municipal governments;
- Refer NCCM Recommendation #60 "Redirect funding towards alternative measures to policing in municipal budgets" to the London Police Services Board for their consideration;
- Call on the Province of Ontario to introduce and pass the *Our London Family Act*, and
- Endorse the submissions for the National Summit on Islamophobia of the Hikma Public Affairs Council

#### Education & Awareness:

- Provide dedicated funding for local community-based anti-Islamophobia initiatives;
- Dedicate funding for local community-based anti-Islamophobia initiatives;
- Explore partnerships and allocate funding accordingly, for a local anti-Islamophobia public awareness campaign;
- Proclaim October as Islamic Heritage Month, June 6 as a Day of Remembrance of Our London Family, and January 29 as the National Day of Remembrance of the Quebec City Mosque Attack and Action against Islamophobia; and,
- Work with community based and public sector organizations to identify training opportunities specific to anti-Islamophobia.

#### Programs & Services:

- Develop models and programs for training Muslim youth leaders, such as a Youth Fellowship program, to engage them in civic and public life;
- Continue to examine ways to better serve the needs of Londoners who are not English speaking; and,
- Continue to explore ways to make community centres, programs, services, and public spaces more inclusive and welcoming for members of diverse Muslim communities, especially women, including using spaces to raise awareness and to educate

#### Accountability and Implementation:

- Establish an Anti-Islamophobia Advisory Council/Circle to the Mayor, with appropriate representation of diverse Muslims in London and to provide oversight for the implementation plan;
- Establish a Muslim Community Liaison Advisor role within the Anti-Racism Anti-Oppression Division with the responsibility of working with community partners and the City of London to develop and action an implementation plan;
- Continue the work of the Anti-Islamophobia Working Group to provide a forum to update on progress and share best practices;
- The Community Diversity and Inclusion Strategy (CDIS) to consider whether Islamophobia should form a distinct priority within the strategy; and,
- Create an implementation plan by Fall 2022 for City of London actions to end Islamophobia with activities, responsibilities, timelines, measures, budget, and any necessary funding requests.

The recommendations for the Community Based and Public Sector Organizations acknowledge that community partners have a responsibility to engage and further their efforts and to collaborate with others to end Islamophobia. Within those recommendations for Community Based and Public Sector Organizations, there are also recommendations for the City of London and include:

### Programs & Services:

- Promote equitable, inclusive, and welcoming spaces for diverse Muslim communities, especially women, including using spaces to raise awareness and to educate;
- Continue to review their funding procedures to make them more accessible to Muslim organizations; and,
- Work with relevant community partners to explore the creation of an online reporting tool for hate-related or harassment incidents.

### Internal Policies and Practices:

- Review policies, programs, services, and practices using an equity tool and a trauma-informed approach that identifies barriers to participation for Muslims, and especially for Muslim women;
- Review recruitment, hiring, retention, and human resources practices using an equity tool and a trauma-informed approach that identifies barriers to participation for Muslims, and especially for Muslim women;
- Review current and future training and development opportunities using an equity tool and a trauma-informed approach that identifies any unconscious or explicit bias against Muslims, and especially against Muslim women; and,
- Review, and where necessary, enhance and/or create physical spaces dedicated to prayer and reflection, including appropriate signage and communication to staff.

### Next Steps:

It is important to note that work is already underway for many of the recommendations directed to the City of London. The next steps to continue this important work will be to:

- Create an implementation plan for the City of London actions to end Islamophobia with activities, responsibilities, timelines, measures, and budget requirements (inclusive of additional funding needs) by September 2022;
- Put in place the accountability and implementation structures and processes; and,
- Continue to meet with the Anti-Islamophobia Working Group on a quarterly basis to provide resources, best practices and to be apprised of initiatives emerging at the community level.

## 3.0 Financial Impact/Considerations

### 3.1 Short-term financial implications:

One-time funding of up to \$150,000 is required for the erection of a memorial plaza at the intersection of Hyde Park Road/South Carriage Road, creation of a mural, and establishment of a Community Garden in honour of Our London Family by June 2022. These expenditures are recommended to be funded through a drawdown from the Operating Budget Contingency Reserve.

The Muslim Community Liaison Advisor position is proposed to be funded on a

temporary basis for a period of up to 2 years within existing budget resources to immediately operationalize the implementation of the *Action Plan*. Long-term funding options for this position would be explored through the development of the 2024-2027 Multi-Year Budget.

### **3. 2 Longer-term financial implications:**

As highlighted above, the implementation plan will outline the future, activities, timing, and associated financial implications. External funding opportunities, where available, will be pursued for some of the actions outlined in the implementation plan. It is anticipated that some actions will also be able to leverage existing approved budgets across the Corporation. In the event that additional funding is required, Civic Administration will submit a business case for the required funding as part of the 2023 Annual Budget Update or 2024-2027 Multi-Year Budget, depending on the timing of implementation of the associated action items.

## **Conclusion**

Islamophobia instills fear in the community. The Islamophobic attack of June 6, 2021 has heightened the need to disrupt Islamophobia and re-double efforts to create a strong, safe and welcoming community.

The Anti-Racism and Anti-Oppression Division is committed to fighting Islamophobia and all forms of racism and oppression and to take a leadership role in working with the community. It is grateful to the members of the Anti-Islamophobia Working Group for its support in this work.

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<b>Recommended by:</b>	<b>Lynne Livingstone, City Manager</b>



# A London for Everyone

An Action Plan to Disrupt Islamophobia

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## 1.0 Introduction

On June 6, 2021, members of the Afzaal family were murdered in an act of Islamophobic hate. This act was set against a larger landscape of hate and systemic exclusion which continue to marginalize Muslims and other racialized peoples both in London and across Canada.

In response to the hateful act, on June 15, 2021, City Council directed Civic Administration to:

- a) the Civic Administration BE DIRECTED to work with the local Muslim community, the Community Diversity and Inclusion Strategy, and stakeholders to help end Islamophobia and report back on the outcomes of that work, including the identification of a source of funding, if applicable, to properly fund initiatives to assist with the implementation of these initiatives;
- b) the Civic Administration BE DIRECTED to seek input from the Muslim community to determine appropriate means by which The Corporation of the City of London can remember and honour the victims;
- c) the Civic Administration BE DIRECTED to work with the local Muslim community and report back on how The Corporation of the City of London can highlight and honour the contributions of the London Muslim community; and,
- d) the Municipal Council SUPPORTS the call for a National Action Summit on Islamophobia and stands ready to participate in any Summit or related intergovernmental effort to dismantle all forms of Islamophobia. (AS AMENDED)

In response to that direction, staff from the Anti-Racism and Anti-Oppression Division created an Anti-Islamophobia Working Group to consult with Muslim communities and community based and public sector organizations.

Since the Working Group was formed, progress has been made, including:

1. On December 16, 2021, Minister Ahmed Hussen brought forward a motion in the House of Commons to support the appointment of a federal Special Envoy on Islamophobia (mentioned in NCCM #19 (Appendix A.1) and Hikma #4.1 (Appendix A.3)).
2. On December 21, 2021, Council declared its opposition to Quebec's Bill 21, including providing a one-time payment of \$100,000 in financial support to the joint legal challenges of Bill 21 by the National Council of Canadian Muslims, the World Sikh Organization and the Canadian Civil Liberties Association (mentioned in NCCM #29 and Hikma #1.8).

3. On January 10, 2022, the Corporate Services Committee voted in favour of proclaiming January 29 as the National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia.

Through the insights of the Working Group as well as the work being done by the Anti-Racism and Anti-Oppression Division of the City of London, it is clear that the City and community based and public sector organizations acknowledge the existence of Islamophobia and anti-Muslim racism in London. There is a need to disrupt Islamophobia in all its forms as a step towards dismantling all acts of hate. This report includes an action plan for the City and for community based and public sector organizations to disrupt Islamophobia and anti-Muslim racism.

## 2.0 Methodology

A series of large group discussions (6 in total) were held with Muslim communities, community based and public sector organizations, and representatives of London media. In addition, one-on-one conversations (25+) were held with community based and public sector organizations and individual members of Muslim communities.

In Session 1, Muslim communities shared their experiences of Islamophobia and their concerns about how it is being addressed in London. In Session 2, representatives from community based and public sector organizations spoke of the work already being done to disrupt Islamophobia, brainstormed future initiatives, and identified areas of collaboration. In Session 3, Muslim communities were joined by community based and public sector organizations to align community concerns with future initiatives and ensure that concerns are being addressed with clear actions. In Session 4, London-based media representatives discussed their role in reinforcing Islamophobia and how they can change the narrative about Muslims. In Session 5, representatives of Muslim communities identified initiatives to remember and honour Our London Family, and to highlight Muslim contributions in London. Session 6 was a report back to the Working Group to review the draft recommendations and elicit feedback and endorsement.

Sessions 1 to 4 began with an overview of the multiple dimensions of Islamophobia, which manifest at both individual and structural levels (Beydoun, Khaled A. (2019). *American Islamophobia: Understanding the Roots and Rise of Fear*. University of California Press.) This common understanding of Islamophobia formed the basis of the discussions.

One-on-one conversations with community based and public sector organizations and individual members of Muslim communities focused on hearing about current and future initiatives to disrupt Islamophobia, resources required, and how the City of London can provide support.

## 3.0 Key Insights

### 3.1 Muslim Communities

Overwhelmingly, Muslims want to be believed and validated when they share experiences of hate that occur on a daily basis - specifically from within the Muslim community, from the broader community, and from authoritative figures such as the London Police Service. Many participants expressed their pain and frustration about the lack of trust in authority figures, the institutions they represent, and the systems they operate within. Further, some participants felt that the institutions they are told to trust are the same ones perpetuating systemic bias against Muslims. An acknowledgement that Islamophobia exists in London, and disproportionately affects Muslim women, is an essential first step towards rebuilding trust and will provide the foundation for further initiatives to disrupt Islamophobia. Many participants noted that Muslim youth were not represented adequately in the responses to the terror attack, and that these youth voices must be central to future efforts.

Participants emphasized the need for greater education at all levels, with a focus on integrating an anti-racism and anti-oppression lens (including anti-Islamophobia) within education systems. Additionally, they articulated the need for sustainable public support, safer spaces (both in person and online), concrete actions by allies, and accountability (by media, the City, and allies). Communities noted the need for a deeper understanding of the diversities within Islam, including the intersectional identities of Muslims, and recognition of the contributions of Muslims in London. Participants noted their desire to build solidarity with other equity-deserving groups in London in order to work together to dismantle any and all forms of hate within their communities. There is a high level of emotion still reverberating within Muslim communities. Participants expressed pain, anger, fear, and frustration about ongoing acts of hate and systemic exclusion, noting that Islamophobia cannot be disrupted by words and good intentions alone, but by intentional and collective action.

Muslim communities were also consulted on how to remember and honour Our London Family as well as how to highlight the contributions of Muslims in London. Several ideas were proposed, spawning further conversation with representatives from the City who are working on implementing some of those recommendations.

### 3.2 Community Based and Public Sector Organizations

Community based and public sector organizations acknowledged that Islamophobia exists and has a disproportionate impact on Muslim women. Participants recognized that their organizations have a role to play in disrupting Islamophobia, both for the constituents they serve and for London at large. Each organization is at a different stage of their journey: some are exploring and understanding Islamophobia at a deeper level while others have already begun planning future initiatives to address Islamophobia and to provide support to Muslims. However, organizations also



expressed challenges and concerns: the need for guidance and insight from Muslim communities and other equity-deserving groups, support in actualizing policies and ideas, sustainability of funding, and the pressure of multiple and competing priorities. Participants echoed the need for greater education at all levels, of which one solution could be training specific to Islamophobia. Finally, participants expressed a strong desire for an ongoing forum to share best practices and ensure consistency of messaging and approach when undertaking anti-Islamophobia work. They hope that the City of London will lead this work and continue to provide opportunities for organizations to network, connect, and share expertise.

### 3.3 Media

Members of the local London media were invited to a separate session designed to discuss the role of media in perpetuating Islamophobia and how to change the narrative of how Muslims are portrayed in the community. Representatives from the London Free Press, 980 CFPL, and CTV were in attendance as well as an independent journalist. A robust and engaging conversation ensued where participants shared common experiences and challenges including a constant tension between being the first to get a news story out and taking the time to reflect on how the story may perpetuate stereotypes and biases. There was an honest conversation about how the media uphold these stereotypical narratives and similarly how they can be agents to dispel and disrupt them.

Attendees identified several strategies they can use to strengthen and highlight the experiences of local Muslims as well as those of other equity-deserving groups. Media representatives identified that they could broaden their relationships with diverse Muslim communities so that the intersectional identities of Muslims are better reflected in media narratives. They also agreed that they could be more intentional about interviewing Muslims for everyday news stories and not only following acts of hate.

They acknowledged the value of weaving the history of Muslims and other equity-deserving groups into the broader Canadian story. One suggestion was for print media to dedicate a column to the topic of Faith, also accessible online, similar to the [Winnipeg Free Press column](#). The group also saw value in creating a space for themselves to meet with other media representatives on a regular basis to collectively navigate some of these issues, share ideas and discuss best practices. Ultimately, the participants recognize that intentionally disrupting bias within the media context is a long but important process and that continued conversations and spaces for reflection will allow them to learn and course correct with humility and grace as needed.

### 3.4 One-on-One Conversations

The focus of the conversations with community based and public sector organizations was to further understand each organization's commitments to disrupting Islamophobia and where they require additional support, either from the City of London or from other partners. Organizations deeply appreciated the space to continue the conversation and expressed their desire to engage with the City, other partners, and Muslim communities on an ongoing basis. Conversations that took place with local individual members of Muslim communities were to expand on ideas they had presented and initiatives that are already underway and explore how the City of London can offer support.

## 4.0 Remembering, Honouring, and Highlighting Muslims in London

### Recommendations for the City of London

#### 4.1 Remembering and Honouring Our London Family

The City of London to:

- a. Dedicate funding or support, as required, for local community-based anti-Islamophobia initiatives being developed to commemorate the anniversary of the Islamophobic terror attack on an annual basis as per **NCCM Recommendation #56**.
- b. Proclaim June 6 as a Day of Remembrance of Our London Family and implement plans to formally commemorate it.
- c. Light city buildings in green and purple on June 6, 2022 in recognition of Our London Family.
- d. In consultation with members of the family, implement plans for a memorial plaza at the intersection of Hyde Park Road/South Carriage Road. Current plans include a raised flower bed with seating, a memorial plaque, and a small wall. Crosswalks will also be painted purple and green at the intersection to honour Our London Family.
- e. Offer guidance and support to local Muslim youth who have been engaged to work with a local artist, Wajeha Chams, to create a mural on the wall at the intersection. This process will be facilitated through staff support of the Muslim Resource Centre for Social Support and Integration (MRCSSI).
- f. Create a Community Garden in honour of Our London Family who were avid gardeners.

#### 4.2 Highlighting and Honouring the Contributions of London Muslim Communities

The City of London to:

- a. With local community based and public sector organizations such as Museum London and the London Children's Museum, explore the feasibility of bringing the 1001 Inventions exhibition to London in October 2023. 1001 Inventions is a UK based not-for-profit award-winning international science and cultural heritage

organization that raises awareness of the creative golden age of Arab Science. This will be the first time the exhibition will be brought to Canada, offering the City of London a unique opportunity to demonstrate its commitment to highlighting and honouring the contributions of Muslims as per **NCCM Recommendation #59**.

- b. Utilize the Mayor's New Year's Honour List as a mechanism to highlight and honour the contributions of local Muslims in any and all categories as per **NCCM Recommendation #59**.
- c. Consult with the London Muslim Mosque and other organizations as appropriate, to explore other types of public recognition displays which can be actioned for June 2022 as per **NCCM Recommendation #59**.
- a. Consider either fully funding the 1001 Inventions exhibition or exploring funding opportunities through sources such as the National Anti-Racism Fund currently offered through the Canada Race Relations Foundation as per **NCCM Recommendation #56**.
- d. As previously directed by Council, continue its review of all existing commemorative naming policies with an anti-racism, anti-oppression, and intersectional framework, and consider renaming efforts that recognize the contributions of local Muslims who have played important roles within the city.

## 5.0 Anti-Islamophobia Action Plan

### Recommendations for the City of London

The following recommendations refer to actions that the Corporation of the City of London can take to be a thought leader in disrupting Islamophobia and a role model for other municipalities. These recommendations include those submitted by the National Council of Canadian Muslims (NCCM) in advance of the National Summit on Islamophobia held in July 2021.

#### 5.1 Advocacy, Legislation, and Public Policy

- a. Endorse the 61 NCCM recommendations and actively advocate with provincial and federal governments to deliver on these recommendations with adequate support and resources.
- b. Develop an implementation plan for Council's consideration by Fall 2022 of the seven NCCM recommendations specific to municipal governments. Those recommendations are listed below and referred to throughout this document and are also included in the NCCM Report (Appendix A.1):
  - i. **#55** Pass municipal street harassment bylaws that are proportional and constitutional, such as the approach now being adopted in Edmonton after an NCCM initiative. Bylaws should also address clearly hateful verbal assaults and give authorities the ability to ticket and fine when necessary.
  - ii. **#56** Municipalities provide dedicated funding for local community-based anti-Islamophobia initiatives.
  - iii. **#57** Mayors should build Anti-Islamophobia Advisory Councils/Circles while ensuring that there is appropriate representation of diverse local Muslim communities.
  - iv. **#58** Municipalities dedicate specific funding for anti-Islamophobia public awareness campaigns.

- v. **#59** Invest in celebrating the history of local Canadian Muslims and initiatives through a concrete program that brings these figures and names to the forefront of local-level recognition. Municipalities should fund events and spaces where their accomplishments are celebrated in a way that clearly shows that Muslims have made real contributions to Canadian society and are far from the violent caricatures that constantly make the news.
- vi. **#60** Redirect funding towards alternative measures to policing in municipal budgets.
- vii. **#61** Develop models for training young Muslim leaders for the future such as the Youth Fellowship program in Toronto.
- c. Refer **NCCM Recommendation #60** to the London Police Services Board for their consideration.
- d. Call on the Province of Ontario to introduce and pass the *Our London Family Act*.
- e. Endorse the submissions for the National Summit on Islamophobia of the Hikma Public Affairs Council.

## 5.2 Education and Awareness

- a. Provide dedicated funding for local community-based anti-Islamophobia initiatives such as the “OurLondonFamily” website initiative being developed by local community members in collaboration with Fanshawe College students, as per **NCCM Recommendation #56**. This online resource will be a centralized repository for all projects and initiatives dedicated to fighting Islamophobia on a local level.
- b. Dedicate funding for local community-based anti-Islamophobia initiatives for local organizations such as the London Muslim Mosque, the Muslim Resource Centre for Supports and Integration (MRCSSI), London Middlesex Local Immigration Partnership (LMLIP) and the Youth Coalition Combating Islamophobia (YCCI), as per **NCCM Recommendation #56**. The YCCI, is a local youth-led group inspired by friends of the family and is committed to dismantling Islamophobia through awareness initiatives and fundraising.
- c. Explore partnerships and allocate funding accordingly, for a local anti-Islamophobia public awareness campaign as per **NCCM Recommendation #58**.
- d. Proclaim October as Islamic Heritage Month, June 6 as a Day of Remembrance of Our London Family, and January 29 as the National Day of Remembrance of the Quebec City Mosque Attack and Action against Islamophobia.
- e. Work with community based and public sector organizations to identify training opportunities specific to anti-Islamophobia, intersectionality, bystander intervention, and allyship, and disseminate to the broader community.

## 5.3 Programs and Services

- a. Develop models and programs for training Muslim youth leaders, such as a Youth Fellowship program, to engage them in civic and public life as per **NCCM Recommendation #61**.
- b. Continue to examine ways to better serve the needs of Londoners who are not English speaking.
- c. Continue to explore ways to make community centres, programs, services, and public spaces more inclusive and welcoming for members of diverse Muslim communities, especially women, including using spaces to raise awareness and to educate.

#### 5.4 Accountability and Implementation

- a. The Mayor of the City of London to build an Anti-Islamophobia Advisory Council/Circle, with appropriate representation of diverse Muslims in London as per **NCCM Recommendation #57**. This body should meet quarterly and have the responsibility to provide oversight for the implementation of the recommendations directed to the City of London.
- b. Establish a Muslim Community Liaison Advisor role within the Anti-Racism Anti-Oppression Division with the responsibility of working with community partners to implement the recommendations directed to the City of London.
- c. Continue the work of the Anti-Islamophobia Working Group and share best practices and progress. This forum will provide a space for community based and public sector organizations to hold each other and the City accountable for commitments they have made towards disrupting Islamophobia.
- d. The Community Diversity & Inclusion Strategy (CDIS) to consider whether Islamophobia should form a distinct priority within the Strategy.
- e. Create an implementation plan by Fall 2022 for City of London actions to end Islamophobia with activities, responsibilities, timelines, measures, budget, and any necessary funding requests.

#### Recommendations for Community Based and Public Sector Organizations

The following recommendations refer to actions that local community based and public sector organizations, including the City of London, can take towards furthering efforts to dismantle Islamophobia within their spheres of influence and accountability.

#### 5.5 Advocacy

- a. Community based and public sector organizations should leverage their advocacy efforts with all levels of government against initiatives, legislation, or other practices that are rooted in Islamophobia.

#### 5.6 Education and Awareness

- a. Community based and public sector organizations to explore ways to support and promote local anti-Islamophobia initiatives in response to **NCCM Recommendation #56** and collaborate with local community-based social support organizations such as the Muslim Resource Centre for Social Support and Integration (MRCSSI) and the London Middlesex Local Immigration Partnership (LMLIP) that have been doing this work, and continue to do so, within the community and are able to provide guidance and resources for new initiatives.
- b. Community based and public sector organizations to support and promote anti-Islamophobia public awareness campaigns which emerge in response to **NCCM Recommendation #58**.

#### 5.7 Programs and Services

- a. Community based and public sector organizations, including the City of London, to promote equitable, inclusive, and welcoming spaces for diverse Muslim

- communities, especially women, including using spaces to raise awareness and to educate.
- b. Community based and public sector organizations that provide funding, including the City of London, to begin or continue to review their funding procedures to make them more accessible to Muslim organizations. They should also consider enhancing their support specifically to organizations providing mental health resources and supports to Muslim communities.
  - c. The City of London to work with relevant community partners to explore the creation of an online reporting tool for hate-related or harassment incidents.
  - d. Health sector partners to:
    - i. Expand their equity initiatives to improve health equity outcomes for Muslims in London.
    - ii. Explore expanding collaborative care with other community based and public sector organizations.
  - e. Local school boards to:
    - i. Endorse the 61 NCCM recommendations and send letters of support to appropriate levels of government.
    - ii. Work with the Ministry of Education to develop an anti-Islamophobia strategy as per **NCCM Recommendation #43**.
    - iii. Call on the Province of Ontario to introduce and pass the *Our London Family Act*, particularly the recommendations on education reform at the provincial level.
    - iv. Endorse the submissions for the National Summit on Islamophobia of the Hikma Public Affairs Council, particularly the recommendations on education reform at the school board level.
    - v. Operationalize any and all recommendations of the NCCM, the *Our London Family Act* and Hikma Public Affairs Council relevant to local school boards.
    - vi. Review teaching and learning materials to ensure inclusion and integration of the diverse and intersectional experiences of Muslims.
    - vii. Consider the creation of a Board-level anti-Islamophobia resource person to support teachers and administrators in providing strong anti-Islamophobia messaging in education, to support Muslim children and teachers, and to address bullying and harassment.
    - viii. Conduct an audit on the adequacy of religious accommodations for Muslim students and staff.
    - ix. Establish a community of practice across local school boards dedicated to sharing best practices in anti-racism and anti-oppression work including addressing Islamophobia.
    - x. The Youth Coalition Combating Islamophobia (YCCI) is looking to collaborate with local school boards and create an educational video as an anti-Islamophobia initiative. Local school boards should consider supporting these efforts.
  - f. London Police Service to:
    - i. Review its approach to responding to hate-based incidents with an intersectional and trauma informed lens.
    - ii. Continue its efforts in relationship building and community involvement with local Muslim communities based and public sector organizations.



- iii. Request that any future anti-racism and anti-oppression training include a specific component addressing unconscious and explicit bias against Muslims.
- iv. Continue and expand its in-service mentoring through the Diversity Officer within the Community Mobilization and Support Unit.
- g. London Public Library to:
  - i. Begin the implementation of their Strategic Plan based on the feedback received from their Anti-Racism and Anti-Oppression Organizational Assessment.
  - ii. Continue to work with community members and other organizations to build more inclusive collections in multiple languages.
- h. Museum London to:
  - i. Continue to develop inclusive programming such as their planned exhibition themed on resilience within communities.
  - ii. Explore developing museum exhibits in partnership with the community.
- i. Muslim Resource Centre for Social Support and Integration (MRCSSI) to:
  - i. Provide guidance to other community based and public sector organizations on the challenges faced by the diverse Muslim communities in London.
  - ii. Train service providers as well as workers in the public sector on the root causes and impacts of Islamophobia, and the trauma-informed approaches that can be implemented to disrupt it.
  - iii. Serve as a resource for developing culturally integrative solutions to address bias and discrimination in general, working alongside other communities experiencing it, and addressing Islamophobia, particularly through the offering of public and sector specific training and workshops.
- j. Post-Secondary Institutions to:
  - i. Explore partnerships to support and fund the collection of academic and empirical data, both qualitative and quantitative, on the impact and experiences of being Muslim in London.
  - ii. Continue to build and strengthen relationships with Muslim students and staff.
  - iii. Fanshawe College to continue to work with community members in the creation of the OurLondonFamily website.
  - iv. Western University does not currently have an Interdisciplinary program/Chair on Islam, Muslims, Islamic Civilizations or Critical Muslim Studies. The university should continue its efforts to source funding to address this need and gap.

## 5.8 Internal Policies and Practices

- a. Community based and public sector organizations, including the City of London and their Agencies, Boards, and Commissions, to begin or continue a review of their policies, programs, services, and practices using an equity tool and a trauma-informed approach that identifies barriers to participation for Muslims, and especially for Muslim women.
- b. Community based and public sector organizations, including the City of London and their Agencies, Boards, and Commissions, to begin or continue a review of their recruitment, hiring, retention, and human resources practices using an equity tool and a trauma-informed approach that identifies barriers to participation for Muslims, and especially for Muslim women.

- c. Community based and public sector organizations, including the City of London and their Agencies, Boards, and Commissions, to review their current and future training and development opportunities using an equity tool and a trauma-informed approach that identifies any unconscious or explicit bias against Muslims, and especially against Muslim women.
- d. Community based and public sector organizations, including the City of London and their Agencies, Boards, and Commissions, to ensure that their current and future training and development opportunities include a specific component addressing unconscious and explicit bias against Muslims, and especially against Muslim women.
- e. Community based and public sector organizations, including the City of London and their Agencies, Boards, and Commissions, to begin or continue to collect demographic data of its staff and assess how closely they reflect the community and where they are positioned within their organization.
- f. Community based and public sector organizations, including the City of London and their Agencies, Boards, and Commissions, to review, and where necessary, enhance and/or create physical spaces dedicated to prayer and reflection, including appropriate signage and communication to staff.

## 6.0 Conclusion

The sentiments of Muslim communities are clear: there is pain, frustration, fear, and anger at the acts of Islamophobia and systemic exclusion that they face on a daily basis. Muslim women, in particular, are affected disproportionately by gendered Islamophobia, that significantly impacts their safety and ability to participate in civic life. While the terror attack on June 6, 2021, was the most violent and egregious instance of Islamophobia that London has experienced, it occurred within a larger landscape and system, one that needs to be actively disrupted. Community based and public sector organizations recognize that they have a role to play in disrupting Islamophobia. All parties look to the City of London for their leadership and advocacy, guided by insight from Muslim communities. In the aftermath of the terror attack, the City of London made several commitments. This action plan builds on those commitments and provides recommendations for the City as well as for community based and public sector organizations. By intentionally and collectively committing to actions to disrupt Islamophobia, individuals, organizations, and the City of London can significantly and positively impact the lives and experiences of Muslim communities.



## 7.0 Appendices

Appendix A.1: [NCCM Recommendations, National Summit on Islamophobia, July 19, 2021](#)

Appendix A.2: [\*Our London Family Act\*](#)

Appendix A.3: [Submission for the National Islamophobia Summit, Hikma Public Affairs Council](#)



NATIONAL  
COUNCIL  
OF CANADIAN  
MUSLIMS

Your Voice. Your Future.

CONSEIL  
NATIONAL  
DES MUSULMANS  
CANADIENS

Votre voix. Votre avenir.

Appendix A. 1



NO  
TO  
HATE

JULY 19  
2021

**NCCM RECOMMENDATIONS  
NATIONAL SUMMIT ON ISLAMOPHOBIA**



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# ABOUT US

The National Council of Canadian Muslims (NCCM) is an independent, non-partisan and non-profit organization that protects Canadian human rights and civil liberties, challenges discrimination and Islamophobia, builds mutual understanding, and advocates for the public concerns of Canadian Muslims.

We recognize that the NCCM's work takes place on the traditional territories and ancestral lands of Indigenous peoples occupied by Canada. We recognize the experiences and the contributions that First Nations, Métis, Inuit, and other Indigenous peoples have made and continue to make in strengthening our communities, provinces and country as a whole. As we work to challenge the discrimination Canadian Muslims face, we recognize that our work is interconnected with Indigenous struggles, past and present.

# INTRODUCTION

More Muslims have been killed in targeted hate-attacks in Canada than any other G-7 country in the past 5 years because of Islamophobia.

This fact was in the air outside the London Muslim Mosque on June 8 of this year, when thousands of Londoners gathered in the aftermath of the terror attack that took the lives of four members of the Canadian Muslim community in an unthinkable act of Islamophobic violence.

The thousands that gathered that day were there to show their solidarity, pray, and stand with members of their community, as representatives of the London Muslim Mosque called for more than words from the politicians in attendance.

The reality is that Muslims in Canada have been here too many times.

- The Quebec City Mosque Attack.
- The killing of Mohamed-Aslim Zafis at the IMO mosque in Toronto.
- Violent attacks on racialized women wearing hijabs.
- Hateful rallies in front of mosques.
- The targeting of our communities by governments across Canada.

The list goes on.

Of course, there are many Canadians of all backgrounds who have been abiding allies of Canadian Muslim communities, and diverse communities in general. This is clear in the outpouring of support after Islamophobic incidents through messages of condolences and hope, human shields around mosques at prayer times, lawn signs to provide comfort as families go for walks, and solidarity in demanding change. Thus, while there is no doubt that we have a problem with Islamophobia in Canada, there is also no doubt that we as Canadians also have the collective will to do something about it.

While we have heard many words from politicians condemning Islamophobia and standing in solidarity with Muslims in Canada, action to tackle Islamophobia has been slow and piecemeal. It has been three years since the 2018 report by the Standing Committee on Canadian Heritage on combatting Islamophobia, and many of the recommendations have still not been implemented.

Five lives have been taken since then by Islamophobic violence in clear and vicious attacks, and numerous others have been shattered by the scourge of Islamophobia.

We cannot stand by and see any more lives lost.

Islamophobia is lethal and we need to see action now.

And action was what was called for at the vigil outside the London Muslim Mosque.

Bilal Rahall and Nusaybah Al-Azem, representing the London Muslim Mosque, called for all three levels of government to take action in solving the challenge of Islamophobia. They called for the creation of an Emergency National Action Summit on Islamophobia, bringing together all levels of government to ensure that binding policy change is brought forward.

This call was thereafter echoed by NCCM and hundreds of other organizations in Canada.





On June 11, 2021, a unanimous consent motion passed in the House of Commons that stated the following:

That, given that,

(i) Canada has been devastated over the last decade by repeated acts of violent Islamophobia, including but not exclusive to the Quebec City Mosque Attack, the IMO Mosque Attack, and the London Terror Attack,

(ii) Canada has been deeply affected by Islamophobia at a federal, provincial, territorial, and municipal level,

(iii) All political leaders at every level in government in Canada need to urgently change policy to prevent another attack targeting Canadian Muslims,

the House call on the government to convene an Emergency National Action Summit on Islamophobia to take place before the end of July 2021.

What follows are the policy recommendations we at NCCM are making to the federal government, provincial governments, and municipal governments across Canada to tackle violent and systemic forms of Islamophobia.

Islamophobia takes distinct shape at various intersections. For instance, many Muslim women experience distinctly gendered forms of Islamophobia that may stem from pre-conceived notions that Muslim women are oppressed or from seeing visible symbols of Islam such as the hijab as foreign or a menace. In a similar vein, Black Muslims experience distinct forms of Islamophobia that intersect with anti-Black racism.

With this in mind, our policy recommendations were generated after hosting consultation sessions over the past few weeks with mosques, community organizations and collectives from British Columbia to the Atlantic provinces, representing a diverse intersection of Muslims in Canada. The recommendations below represent, as closely as possible, recurring themes and submissions coming from organizations that collectively represent hundreds of thousands of Canadian Muslims, including from diverse sects within the Canadian Muslim community. The recommendations further take into account the ideas within the hundreds of submissions sent by those not affiliated with any institution, as per the Appendix.

However, we recognize that Canadian Muslims are not a monolithic body. Therefore, there may be Canadian Muslims with alternative viewpoints who will bring other recommendations forward. These voices are important – and we urge policymakers to listen to those who have alternate perspectives as well.

We have attached an Appendix with a full list of submissions and consultation notes that have informed our recommendations.

The recommendations are not numbered in order of priority because the reality is that we need a holistic approach to solving Islamophobia - from challenging Bill 21 (Recommendation 29) to creating an Office of the Special Envoy on Islamophobia (Recommendation 19) to building anti-Islamophobia strategies provincially in education (Recommendation 43) to public awareness campaigns in our cities (Recommendation 58). All are important, and we need to see action on all items.

Lastly, and most importantly, for political leaders participating in the Summit, please note the following carefully: The only metric of success for this Summit will be whether action is taken as per the recommendations laid out below and by other members of the diverse Muslim community.

We will track that metric of success by issuing:

1. A public document immediately after the Summit, highlighting initial action committed to by every level of government.
2. A joint report 60 days after the close of the Summit, highlighting which recommendations were accepted by various levels of government, and a commitment of timelines to making those recommendations pass into policy.

It is time for action.

See our calls for action below.

A black and white photograph of a woman wearing a hijab, speaking into a microphone. The image is partially obscured by a red box in the bottom right corner containing the number 06.

**06**





# ABBREVIATED LIST OF **RECOMMENDATIONS**



## FEDERAL RECOMMENDATIONS

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- 01** Legislative review of the Canadian Human Rights Act (CHRA): As legislation is now being introduced to provide a civil remedy within the CHRA, there must be a comprehensive legislative review of the CHRA as part of an overall renewal of how Canada deals with modern forms of Islamophobia and hate, particularly in the digital space, while ensuring and protecting Canadians' freedoms to legitimately criticize various ideologies, state actions, and religious praxis.
- a. A review is especially important in order to update how the Canadian Human Rights Commission functions, and to ensure that ordinary Canadians without a legal background can take advantage of newly introduced remedies to online hate.
  - b. Commit to introducing a social media regulator with a special focus on ensuring that civil liberties are protected.
- 02** Designated funding for a National Support Fund for Survivors of Hate-Motivated Crimes: The funding program should cover expenses incurred by survivors as a result of the hate-motivated incident or attack. The funding must include eligible expenses such as paramedical services (physiotherapy etc.), medical treatment and equipment, mental health treatment and supports, as well as loss of earnings. Applications for funds or their release should be readily available in the immediate aftermath of an attack when survivors need it most. Funding should not be contingent on a final criminal sentence being rendered.
- 03** Legislation should be introduced to implement provisions that place any entity that finances, facilitates, or participates in violent white supremacist and/or neo-Nazi activities on a list of white supremacist groups, which is separate and distinct from the terror-listing provisions. We note that this option has been endorsed by at least one of the major federal parties.
- 04** Study of the failure of national security agencies to deal with white supremacist groups: Such a study should include:
- a. An investigation into whether national security agencies have unduly deprioritized the study of white supremacist groups. Specifically, such a study could point towards disparities in resources and funding have been put towards surveilling Indigenous, Black, and Muslim communities in contrast to white supremacist groups in Canada;

## FEDERAL RECOMMENDATIONS

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- b. A study of the degree of white supremacist permeation of our national security agencies. Even as the proliferation of banned white supremacist groups into our armed forces has become common knowledge, we need to examine the degree to which CSIS, CSE, and the RCMP themselves have been permeated by white supremacists. This is especially germane given numerous allegations and lawsuits of disturbing racist, xenophobic, and Islamophobic practices being tolerated at CSIS; and
- c. An analysis of why national security agencies do not release disaggregated data about how many of those surveilled belong to racialized communities.

- 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;
- 06** Establish dedicated prosecutorial units for prosecuting hate-motivated crimes; and
- 07** Remove requirement for Attorney General's consent: The Attorney General's consent is currently required to begin any prosecution for the willful promotion of hatred and genocide. This is a uniquely high bar that should be abolished. The same should go for any future free-standing provision(s) around hate-motivated crimes.
- 08** The Security Infrastructure Program (SIP) Reform: The SIP should become rebate based, where mosques and community organizations under threat can make the relevant security upgrades needed, and then retroactively receive a rebate for the upfitting under a two-step process;
- 09** SIP should allow for institutions to receive up to 90% of eligible expenditures, up to a maximum of \$80 000, for securitization projects; and
- 10** SIP should also be broadened to allow for mosques to host broader community-building safety initiatives.

## FEDERAL RECOMMENDATIONS

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- 11** A federal Anti-Islamophobia Strategy by year end, including:
- A clear definition of Islamophobia, informed by robust community consultations, to be adopted across government;
  - Funding anti-Islamophobia work including research, programs, and education;
  - Develop anti-Islamophobia public education campaigns to drive down Islamophobic sentiments in Canada; and
  - Committing to the recommendations brought forward at the National Summit on Islamophobia with added consideration to implementing the previous recommendations brought forward by the Heritage Committee.
- 12** Commit to a full legislative review of the CHRA, with a specific focus on:
- Access to the Commission for complainants;
  - The role of the Commission in studying the impact of hate as proliferated across conventional media and social media;
  - The potential introduction of a public-interest based defamation fund for Canadians who are smeared on the basis of hate; and
  - Protecting the right of Canadians to engage in critique of foreign governments.
- 13** CVE Reform: Until there is a coherent set of policies enshrined to prevent the profiling and mass surveillance of our communities, pause the mandated “Countering Violent Extremism” programs at the federal level, and require Public Safety Canada to develop out a new program in consultation with racialized communities for broader public safety.
- 14** CRA Reform: Suspend the Canada Revenue Agency’s (CRA) Review and Analysis Division (RAD) pending review of Canada’s Risk-Based Assessment model and its National Strategy to combat extremism and radicalization;
- 15** Suspend discretionary use of revocation power where anti-terrorism financing or counter-radicalization policies inform the audit;
- 16** Enhance transparency between the CRA’s Charities Directorate and charities audited under suspicion of terrorism financing and/or radicalization; and
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## FEDERAL RECOMMENDATIONS

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- 17** Provide anti-bias training and greater guidance to government officers and regularly assess whether their discretionary decisions are biased based on race or religious affiliation.
- 18** 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.
- 19** Immediately fund the creation of an appropriately funded Office of the Special Envoy on Islamophobia.
- 20** Media Representation: Incentivize production of Muslim stories, told by Canadian Muslims, through designated funding in the Canada Media Fund, Telefilm, the National Film Board, and provincial and municipal grants for arts and media;
- 21** Allocate a multi-million-dollar fund through the Anti-Racism Secretariat or the Ministry of Heritage for Canadian Muslim artists and community organizations to facilitate grassroots storytelling, visual and oral history projects, and building community archives; and
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## FEDERAL RECOMMENDATIONS

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- 22** Commit to robust consultation with Canadian Muslim storytellers, artists, filmmakers and content creators to guide the allocation of funds and build capacity.
- 23** Allocate dedicated funding, in consultation with Muslim communities, for the study of Islamophobia through the Social Sciences and Humanities Research Council including creating related funding for:
- Tier 2 Canada Research Chairs;
  - Post-doctoral fellowships; and
  - Research grants.
- 24** Arising from the Treasury Board Secretariat (TBS) review, a zero-tolerance rule for Islamophobic practices be enshrined across government; and
- 25** Commit to changes in the Access to Information and Privacy (ATIP) regime as per concerns raised about scope of secrecy and timeliness of the process.
- 26** GBA+ Reform: Review and provide an update as to how many self-identifying Canadian Muslims are employed in the federal public service, and whether they are in low-level jobs or higher executive positions;
- 27** Review as to whether the GBA+ lens has appropriately balanced an intersectional approach in integrating members of diverse communities, including members of Canada's Muslim community, into the workforce; and
- 28** Adopt Recommendation 12 & 13 of the Heritage Committee Report so as to ensure that policies, programs and initiatives in the federal public sector are approached from an intersectional lens.
- 29** Bill 21: Attorney General intervention in all future cases challenging Bill 21 before the courts; and
- 30** Create a fund to help those affected by Bill 21 have a degree of financial security until the legislation is struck down. This is not a transition-plan fund; for no Quebecer should have to change their chosen vocation because of discrimination. This federal fund is to provide assistance while the court challenge is pending.
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## FEDERAL RECOMMENDATIONS

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- 31** Mandate in regulation that anti-Islamophobia training becomes mandatory continuing education for all judges.
  - 32** New directives should be brought forward to make clear that the intentional violation of the duty of candour has, at minimum, consequences for the Director of Canadian Security Intelligence Service (CSIS). The Minister of Public Safety should require the resignation of the Director of CSIS for any violations of the duty of candour.
  - 33** Global Affairs Canada commits to challenging Islamophobia globally;
  - 34** Provide direction to all agencies to cease the usage of biased and inherently fallacious sources produced by the Islamophobia industry; and
  - 35** Through the Special Envoy, or through another body, conduct audits across agencies like the CBSA and CSIS to determine whether biased, Islamophobic, or other fallacious guides are utilized in decision-making processes.
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## PROVINCIAL RECOMMENDATIONS

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- 36** Institute a provincial Hate Crimes Accountability Unit in all provinces;
  - 37** Make Hate Crimes Accountability Units responsible for providing guidance on appropriate penalties for police officers or officers who discourage reporting; and
  - 38** Through Hate Crimes Accountability Units, build out methodologies for third-party reporting.
  - 39** Legislative change to empower relevant registrars to prevent white supremacist groups from registering as a society.
  - 40** Review existing legislation, and pass legislation that prohibits violent white supremacist rallies on provincial property, while paying careful attention to ensure that the legislation is not overbroad and does not limit freedom to dissent.
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## PROVINCIAL RECOMMENDATIONS

- 41** Provinces mandate municipalities to pass bylaws to combat and deter street harassment; and
- 42** Periodic review of bylaw enforcement, including stakeholder consultation, to ensure that the municipal bylaws are effective in addressing street harassment and to not do further damage to vulnerable communities.
- 43** Anti-Islamophobia strategy in education: Ministries of Education should work with school boards, in consultation with local Muslim communities, to develop anti-Islamophobia strategies that are responsive to local contexts and speak to broader issues of Islamophobia. Such strategies should be based on quantitative and qualitative data on student voice and representation in staffing, and should include consideration of the following:
- a. Review and reform of curriculum that relates to Islam and Muslims;
  - b. Development of curriculum, resources and programs that affirm Muslim identities and include nuanced representations of Islam and Muslims;
  - c. Audits of adequacy of religious accommodations for Muslim students and staff and recommendations for change where necessary;
  - d. Anti-Islamophobia trainings and educational opportunities (such as the [Green Square](#) campaign and the National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia) for students, educators and staff;
  - e. Clear, accessible and effective complaints mechanism, including mitigation strategies for fears of reprisal, for students and staff who have experienced Islamophobia and racism; and
  - f. Culturally-responsive resource development for student well-being that addresses mental health needs and trauma supports for Muslim students.
- 44** All provinces should adopt the recommendations of the Tulloch Report during reviews of policing acts.
- 45** Establish (as needed) and ensure provincial Anti-Racism Directorates are well-funded and well-resourced in consultation with local communities.
- 46** Establish anti-racism councils or panels across provinces that represent a diverse intersection of community voices, including Muslims, to tackle some of the most immediate challenges communities are facing in tackling racism locally.



## PROVINCIAL RECOMMENDATIONS

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| <b>47</b> | Make Foreign Qualification Recognition/Foreign Credential Recognition a central mandate requirement for Ministries of Labour to achieve across provinces.   |
| <b>48</b> | Recruit minorities, including Muslims, into Agencies, Boards, and Commissions.  |
| <b>49</b> | Allocate funding to ensure that human rights commissions can decrease wait times, increase access, and provide needed education; and  |
| <b>50</b> | Extend limitation periods for human rights complaints to 5 years (to take into account the trauma victims face), while allowing a claimant to seek an extension to the limitation period if the claimant has extenuating circumstances reasonably demonstrating why they were unable to file a formal human rights complaint within the 5-year limitation period. |
| <b>51</b> | Provinces should conduct regular polls to determine the state of racism and Islamophobia in their particular province, and to determine the relevant aspects of Islamophobic sentiment.   |
| <b>52</b> | Ensure that settlement services are appropriately funded so that newcomers have the necessary opportunities to succeed in Canada; and   |
| <b>53</b> | Ensure that social services agencies are mandated to provide regular training on anti-racism and anti-Islamophobia for frontline staff.   |
| <b>54</b> | Provide funding to organizations supporting racialized youth navigating turbulent times through education and other forms of support.   |
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## MUNICIPAL RECOMMENDATIONS

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- 55** Pass municipal street harassment bylaws that are proportional and constitutional, such as the approach now being adopted in Edmonton after an NCCM initiative. Bylaws should also address clearly hateful verbal assaults and give authorities the ability to ticket and fine when necessary.
- 56** Municipalities provide dedicated funding for local community-based anti-Islamophobia initiatives.
- 57** Mayors should build Anti-Islamophobia Advisory Councils/Circles while ensuring that there is appropriate representation of diverse local Muslim communities.
- 58** Municipalities dedicate specific funding for anti-Islamophobia public awareness campaigns.
- 59** Invest in celebrating the history of local Canadian Muslims and initiatives through a concrete program that brings these figures and names to the forefront of local-level recognition. Municipalities should fund events and spaces where their accomplishments are celebrated in a way that clearly shows that Muslims have made real contributions to Canadian society and are far from the violent caricatures that constantly make the news.
- 60** Redirect funding towards alternative measures to policing in municipal budgets.
- 61** Develop models for training young Muslim leaders for the future such as the Youth Fellowship program in Toronto.
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# FEDERAL GOVERNMENT

## **VIOLENT ISLAMOPHOBIA**

- 18 Online Hate
- 20 National Victims of Hate Support Fund
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## ONLINE HATE

During the sentencing of Alexandre Bissonnette who killed six Muslim worshippers in Quebec City in 2017, Justice Francois Huot [indicated](#) that the convicted mass murderer consulted multiple anti-Muslim online sources before the attack. Bissonnette accessed racist content on YouTube, Facebook, and he was consulting #MuslimBan on Twitter before the attack. There is no clearer evidence of the existential threat presented by the dangers of online hate to the Canadian Muslim community and to Canadians in general.

In 2016, media research company Cision [documented](#) a 600% rise in the amount of intolerant and hate speech in social media postings between November 2015 and November 2016. Their study focused on the usage of hashtags like #banmuslims and #siegeheil. According to a 2019 survey by Leger Marketing, 60% of Canadians report having seen hate speech on social media, and 62% of Quebecers stated that they had seen hateful or racist speech on the internet/social media in relation to Muslims.

There is far more empirical data demonstrating this point than can be adequately condensed into these recommendations.

Recent research on how Canadian hate groups utilize online platforms, including social media platforms, demonstrates that white supremacist and online hate groups use online platforms to create an “enabling environment”. Groups like the Soldiers of Odin (founded by a neo-Nazi), Pegida Canada, and other organizations routinely used Twitter and Facebook as organizing tools and to spread misinformation and hate about Canadian Muslims.

Examples abound relating to the continued and real-life impact of online hate against local Muslim communities. The Fort McMurray Mosque, for instance, has faced numerous threats online for years, including most recently after the 2019 Christchurch mosque massacres in New Zealand. Some Facebook users called for the Fort McMurray Mosque to be [burned down and blown up](#).

To our knowledge, while the RCMP did investigate these clear instances of online hate speech, potentially breaching the Criminal Code, no charges were laid.

A recent [report](#) estimates that more than 6,600 far-right extremist social media pages, groups, and accounts based in Canada reached approximately 11 million users worldwide from 2017-19. According to the study, such anti-Muslim rhetoric spiked during and in the immediate aftermath of the Christchurch-mosque massacres.

Given the status quo, we need to look for deep and meaningful changes that are attuned to the modern contours of hate in Canada and ensure that our legislative frameworks are equipped to keep up with a quickly evolving digital landscape.

We are mindful that the federal government has already committed to introducing new legislation that will bring in a social media regulator, and that [new legislation has already been introduced](#) that will bring back a civil remedy for those who suffer online hate. These are important commitments. As the social media regulator is being introduced, it is critical to ensure that regulatory changes being brought forward are balanced, respectful of civil liberties, and protect freedom of expression – including the freedom to critique any country’s foreign policy, for example.

Furthermore, any changes must be premised on principles of ensuring access for complainants, and of a balanced approach that weeds out vexatious complaints and protects civil liberties.

## **RECOMMENDATION**

1. Legislative review of the Canadian Human Rights Act (CHRA): As legislation is now being introduced to provide a civil remedy within the CHRA, there must be a comprehensive legislative review of the CHRA as part of an overall renewal of how Canada deals with modern forms of Islamophobia and hate, particularly in the digital space, while ensuring and protecting Canadians’ freedoms to legitimately criticize various ideologies, state actions, and religious praxis.
  - a. A review is especially important to update how the Canadian Human Rights Commission functions, and to ensure that ordinary Canadians without a legal background can access newly introduced remedies to online hate.
  - b. Commit to introducing a social media regulator with a special focus on ensuring that civil liberties are protected.





# NATIONAL VICTIMS OF HATE SUPPORT FUND

Hate-motivated crimes have spiked in Canada over the past decade. Sadly, victims of hate-motivated crimes – whether from Asian, Muslim, Indigenous, LGBTQ2S+, Black, or Jewish communities - face significant financial burdens related to accessing mental health treatment, physiotherapy, medical treatment, and other services after enduring traumatic events. Alongside coping with both physical and psychological trauma, survivors of hate-motivated crimes often find themselves facing significant financial expenses on the path to recovery. For many, this means that they are unable to afford taking steps to recovery at all.

We have heard from many community leaders that there is a major gap; victims of hate are further made to bear financial burdens related to rehabilitation and recovery.

Provincial supports for victims of crime vary widely and are often inaccessible and oversubscribed. This is why, for instance, a [report](#) by the Ontario Hate Crimes Community Working Group found that the services provided by Ontario Victims Services, “are inadequate to meet the specific needs of communities and victims in regard to hate crimes and hate incidents.”

Given the challenges faced by communities today, we need to see a federal program that harmonizes existing provincial supports and provides a specialized fund that offers widespread coverage. This funding must support and expand provincial victim support programs that already exist, and in some provinces (like Alberta) no longer exist at all. The fund should exist as a modality to help make survivors of hate-motivated crimes whole again.

## **RECOMMENDATION**

2. Designated funding in the Federal Budget for a National Support Fund for Survivors of Hate-Motivated Crimes: The funding program should cover expenses incurred by survivors as a result of a hate-motivated incident or attack. The funding must include eligible expenses such as paramedical services (physiotherapy etc.), medical treatment and equipment, mental health treatment and supports, as well as loss of earnings. Applications for funds or their release should be readily available in the immediate aftermath of an attack when survivors need it most. Funding should not be contingent on a final criminal sentence being rendered.



## NEW LEGISLATION ON LISTING VIOLENT WHITE SUPREMACIST GROUPS

We welcome the recent listing of violent white supremacist extremist groups on Canada's official list of terrorist organizations and entities such as Combat 18, the Proud Boys, The Base, Russian Imperial Movement, Atomwaffen Division, Aryan Strikeforce and the Three Percenters. The banning of these groups degrades their abilities to organize to incite and commit acts of violence.

However, there are several groups that appear not to meet the threshold of a terrorist entity but are key actors in facilitating and participating in violent white supremacist or neo-Nazi activities in Canada that pose a threat to racialized communities.

Groups like the Soldiers of Odin – which was founded by a neo-Nazi – may not currently meet the threshold of being listed as a terrorist entity, but endanger communities by patrolling and surveilling mosques, or assaulting anti-racism protestors at rallies.

We do not recommend expanding the reach of anti-terrorism legislation.

Rather, a new methodology where government can clearly track, label, and dismantle white supremacist groups is necessary and urgent for public safety.

### **RECOMMENDATION**

3. Legislation should be introduced to implement provisions that place any entity that finances, facilitates, or participates in violent white supremacist and/or neo-Nazi activities on a list of violent white supremacist groups, which is separate and distinct from the terror-listing provisions. We note that this option has been endorsed by [at least one of the major federal parties](#).



## STUDY OF THE FAILURE OF NATIONAL SECURITY AGENCIES TO DEAL WITH WHITE SUPREMACIST GROUPS

As suggested by leading experts, white supremacist hate groups have recently expanded and [proliferated](#) throughout Canada, growing from about 100 groups in 2015 to roughly 300 groups by 2021.

The deadly escalation in Islamophobic attacks in recent years deserves closer scrutiny, particularly when it comes to whether our security agencies have been able to effectively deal with white supremacist hate groups – all while disproportionately profiling Canadian Muslims.

That Canada is now the site of two of North America’s worst anti-Muslim mass murders – the London terror attack and the Quebec City Mosque massacre – suggests that there have been system failures to prevent violent Islamophobic attacks.

In other words, we suggest that Canada’s national security agencies have been more preoccupied with profiling Canadian

Muslims than those who are harming and killing them. Director David Vigneault [acknowledged](#) that the Canadian Security Intelligence Service (CSIS) has major problems with systemic racism and harassment, stating, “Yes, systemic racism does exist here, and yes there is a level of harassment and fear of reprisal within the organization.” An ex-CSIS operative further argued that “CSIS should have seen Alexandre Bissonette coming...He was online. He was contributing to discussions with far-right organizations.” There have also been various reports of Muslim CSIS employees formally raising disturbing cases of overt discrimination and Islamophobia against them.

Beyond CSIS, there have been reports of white supremacist and Islamophobic incidents in other federal agencies, such as the Canadian Armed Forces, who are charged with the responsibility of keeping Canadians safe. An internal report at the Canadian Armed Forces revealed that several members of the armed forces were



associated with white supremacist and neo-Nazi groups such as the Proud Boys and Atomwaffen – groups that have recently been listed as terrorist entities.

Muslim communities across the country have shouldered the consequences of public safety failures and are calling for a parliamentary study that investigates and identifies shortcomings in our current public safety approach.

## **RECOMMENDATION**

4. Study of the failure of national security agencies to deal with white supremacist groups. Such a study should include:

- a. An investigation into whether national security agencies have unduly deprioritized the study of white supremacist groups. Specifically, such a study could point towards disparities in resources and funding have been put towards surveilling Indigenous, Black, and Muslim communities in contrast to white supremacist groups in Canada;
- b. A study of the degree of white supremacist permeation of our national security agencies. Even as the proliferation of banned white supremacist groups into our armed forces has become common knowledge, we need to examine the degree to which CSIS, the Communications Security Establishment (CSE), and the Royal Canadian Mounted Police (RCMP) themselves have been permeated by white supremacists. This is especially germane given numerous allegations and lawsuits of disturbing racist, xenophobic, and Islamophobic practices being tolerated at CSIS; and
- c. An analysis of why national security agencies do not release disaggregated data about how many of those surveilled belong to racialized communities.

# AMENDMENTS TO THE CRIMINAL CODE TO MORE EFFECTIVELY DEAL WITH HATE-MOTIVATED CRIMES

CENTURY PARK

4:50  
Wed, Feb 24

(Edmonton Southgate Mall – the site of an [attack](#) in December 2020. A mother and daughter who identify as Black Muslim women who wear hijab, were viciously beaten by two individuals who also smashed the windows of their vehicles).

Since 2015, there has been an [upward trend](#) in police-reported hate crimes. Canada went from 1,362 hate crimes reported in 2015 to 1,946 in 2019. While Canadian Muslims account for 3% of Canada's population, they account for an average of 11.6% of victims of police-reported hate crimes over the five-year period. Statistics Canada further notes that hate-motivated crimes are significantly under-reported – nearly two thirds of hate-motivated crimes go unreported. Despite under-reporting, police-reported hate crimes [spiked](#) by 47% in 2017 and kept growing for at least two years, including an increase in anti-Muslim hate crimes by an alarming 151% in 2017, the year of the Quebec City mosque massacre.

Hate-motivated crimes have particularly devastating effects. They make entire communities feel unsafe. [Research](#) suggests that survivors of hate-motivated crimes suffer psychological injuries that survivors of non-hate-motivated crimes do not. Additionally, hate-motivated crimes are becoming a growing public health crisis with an increase in attacks on Muslim, Asian, Black, Indigenous, and other minority communities.

Amending the Criminal Code by introducing a free-standing provision around hate-crimes is critical to fill several gaps.

Most Canadians do not realize that there is no specific legal provision that deals with what many colloquially call a “hate crime.” That means that if an individual walks up to another person on the street and assaults them while yelling racial epithets, and it is determined that the attack was indeed hate-motivated, there is no specific “hate crime” section of the Criminal Code that the offender would be charged with as such.

As the courts [have noted](#), the phrase “hate crimes” leaves the impression that the law criminalizes acts motivated by hate or the outright expression of racist hate. It does neither.

Rather, hate is generally looked at in sentencing under section 718.2(a)(i) of [the Criminal Code](#), which notes that it would be a potentially aggravating factor if the offence was motivated by, “bias, prejudice or hate based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or gender identity or expression, or on any other similar factor.”

There are also hate speech provisions of the Criminal Code, but these clearly do not canvass the kind of scenario laid out above.

First, we suggest that through the creation of free-standing provisions, hate-motivated crimes could be treated as indictable offenses, in the same way that aggravated assault is an indictable offense. Therefore, stronger penalties could be invoked. Secondly, charging individuals under hate-motivated provisions sends a strong signal that encourages denunciation and deterrence, but that also provides new tools and approaches.

In contrast to the existing Canadian approach to hate crimes and to Parliament's codification of it, other [jurisdictions](#) take a stronger approach in dealing with hate crimes. In Wisconsin, for example, The Wisconsin Hate Crimes Act mandates a penalty enhancement provision for hate-motivated crimes. This provision has [survived constitutional scrutiny](#) in the United States.

Furthermore, beyond penalty-enhancing provisions at sentencing, by 1991, over [28 states had passed legislation](#) akin to an offence of hate-motivated intimidation, which relates to specific charges.

We must be cautious, of course, to assume that strengthening our Criminal Code will eliminate hate crimes. It will not. We must also be cognizant that criminalization can often have disproportionate effects on racialized communities. We encourage policymakers to also take seriously the concern that many in our communities have around the general utility of criminalization and carceral institutions in response to hate. Therefore, we also suggest that a new provision on hate crimes should premise within it a commitment to a diversionary system that allows for alternate restorative justice models for offenders and a commitment to review and study to ensure that the system works in a fair and just manner.

A new standing provision is, however, an important tool to consider that allows for those who commit hate-motivated offences to be adequately charged and prosecuted.

**RECOMMENDATION**

- 5. 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;
- 6. Establish dedicated prosecutorial units for prosecuting hate-motivated crimes; and
- 7. Remove requirement for Attorney General's consent: The Attorney General's consent is currently required to begin any prosecution for the willful promotion of hatred and genocide. This is a uniquely high bar that should be abolished. The same should go for any future free-standing provision(s) around hate-motivated crimes.

# CHANGING THE SECURITY INFRASTRUCTURE PROGRAM

The spike in mosque attacks and vandalism throughout Canada in recent years have triggered calls for funding programs to help prevent acts of violence being visited upon Muslim places of gathering, businesses, and community spaces. The Security Infrastructure Program (SIP) has generally been a positive initiative to this end. While it should not be needed, SIP is an important measure that allows religious communities to protect themselves. NCCM was also pleased to advocate successfully for the list of eligible expenditures under SIP to be expanded to include basic training for staff to respond to hate-motivated incidents.

However, changes need to be brought in to make it easier for mosques to apply for SIP funding, and for mosques to be able to apply prophylactically before something bad happens.

Right now, programs in place allow Muslim organizations to apply for funding to shore up their security measures. However, applicants must demonstrate that they, “are at risk of being victimized by hate-motivated crime.” Typically, given that there are more applicants than there is funding, applicants demonstrate that



(April 5, 2021 - Montreal mosque, the Centre Communautaire Islamique Assahaba, targeted by a mask man firing an air gun at the windows of the masjid)

risk by showing how they have already been attacked before. In addition, SIP application processes are long and arduous, typically requiring multiple letters of support, multiple security quotes, floor plans, and much more. Once the application process is complete, applicants still must wait for months before being approved.

What that means practically is that communities that need funding urgently for protection often cannot get access to the program that is meant to protect them.

Another significant challenge is that communities under siege do not receive full funding under SIP – rather, approved projects may receive up to 50% of the total project. We were told in consultations that

the institutions that often receive the most threats are sometimes the least able to secure the other 50% required. We recommend that the coverage of SIP is expanded.

Lastly, security for local communities means more than building fences. This was recognized in recent changes that allowed for volunteers to be trained, for example, in responding to active-shooter drills. We are recommending that SIP be further expanded to allow for communities under siege to host bystander-intervention trainings, community meetings, and gatherings with their neighbours.

Good fences do not necessarily make good neighbors; and many Canadian Muslims believe that their long-term safety needs require strong relationships with their neighbors. Increasing the capacity of communities to engage positively with their neighbours is critical.

A broad-based set of voices have called for funds from all levels of government to be geared more towards a more holistic approach to prevention. Muslim organizations, aided by their elected officials, law enforcement partners, or another trusted third party, should be able to apply and secure funding for safety reasons to prevent the worst from happening.

## **RECOMMENDATION**

8. The SIP program should become rebate based, where mosques and community organizations under threat can make the relevant security upgrades needed, and then retroactively receive a rebate for the upfitting under a two-step process;

9. SIP should allow for institutions to receive up to 90% of eligible expenditures, up to a maximum of \$80 000, for securitization projects; and

10. SIP should also be broadened to allow for mosques to host broader community-building safety initiatives.

# RELEASE AN ISLAMOPHOBIA STRATEGY BY END OF 2021

The federal Anti-Racism Strategy is set to expire this year. Our community members have long felt that a dedicated strategy focused on Islamophobia is needed.

This is even more urgent given that Canada is now, as mentioned, the site of North America's two worst Islamophobic mass murders. This is a deeply confronting fact that also represents the culmination of a long-standing trend of pervasive Islamophobia not only on the fringes but mainstream public discourse as well.

Combatting this pervasive discourse requires a multi-pronged strategy focused on reducing Islamophobic attitudes in Canada. The federal government's [campaign against tobacco usage](#), which aims to reduce tobacco usage from 15% to 5% by 2035, is an example of how federal campaigns in the public interest can be structured in holistic ways.

It is time to develop and publicly release a federal Anti-Islamophobia Strategy that puts forward a roadmap for ending violent and systemic Islamophobia.

Such a strategy must also take into account how Islamophobia manifests at various intersections of gender, race, and socio-economic stratifications.

## **RECOMMENDATION**

11. A federal Anti-Islamophobia Strategy by year end, including:
  - a. A clear definition of Islamophobia, informed by robust community consultations, to be adopted across government;
  - b. Funding anti-Islamophobia work including research, programs, and education;
  - c. Develop anti-Islamophobia public education campaigns to drive down Islamophobic sentiments in Canada; and
  - d. Committing to the recommendations brought forward at the National Summit on Islamophobia with added consideration to implementing the previous recommendations brought forward by the Heritage Committee.





# LEGISLATIVE REVIEW OF THE CANADIAN HUMAN RIGHTS ACT TO IMPROVE THE FUNCTIONING OF THE COMMISSION

In relation to our aforementioned recommendations regarding a legislative review of the CHRA, the review should also consider how to improve the Canadian Human Rights Commission in order to aid claimants and issue penalties.

So much has changed in Canada over the last twenty years since the CHRA was last reviewed – especially in our approach to human rights and in our understanding of the complex web of remedies and approaches in challenging human rights violations domestically. For this reason alone, it is important to update Canada’s guiding human rights statute and modernize it appropriately.

We believe this is especially necessary to ensure that the Commission is fulfilling its mandate of study, education and access, which remain a challenge for the Commission.

In updating the CHRA to keep up with the changing world of online hate and various forms of Islamophobia, racism, and far-right extremism, the Commission should have

resources allocated to conduct regular studies into the spread of hate in Canada.

Furthermore, those affected by human rights violations need to be better served by the Commission as claimants, as the Commission has historically suffered from long delays and backlogs.

In the same way that the Court Challenges Program provides financial support to individuals and groups in Canada to bring cases of national significance related to certain constitutional and quasi-constitutional official language and human rights before the courts, we suggest that the Commission sets forward a new fund where victims of hate-motivated defamation could apply to seek financial support in cases that have significant public-interest. A major challenge faced by Canadian Muslims, slandered by Islamophobes (see, for example, the case of *Paramount v Kevin J Johnston*, 2019 ONSC 2910) is the lack of funding to challenge such hate through a court proceeding. We believe that should be changed.

Lastly, even as a civil remedy to combat hatred was proposed in new legislation, a review of the CHRA must provide clarity on protecting the rights of Canadians to critique foreign governments and policies. NGOs, charities, and relief organizations play an important role in humanitarian assistance throughout conflict zones around the world. This has put many of them into the paths of dictatorial and authoritarian regimes that try very hard to hide their conduct, often by maligning or silencing dissenting entities.

Relief organizations on the ground in some of these countries often speak out against the brutality and violations they witness against civilians. This puts them in the crosshairs of regimes that do not want this sort of critical scrutiny, exposure, and attention. Recently, foreign states have retaliated against some well-respected global charities by [designating](#) them as terrorist entities.

A revised CHRA can provide guidance and protection to ensure that Canadians who have bona fide critiques of foreign policy issues are not tarnished by allegations of hate.

## **RECOMMENDATION**

12. Commit to a full legislative review of the CHRA, with a specific focus on:

- a. Access to the Commission for complainants;
- b. The role of the Commission in studying the impact of hate as proliferated across conventional media and social media;
- c. The potential introduction of a public-interest based defamation fund for Canadians who are smeared on the basis of hate; and
- d. Protecting the right of Canadians to engage in critique of foreign governments.



# REVIEW AND REVISE CANADA'S APPROACH TO COUNTERING VIOLENT EXTREMISM (CVE) AND COUNTER-TERRORISM TACTICS

Counter-terrorism measures by various national security agencies have created a lack of trust between these agencies and Muslim communities.

One of the perennial concerns of many Muslims across Canada is that entire communities are put under a microscope, as if they aid, abet, or condone the violent acts of a few extremists.

Yet Muslims everywhere, from mosques to university student associations, continue to report [visits](#) by CSIS agents that amount to “fishing expeditions” in search of possible terrorists within mainstream community spaces. This happened so much in Canadian universities that the Institute of Islamic Studies at the University of Toronto, alongside the NCCM and Canadian Muslim Lawyers Association, set up a hotline for Muslim students to call when CSIS comes knocking.

This overall practice of conflating our main community spaces and organs with extremism both mirrors and perpetuates ideas and stereotypes that every Muslim has proximity to potentially violent ideologies.

It is a problematic direction that, according to a broad range of voices we have heard from across the community, must be reversed.

Our community is calling for a stop to CSIS “fishing expeditions,” including mass surveillance of our mosques and community spaces, be it through the usage of undercover informants or other means. Entrapping mentally ill Canadians into terrorism plots, as occurred in the case of the Nuttall family (see *R. v. Nuttall*, 2018 BCCA 479), needs to end.

The Canadian government, rather than spending time to fix the core problems at the heart of our national security agencies, has endorsed the strategic policy direction of “Countering Violent Extremism” (CVE), a methodology that attempts to prevent terrorist attacks by pre-emptively targeting the motivating ideology. While this may sound like a good idea, CVE methodologies, when employed by ill-informed government and broken national security agencies, have unintended consequences. The Prevent program in the UK is a well-known example of the disastrous impact of CVE policies.

For example, under the Prevent program, a four-year-old child was threatened with detention and to be taken to a deradicalization program after drawing a picture of a cucumber.

We have no reason to trust that the CVE experience in Canada would be any different, given the existing stance of national security agencies in profiling Muslim communities, schools, and students.

## **RECOMMENDATION**

13. Until there is a coherent set of policies enshrined to prevent the profiling and mass surveillance of our communities, the federal government should pause the mandated “Countering Violent Extremism” programs at the federal level, and require Public Safety Canada to develop a new program in close consultation with racialized communities.



# CRA REFORM

Recently, major reports by [academics](#) and [civil society groups](#), including NCCM and the University of Toronto, have shed light on potential biases in Canada Revenue Agency (CRA) audit practices that unfairly target registered Muslim-led charities across the country. These audits often take place within the context of whole-of-government approaches to anti-terrorism financing and counter-radicalization, without any indication to the charity that these considerations are part of the audit. This ill-conceived approach has resulted in the revocation of charitable status, which has left community organizations hollowed out and no longer able to provide much-needed services and spaces for the marginalized communities they serve. Yet none have been charged with anything related to financing terrorism.

Canada's approach to anti-terrorism financing is structured by its international commitments to the Financial Action Task Force (FATF). As part of its commitments to the FATF, Canada identifies organizations

that pose the greatest risk of terrorist financing through its risk-based assessment model. In its [2015 risk assessment](#), Canada indicated a "Canadian nexus" of several entities that allegedly pose the threat of financing terrorist activities. This determination was made without the citation of any corroborating evidence. 100% of the groups identified in the assessment are racialized, and 80% are related to Islam or Muslims.

This risk-based assessment model integrates a structural bias that puts Muslim-led organizations in Canada in the crosshairs of CRA audits related to anti-terrorism financing. These audits are conducted by a special division at the CRA known as the Review and Analysis Division (RAD), which is ostensibly structured around the biased risk assessment protocol mentioned above. The RAD is responsible for identifying and preventing terrorist financing threats in Canada.

In addition to anti-terrorism financing, Muslim-led charities are also unfairly treated in relation to Canada's approach to counter-radicalization. This involves identifying and penalizing charities that promote "extreme ideas." However, with little guidance as to what constitutes an extreme idea as well as discretionary

decision-making authority given to auditors, the potential result of this approach is an inconsistent application of counter-radicalization principles informed by unconscious (or even conscious) biases about racialized and religious communities.

## **RECOMMENDATION**

14. Suspend the Review and Analysis Division (RAD) pending review of Canada's Risk-Based Assessment model and its National Strategy to combat extremism and radicalization;
15. Suspend discretionary use of revocation power where anti-terrorism financing or counter-radicalization policies inform the audit;
16. Enhance transparency between the CRA's Charities Directorate and charities audited under suspicion of terrorism financing and/or radicalization; and
17. Provide anti-bias training and greater guidance to government officers and regularly assess whether their discretionary decisions are biased based on race or religious affiliation.



## NEW OVERSIGHT BILL FOR THE CANADA BORDER SERVICES AGENCY

A recent CBC access-to-information request [revealed](#) over 500 allegations of misconduct by Canada Border Services Agency (CBSA) officers filed between 2018-19, many of which back the broader allegation that the agency engages in racial profiling that disproportionately targets Muslims. This revelation aligns with the [lived experiences](#) of Canadian Muslims who have for decades raised the issue of Islamophobic [profiling](#) and discrimination while travelling. Moreover, the 2019 Fall Report of the Auditor General of Canada to the Parliament of Canada confirms widespread systemic issues with organizational culture at the CBSA in terms of discrimination and harassment, as does the Diversity Equity and Inclusion Audit of the CBSA that was tabled to Parliament in March 2020. There is no independent oversight of the conduct of CBSA officers and agents.

As such, there is little recourse to address discrimination at our borders, or even within the CBSA. This includes a lack of accountability for extreme measures such as indefinite detention, which, according to a recent report by international human rights advocates, has considerable and unjustifiable mental health impacts on detainees.

Before it died on the order papers, [Bill C-3](#), An Act to amend the Royal Canadian Mounted Police Act and the Canada Border Services Agency Act, was introduced in Parliament and included recommendations to extend the RCMP oversight body to include oversight of the CBSA. Given recent concerns around the ability of the RCMP oversight body to provide effective oversight over the RCMP, we suggest a new and specific oversight body for the CBSA.

## **RECOMMENDATION**

18. 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 off-duty CBSA officers who engage in misconduct 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 available remedies and penalties; and

g. Include language in the Act around 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.

# ESTABLISH AN OFFICE OF THE SPECIAL ENVOY ON ISLAMOPHOBIA

We propose that the Government of Canada immediately funds the creation of the Office of the Special Envoy on Islamophobia, and subsequently appoints a Special Envoy.

This position needs to work with various ministries to inform policy, programming and financing of efforts that impact Canadian Muslims. The Envoy should have the powers of a commissioner to investigate different issues relating to Islamophobia in Canada, and to conduct third-party reviews across all sectors of the federal government relating to concerns of Islamophobia. For example, a Special Envoy, could conduct a particular review of the security certificate process and its relationship to Islamophobia. Under [security certificates](#), individuals under suspicion can be removed from Canada, without accessing evidence assembled against them by the Crown. Many argue that this is an infringement on Canadian civil liberties that Canadian Muslims have long opposed.

The Envoy should also have an international scope given how different forms and motivations for Islamophobia

are not limited by national borders. That the [Christchurch shooter had the Quebec City Mosque shooter's name](#) on his rifle illustrates this fact with gruesome reality.

An Islamophobia envoy would ideally travel to various countries to explore different approaches to solving the challenges of Islamophobia and how threat environments abroad might import or export different elements of narratives of Islamophobia.

Therefore, we stress that the Office of the Special Envoy must be well funded and resourced so as to better carry out a domestic and international mandate.

## **RECOMMENDATION**

19. Immediately fund the creation of an Office of the Special Envoy on Islamophobia.



# EMPOWERING CANADIAN MUSLIMS TO TELL THEIR OWN STORIES

Opposing the extensive and entrenched narratives of fear, suspicion, and hatred toward Muslims in Canada requires counter-narratives of humanization. This is no longer simply the niche interest of a small minority community of content creators. Nor is it simply in the interest of over a million Muslims who are part of Canada's social fabric. In light of three separate lethal Islamophobic attacks on Canadian soil, empowering Muslims in this country to tell their own stories is now a matter of national concern.

A recent study from the [University of Southern California](#) maps both the underrepresentation of Muslims in popular films globally as well as the disproportionate representation of Muslim characters as linked to violence or subservience. Muslim women are largely invisible or represented in harmful and reductive stereotypes. The study claims that their findings suggest a bias in content creation that renders Muslims invisible or maligned in popular film. There is ample academic research that establishes the role of harmful stereotypes in popular culture in begetting hostility and violence against racialized communities.

The shortcomings of the film industry are coupled with a news media landscape that has transformed in the digital age where Islamophobic and racist content circulates with impunity. When Canadian news outlets trot out dangerous [Islamophobic](#) tropes on a regular basis and [disinformation networks in Canada](#) produce fake news that target Muslims, it is imperative that Canadian Muslims be empowered to counter these harmful narratives with resources and programming that challenges xenophobic, Islamophobic, and bigoted narratives and humanizes their image and heals their pain.

## **RECOMMENDATION**

20. Incentivize production of Muslim stories, told by Canadian Muslims, that counter Islamophobic narratives through designated funding in the Canada Media Fund, Telefilm, the National Film Board, and provincial and municipal grants for arts and media;
21. Allocate a multi-million-dollar fund through the Anti-Racism Secretariat or the Ministry of Heritage for Canadian Muslim artists and community organizations to facilitate grassroots storytelling, visual and oral history projects, and building community archives on experiences of and resistance to Islamophobia; and
22. Commit to robust consultation with Canadian Muslim storytellers, artists, filmmakers and content creators to guide the allocation of funds and build capacity.



# ALLOCATE FUNDING FOR RESEARCH ON ISLAMOPHOBIA

Serious academic study of how to tackle Islamophobia in Canada has not kept pace with the exponential rise of the phenomenon of Islamophobia, particularly in recent years.

Civil society groups that study Islamophobia often do so on a shoestring budget as they witness the spike of anti-Muslim incidents around them. Few scholars in Canada have a research agenda that primarily focuses on the sources and growth of Islamophobia or its potential remedies.

Universities need to dedicate resources to encourage this research to create a rich knowledge base on Islamophobia in Canada. Furthermore, such research can often be a springboard for informing and encouraging discussions, policy changes and appropriate learning to tackle Islamophobia.

The federal government should support universities to establish dedicated research infrastructure to enable the study of Islamophobia and anti-Islamophobia approaches in Canada.

## **RECOMMENDATION**

23. Allocate dedicated funding for the study of Islamophobia through the Social Sciences and Humanities Research Council including creating related funding for:

- a. Tier 2 Canada Research Chairs;
- b. Post-doctoral fellowships; and
- c. Research grants.

# ENSHRINE ZERO TOLERANCE FOR ISLAMOPHOBIA ACROSS GOVERNMENT DEPARTMENTS

Canada's Treasury Board Secretariat is currently exploring measures and strategies to challenge systemic racism and a lack of diversity in the public service. This broad approach is welcomed as systemic barriers continue to exist for Black, Indigenous and other racialized communities to enter and rise within the service. However, we know that discrimination, racism, and other forms of xenophobia exist in the federal public service.

To that end, we recommend that a zero-tolerance policy should thus be instituted against Islamophobia in the federal public services.

In order for accountability measures to be effective, we also recommend that the Access to Information and Privacy (ATIP) process be refined and improved. In June 2019, the Government passed Bill C-58, which brought forward significant amendments to the Access to Information Act. The Government also committed to begin a full review of the access to information process within one year of Bill C-58 coming into force. This process is currently ongoing.

During our consultation process, a number of academics and critics suggested that a significant gap in assessing the government's commitment to eliminating Islamophobia has been deficiencies in the ATIP process. The World Press Freedom Canada, an advocacy group for journalists, recently [noted](#) in its submission to the Treasury Board review, "[t]he numerous flaws in Canada's access-to-information regime can be reduced to just two: the law provides far too many reasons to keep information secret; and releasing information takes far too long." This should be changed.

## **RECOMMENDATION**

24. Arising from the TBS review, a zero-tolerance rule for Islamophobic practices be enshrined across government agencies; and
25. Commit to changes in the ATIP regime as per concerns raised about scope of secrecy and timeliness of the process.

# GOING BEYOND GBA+ IN THE FEDERAL PUBLIC SERVICE

Canada's new Impact Assessment Act (2019) requires attention to "the intersection of sex and gender with other identity factors" as a mandatory consideration in impact assessments. The provision was the culmination of the GBA+ (Gender-based Analysis Plus) approach that has been operational in government (in various forms) since 1995. According to the Government of Canada, "GBA+ is an analytical process that provides a rigorous method for the assessment of systemic inequalities, as well as a means to assess how diverse groups of women, men, and gender diverse people may experience policies, programs and initiatives." In the introductory section of Budget 2018, then-Finance Minister Bill Morneau's noted that every single budget decision was vetted through the GBA+.

It is clear, at both the policy level and at the level of hiring in the federal public service, that an intersectional approach that accounts for the needs of diverse Canadians was not always prioritized. These were precisely the concerns highlighted in [Recommendations 12 & 13](#) of the Heritage Committee.

Unfortunately, GBA+ has often been instrumentalized through what many call "white feminism," resulting in the reality where public service jobs are disproportionately staffed by white women. In [2016](#), for instance, while women comprised 55.1% of the federal public service, only 16% of the federal public service was made up of visible minorities (whereas visible minorities represented at the time close to 23% of Canada's population).

The numbers get worse when we look at levels of executive representation in the core public administration in 2016: [Only 9% of executive jobs](#) were staffed by members of a visible minority. Even though a significant number of Muslims now work in the public sector, they are not represented in executive and senior management roles.

Canada's public service is run by and for all Canadians. As such, it should reflect the diversity of the Canadian population. We do not suggest that having a proportionate number of Canadian Muslims in federal public service jobs will in and of itself eliminate racism and Islamophobia. However, it is still important that equity and fairness be core principles on which the Canadian public service operates.

## **RECOMMENDATION**

26. Review and provide an update as to how many self-identifying Canadian Muslims are employed in the federal public service, and whether they are in low-level jobs or higher executive positions;

27. Review as to whether the GBA+ lens has appropriately balanced an intersectional approach in integrating members of diverse communities, including members of Canada's Muslim community, into the workforce; and

28. Adopt Recommendation 12 & 13 of the Heritage Committee Report to ensure that policies, programs and initiatives in the federal public sector are approached from a truly intersectional lens.

# BILL 21

Canada cannot seriously commit to supporting the right to religious freedom, and to standing against systemic racism, while Bill 21 remains on the books in Quebec.

Currently, many public sector workers in Quebec are not allowed to wear religious symbols. This includes kippahs, hijabs, turbans, and crucifixes. This ban strips Quebecers of their fundamental right to religious expression and freedom. It also disproportionately affects minorities – many of whom are Muslim – by forcing them to choose between making a living and leaving their faith at the door.

## **RECOMMENDATION**

29. Attorney General intervene in all future cases challenging Bill 21 before the courts; and

30. Create a fund to help those affected by Bill 21 have a degree of financial security until the legislation is struck down. This is not a transition-plan fund; for no Quebecer should have to change their chosen vocations because of discrimination. This federal fund is to provide assistance while the court challenge is pending.

As a recent court [decision](#) pointed out, “the evidence undoubtedly shows that the effects of Law 21 will be felt negatively above all by Muslim women...On the one hand by violating their religious freedom, and on the other hand by also violating their freedom of expression, because clothing is both expression, pure and simple, and can also constitute a manifestation of religious belief.”

Our community has long viewed the Laicity Act, or Bill 21, as a way to create second-class citizenship in Quebec that punishes many minorities by suppressing their identities. It is a fundamentally discriminatory law that has been criticized internationally for violating basic human rights. It also helps perpetuate the idea that Islam, Muslims, and open religious expression in general, have no place in Quebec.

NCCM is [challenging](#) this law along with a host of other civil liberties groups and we call on the Attorney General to commit to being an official intervenor in the court battle. Those who are barred from getting a public sector job in Quebec—because they refuse to make the absurd choice between religious freedom and job security—should be supported by a federal fund that helps them stay afloat financially and otherwise until the legislation is struck down.

# REQUIRE ANTI-RACISM TRAINING FOR JUDGES

It is vital that the realities of systemic racism and Islamophobia are made aware to the very people adjudicating the cases resulting from incidents of such violence. Recently, an investigation was launched into a judge allegedly [mocking](#) an expert who testified in court because of his accent. In the case of [Rania El-Alloul](#), NCCM and others were involved in reviewing the conduct of a Quebec judge who removed Ms. El-Alloul from a courtroom for wearing a hijab. Similarly, Canada's Chief Justice of the Supreme Court publicly called for more diversity in the judicial system while citing numerous instances of judges pushing racist bias and stereotypes.

In 2020, the government introduced proposed changes to the Judges Act and the Criminal Code in the House of Commons. Those changes have now received royal assent. We are glad to see [legislation](#) passed this session mandating that judges undergo training around sexual assault.

While this legislation also mentions racial and systemic discrimination in relation to sexual violence in the continuing education for judges, there also need to be regulations to ensure that judges all receive distinct anti-racism and anti-Islamophobia training that is delivered by diverse facilitators.

All Canadians deserve to see themselves reflected in the system that upholds justice in their country.

## **RECOMMENDATION**

31. Mandate anti-Islamophobia training for all judges.

# ENSHRINE ZERO TOLERANCE FOR ISLAMOPHOBIA ACROSS GOVERNMENT DEPARTMENTS

Recent federal court decisions have listed how the Canadian Security Intelligence Service (CSIS) failed to live up to a commitment of honesty and integrity by misleading judges and the courts to get what they want.

One instance concerned [getting warrants](#) to wire-tap Canadians; another has to do with [illegally](#) obtaining intelligence while withholding evidence against an alleged terrorist recruiter.

These decisions suggest a systemic pattern of behaviour where CSIS regularly obfuscates, fails to disclose, or misleads courts. CSIS has been complicit in this pattern for over a decade. Federal court decisions have consistently provided scathing rebukes of CSIS for violating the “duty of candour” towards the court. For example, the Federal Court of Appeal upheld Justice Mosley’s decision in 2014 that CSIS had made “[a deliberate decision to keep the court in the dark](#)

## **RECOMMENDATION**

32. New directives should be brought forward to make clear that the intentional violation of the duty of candour has, at minimum, consequences for the Director of CSIS. The Minister of Public Safety should require the resignation of the Director of CSIS for any violations of the duty of candour.

[about the scope and extent of the foreign collection efforts.](#)”

How do we trust an agency that consistently and unabashedly misleads the courts? This is spelled out most explicitly by Justice Patrick Gleeson in a 2020 [decision](#), where he also observed a “pattern of abuse” by CSIS in its conduct relating to a failure to live up to the duty of candour. In response to Justice Gleeson’s decision, CSIS Director David Vigneault [stated](#) that “...we have taken a significant number of concrete actions to address the Court’s concerns over our lack of candour.” The federal government then subsequently [appealed](#) Justice Gleeson’s decision. The CSIS Director’s cavalier response to scathing decisions, and the decision to refuse to accept accountability by appealing, points to the need for much more significant accountability measures.

At minimum, CSIS agents should be punished for misleading courts. Such acts need to be punished by new provisions that clearly sends the message that Canada’s domestic spies are not above Canada’s legal processes. This is not an issue of a few bad apples but, as Justice Gleeson observed, a “cavalier institutional approach” that needs to be addressed.



# FURTHER TO THE CHRISTCHURCH DECLARATION, THE GOVERNMENT OF CANADA MUST CHAMPION AN INTERNATIONAL ANTI-ISLAMOPHOBIA STRATEGY

Having signed the "[Christchurch Declaration](#)" in the aftermath of the mass murder of over 50 Muslim worshippers in Christchurch, New Zealand, the Government of Canada now must champion and help build a global strategy to dismantle Islamophobia.

Canada cannot hope to fulfil its commitments as a signatory without pushing for a global end to the ideological premise of the Christchurch attack: Islamophobia. As Canada has also continued to suffer at the hands of Islamophobes, Canada must step up to join with allies in confronting the rising tide of Islamophobia globally. This must also include utilizing diplomatic channels to confront nations and allies who proliferate and export Islamophobia globally.

Unfortunately, the prolonged climate of Islamophobia throughout North America, Europe, and beyond has given rise to numerous voices and organizations that profit from the marginalization of Muslims in public life. Extensive studies and analysis of these entities have generally concluded that such Islamophobic voices have evolved into transnational networks that amount to an industry.

Numerous reports have detailed the extent to which this phenomenon of online Islamophobia has portrayed Islam as an inherently violent, sexist belief system that cannot fit into Western societies. Relevant organs in government must familiarize themselves with these entities, reject them, and draw a clear line between fair criticism of religious praxis versus Islamophobic attempts to foment hatred among constituencies.

For example, reports prepared by foreign dictatorships or well-known Islamophobes are often utilized by Canadian agencies. In *Kablawi v. Canada (Citizenship and Immigration)*, 2010 FC 888, for example, the adjudicating officer relied on the writings of Daniel Pipes. Daniel Pipes is an American academic and founder of the right-wing think-tank, Middle East Forum. It has been argued that Pipes supports racial profiling and the surveillance of Muslim communities and believes Muslims in the United States seek to infiltrate and overthrow the country. It has been further argued that Pipes has spent decades promoting anti-Muslim tropes and has financed numerous activists and organizations that spread misinformation about Muslims and Islam. Canadian agencies should never be relying on such suspect or biased sources.



## **RECOMMENDATION**

33. A commitment by Global Affairs Canada to combat Islamophobia globally;
34. Provide direction to all federal government agencies to cease the usage of biased and inherently fallacious sources produced by the Islamophobia industry; and
35. Through the Special Envoy, or through another body, conduct audits across agencies like the CBSA and CSIS to determine whether biased, dictatorship-produced, or other fallacious materials are utilized in decision-making and policymaking processes.

# PROVINCIAL GOVERNMENTS

## **VIOLENT ISLAMOPHOBIA**

- 49 Hate Crimes Accountability Unit Across All Provinces
- 51 Provisions that Ban White Supremacist Groups from Incorporating
- 52 Legislation Barring Hateful Rallies on Public Property
- 53 Give Municipalities Authority to Develop Street Harrassment Bylaws

## **SYSTEMIC ISLAMOPHOBIA**

- 54 Addressing Islamophobia in Education
- 56 Ensure All Police Acts Reflect Recommendations from Ontario's Tulloch Report
- 57 Funding ARDs with a Clear Anti-Islamophobia Mandate
- 58 Developing Provincial Anti-Racism Councils wiht Muslim Representation
- 59 Creating and/or Furthering Plans for Clear FQR/FCR
- 60 Ensure BIPOC and Muslim Representation in Agencies, Boards, and Commissions
- 61 Funding for and Access to Provincial Human Rights Commissions and Increasing Limitations Human Rights Complaints
- 62 Regular Attitudinal Surveys by Provinces to Gauge Different Forms of Xenophobia
- 63 Funding and Training for Resettlement Social Services
- 64 Support Healing and Educational Programs for Communities

# HATE CRIMES ACCOUNTABILITY UNIT ACROSS ALL PROVINCES

Many of our community members who experience the traumas of hateful assaults often opt to move on with their lives without reporting the incident. A 2015 [report](#) by the Department of Justice noted that it is “likely that hate crimes are among the most under-reported forms of criminality.”

There are many causes of this under-reporting. One of the most pressing reasons is that when many Muslims bring forward their complaints about hate crimes, cases are often dropped or charges are never laid. For example, the newly-banned group the Three Percenters [surveilled mosques in Alberta](#). To the best of our knowledge, although these issues were reported to law enforcement, no charges were ever laid despite the incidents being reported. In [another incident](#), a man on an LRT station made a noose, held it up in front of a woman wearing hijab in Edmonton, told her that the noose was for her, and sang the national anthem. The police did nothing on the premise that the man was performing a magic trick. In another instance, the Wolves of Odin [trespassed and illegally entered the Al-Rashid mosque – the oldest mosque](#) in Canada. No charges were ever laid.

These stories – of reporting, but where no charges are laid – are commonplace.

Many in our community want Hate Crimes Accountability Units in each province, established under the provincial Ministries of the Attorney General. In the instance that a local police agency elects to not pursue an investigation of a hate-motivated incident, a complainant could report directly to the provincial Hate Crime Accountability Unit, which would have powers to investigate what happened in the process.

These units can also gather hate crime unit data and keep the information they collect to help coordinate services between jurisdictions and share intelligence about potential perpetrators.

The Hate Crimes Accountability Unit could also advise on penalties to be imposed on police officers or liaisons who unfairly discourage reporting of incidents by telling complainants not to move forward with their complaints, or who unreasonably refuse to move forward with an investigation.

Finally, a Hate Crimes Accountability Unit could build out methodologies for third-party reporting, where those who are uncomfortable to directly report to police could report through a social service agency, a law firm, or through a civil liberties group.

## **RECOMMENDATION**

36. Institute a provincial Hate Crimes Accountability Unit in all provinces;

37. Make Hate Crimes Accountability Units responsible for providing guidance on appropriate penalties for police officers or officers who discourage reporting; and

38. Through Hate Crimes Accountability Units, develop methodologies for third-party reporting.

# PROVISIONS THAT BAN WHITE SUPREMACIST GROUPS FROM INCORPORATING

Think about this: the [Canada Nationalist Party \(CNP\)](#), for example, run by a notorious anti-Semite, succeeded in [registering](#) as a political party to run in federal elections. This enabled the CNP to theoretically have access to voter lists.

This is concerning. It is important to prevent organizations with white supremacist ideologies or ties to be officially recognized or incorporated in any way. In Alberta, for instance, the [KKK was a registered society until 2003](#). Simply put, that is unacceptable.

In Alberta, Bill 206, or the Societies (Preventing the Promotion of Hate) Amendment Act, 2018 put forward by then MLA Craig Coolahan, set forward draft provincial legislation that would give the registrar the power to look at whether a registering society has a purpose affiliated with hate. We suggest that provincial Registrars be empowered to strike down groups with white supremacist ties, but to also ensure that there are safeguards for appeal in the case of over-reach by the Registrar.

## **RECOMMENDATION**

39. Legislative change to empower relevant registrars to prevent white supremacist groups from registering as a society.

# LEGISLATION BARRING HATEFUL RALLIES ON PUBLIC PROPERTY

We all saw the violence on the Capitol in Washington earlier this year where organizations like the Proud Boys and the Three Percenters attacked and stormed the Capitol.

The reality is that hateful white supremacist rallies, often targeted at the Muslim community, have been a consistent part of the Canadian Muslim experience over the last decade.

After the 2017 mass murder of six Muslims in Quebec City, alt-right groups held [rallies](#) in downtown Toronto. These alt-right groups argued that motion M-103 was a “gateway drug for the Muslim Brotherhood.” [Similar rallies](#) across the country [popped up](#), often sparking violent confrontations involving protestors tied to [groups](#) like the Soldiers of Odin.

The Proud Boys, the Three Percenters, the Soldiers of Odin, La Meute, and many other groups of concern have organized rallies across the country. While some of these groups are now banned, legislators need to do more in relation to white supremacist rallies and gatherings.

Most recently, the conflation of anti-vaxxers and white supremacist rallies has been of particular concern. In Edmonton, in February 2021, an anti-masker rally was held in Edmonton, attended by prominent Islamophobes and white supremacist groups, where attendees carried torches – in an homage to [Charlottesville](#) where white nationalists marched with torches – while shouting racist and hateful messages.

Lawmakers across each province must make sure that this does not play itself out again. The freedom to gather is a fundamental right of Canadians. However, we propose that provinces explore constitutionally valid methods to curtail white supremacist rallies.

Provinces need to review their existing laws regarding public gatherings and clarify their application processes by defining what is and is not allowed in legislation.

## **RECOMMENDATION**

40. Pass legislation that prohibits violent white supremacist rallies on provincial property, while paying careful attention to ensure that the legislation is not overbroad and does not limit freedom to dissent.

# GIVE MUNICIPALITIES AUTHORITY TO DEVELOP STREET HARASSMENT BYLAWS

Be it the [attacks](#) on Black Muslim women in Alberta over the course of recent months, or violent [confrontations](#) at a park in Quebec, street-harassment forms a major bulk of anti-Muslim hate-motivated incidents in Canada. These incidents often come at the intersection of gendered Islamophobia as Muslim women wearing hijabs are frequent targets. These incidents upend the sense of safety in public spaces for Muslims in Canada and have led to fear and trepidation that greatly impacts everyday life. These concerns with safety in public spaces dovetail with the those raised by

other groups, including organizations advocating against gender-based violence.

Municipalities can introduce by-laws to keep our public spaces safe. Bylaws addressing street harassment have already been introduced in [some municipalities](#) and [motions](#) have been passed in others to consider bylaws on street harassment. Some of these bylaws include penalties such as tickets and fines for individuals engaging in targeted harassment in public spaces.

## **RECOMMENDATION**

41. Provinces mandate municipalities to pass bylaws to combat and deter street harassment; and
42. Periodic review of bylaw enforcement, including stakeholder consultation, to ensure that the municipal bylaws effectively address street harassment.



# ADDRESSING ISLAMOPHOBIA IN EDUCATION

Schools are far too often the site of some of the most scarring lived experiences of Islamophobia in Canada for children who are Muslim and those who are perceived to be Muslim. However, schools are also sites that hold great potential for transformative social change.

Studies and reports of the [lived experiences](#) of Muslim children in Canadian school systems tell us that Islamophobia takes many forms in educational contexts. This includes

- 1) experiences of [bullying and alienation](#) by peers,
- 2) [lack of understanding and supports](#) for Muslim students, including those who have been through an Islamophobic experience,
- 3) Islamophobic content in curriculum,
- 4) absence of nuanced and affirming representations of Islam and Muslims,
- 5) resistance to or [lack of religious accommodations](#) for Muslim students,

6) normalized or unchecked Islamophobic discourse. These experiences are further shaped by various forms of gendered and racialized Islamophobia.

While the Muslim community is one of the most educated communities within Canada, they are still overrepresented in [unemployment and under employment rates](#). With this context in mind, Muslim student success and Muslim excellence are key areas that need to be prioritized in anti-Islamophobia work in education.

Beyond the student experience, Muslim parents, educators, and administrators often face Islamophobia. This includes parents being unreasonably dismissed for their concerns, discrimination in employment and promotions for teachers and administrators, harassment, and toxic spaces.

In our consultations, education was consistently identified as a long-term solution towards eradicating all forms of xenophobia, and towards ending the violence faced by Canadian Muslims today.

## **RECOMMENDATION**

43. Ministries of Education should work with school boards, in consultation with local Muslim communities in particular districts, to develop anti-Islamophobia strategies that are responsive to local contexts and speak to broader issues of Islamophobia. Such strategies should be based on student voice data, student success, and representation in staffing within the context of districts' commitments to human rights and equity. The anti-Islamophobia strategies in education should include consideration of the following:

- a. Review and reform of curriculum that relates to Islam and Muslims;
- b. Development of curriculum, resources and programs that affirm Muslim identities, contribute to Muslim student success and excellence, and include nuanced representations of Islam and Muslims;
- c. Audits of adequacy of religious accommodations for Muslim students and staff and recommendations for change where necessary;
- d. Anti-Islamophobia trainings and educational opportunities (such as the [Green Square](#) campaign and the National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia) for students, educators and staff;
- e. Clear, accessible and effective complaints mechanism, including mitigation strategies for fears of reprisal, for students and staff who have experienced Islamophobia and racism; and
- f. Culturally-responsive resource development for student well-being that addresses mental health needs and trauma supports for Muslim students.

# ENSURE ALL POLICE ACTS REFLECT RECOMMENDATIONS FROM ONTARIO'S TULLOCH REPORT

Abdirahman Abdi. Ejaz Choudry. Soleiman Faqiri. The names of Canadian Muslims who lost their lives at the hands of agents of the state are seared into our collective conscience. Their names are part of a longer list of Indigenous and Black victims, amongst other vulnerable communities, who have suffered at the hands of the police.

We cannot presume to expect that we can work towards the eradication of violence from our streets when police brutality, and failed systems of police accountability, continue to be major concerns for our communities. Things must change.

Incidents like the [shooting death](#) of 62-year-old Ejaz Choudry, who struggled with mental illness, last summer in his Malton, Ontario home represents a good case of why community members do not trust police officers to always show the best judgement, even if it is a matter of life and death.

This suspicion then extends to oversight committees that usually [clear](#) the officers in question, as they did in the case of Choudry.

Justice Michael Tulloch released his [major report](#) in 2017 after conducting an independent review of Ontario's three civilian oversight bodies: the Special Investigations Unit (SIU), the Office of the Independent Police Review Director (OIPRD), and the Ontario Civilian Police Commission (OCPC). His conclusions include an lengthy list of dozens of recommendations, from instituting separate legislation for all civilian police oversight bodies, to hiring more diverse investigators with various cultural competencies, to expanding and clarifying mandates (via legislation), to releasing reports of investigations and names of officers in question, to limiting the length of certain investigations, and so on.

The recommendations of the Tulloch Report should be taken seriously by lawmakers not just in Ontario, but across the country.

## **RECOMMENDATION**

44. All provinces should adopt the recommendations of the Tulloch Report.

# FUNDING ARDs WITH A CLEAR ANTI-ISLAMOPHOBIA MANDATE

Anti-Racism Directorates (ARDs) study and respond to systemic racism within Canada. With that in mind, ARDs and similar bodies across the country must incorporate Islamophobia as a distinct segment of their mandates, and work to develop provincial anti-Islamophobia plans in accordance to the respective circumstances in each province.

These bodies also need much more funding, particularly in a post-COVID era and the concomitant rise of racism and xenophobia.

## **RECOMMENDATION**

45. Establish (as needed, in consultation with local communities) and fund provincial ARDs.

# DEVELOPING PROVINCIAL ANTI-RACISM COUNCILS WITH MUSLIM REPRESENTATION

There is a pressing need to ensure that action against Islamophobia and racism cannot simply be a commitment of words and must involve action. That requires continued stakeholder conversations and consultations.

Hearing from community members in meaningful and sustained ways is integral to developing appropriate and effective policies and programs to combat Islamophobia and other forms of hate.

## **RECOMMENDATION**

46. Establish anti-racism councils or panels across provinces that represent a diverse intersection of community voices, including Muslims, to tackle some of the most immediate challenges communities are facing in tackling racism locally.

# CREATING AND/OR FURTHERING PLANS FOR CLEAR FQR/FCR

So many talented, often highly educated members in our community come to Canada seeking a better life but have to toil for years due to this country not accepting their credentials and qualifications. A 2019 report found that [Canadian Muslims were consistently over-educated and under-employed](#). This gap is most highlighted when it comes to Canadian Muslim women.

A failure to provide better paths to foreign credential assessments and qualification processes exacerbates social conditions and existing challenges for new Canadians.

Remedying this reality needs to include bold steps towards improving Foreign Qualification or Credentials Recognition (FQR/FCR) in each province.

Fairness-to-newcomers programs thus need to be put in place so as to guarantee fair access for all skilled newcomers to employment opportunities, and to empower them to leverage their learning and competencies to contribute to their provinces. This will not just benefit newcomers, but will also empower and enrich the cities and provinces that they reside in.

## **RECOMMENDATION**

47. Make FQR/FCR improvement a central mandate requirement for Ministries of Labour.

# ENSURE BIPOC AND MUSLIM REPRESENTATION IN AGENCIES, BOARDS AND COMMISSIONS

Provinces are often made up of hundreds of agencies, boards, and commissions (ABCs) that span dozens of different sectors, from agriculture to public works to community affairs. These entities affect people on a daily basis in very intimate ways.

Unfortunately, leadership positions among these ABCs do not represent the diversity of Canada. One recent [study](#) of almost 10,000 individuals across eight cities revealed that Black and racialized people make up just 10% of board positions despite being over 28% of the population in these cities.

This has serious effects on our community, which has long called for more diversity and better representation on entities that define much of our everyday lives. We welcome the federal government's Gender Based Analysis Plus (GBA+) approach to ensure more gender diversity in leadership positions. However, a distinct racial equity approach is needed as well, as noted above.

We call for a more intersectional approach where racism and Islamophobia are not relegated below other considerations, but are taken together in distinct analysis in order to improve representation in leadership positions across all government entities, and particularly ABCs.

## **RECOMMENDATION**

48. Actively recruit Muslims and other minority groups into provincial ABCs.



# FUNDING FOR AND ACCESS TO PROVINCIAL HUMAN RIGHTS COMMISSIONS AND INCREASING LIMITATION PERIODS FOR HUMAN RIGHTS COMPLAINTS

Canadians are encouraged to bring their human rights complaints to commissions that are directly tasked with promoting and enhancing these rights in respective provinces.

These bodies are at the centre of how provinces inquire into issues of systemic discrimination, including racism and Islamophobia. It is also where people can bring complaints forward when they believe their individual rights, which are protected by the law, have been violated.

In a time of social polarization and increased hate crimes, these commissions must be armed with the proper resources to protect victims of abuse. Provincial governments must increase funding in this respect to help the commissions do their jobs and assist as many people as possible.

There are also currently limits on how much time passes after an incident for it to be reported and considered by the commissions. Depending on the nature of the alleged violation and the province, limitations vary up to several months or a year. This does not take into consideration how many people need encouragement to report a traumatic incident of racism or Islamophobia. This can take years to happen.

In 2017, the Alberta legislature amended the limitations period for survivors of sexual misconduct. Ontario also passed Bill 132, Sexual Violence and Harassment Action Plan Act, which likewise abolished time limits for suing for sexual assault, domestic violence, or child abuse. The above precedents establish that in particular circumstances, there can be appropriate legislative change to limitation periods given what we have learned about the difficulties victims of hate face in filing complaints.

## **RECOMMENDATION**

49. Allocate funding to ensure that human rights commissions can decrease wait times, increase access, and provide needed education; and

50. Extend limitation periods for human rights complaints to 5 years (to take into account the trauma victims face), while allowing a claimant to seek an extension to the limitation period if the claimant has extenuating circumstances reasonably demonstrating why they were unable to file a formal human rights complaint within the 5-year limitation period.

# REGULAR ATTITUDINAL SURVEYS BY PROVINCES TO GAUGE DIFFERENT FORMS OF XENOPHOBIA

Violent Islamophobia and its accompanying attitudes have become a serious challenge to Canadian society. The disturbing rate of violent and sometimes deadly attacks are buoyed by wider suspicions and attitudes about Islam and Muslims that have been pushed by certain segments of mass media, and certain politicians, over the last two decades.

Diagnosing these trends requires surveys that focus on different aspects of Islamophobic sentiment, including Islamophobia at multiple intersections, such as gendered and anti-Black Islamophobia. This could include studying aversions to the hijab or inter-religious marriages with Muslims.

Previous surveys have included these aspects but have been few and far between. [One](#) was conducted in 2018 with over 1,000 Canadians and found that the Canadians surveyed were “more than twice as likely to be uncomfortable with a prime minister who wears a hijab (44%), than with a prime minister who wears a cross (21%),” for instance, and “31% were uncomfortable with a family member getting engaged to a Muslim.”

Provinces should fund and conduct them regularly to locate trends or changes in attitudes, which will help inform appropriate responses to negative sentiments.

## **RECOMMENDATION**

51. Provinces should conduct regular polls to determine the state of racism and Islamophobia in their province and to determine the relevant aspects of Islamophobic sentiment.

# FUNDING AND TRAINING FOR RESETTLEMENT SOCIAL SERVICES

Resettlement services and programs across Canada have suffered precipitous cuts to their capacities for helping newcomers in this country.

This has long had a serious effect on Muslims who come to Canada for a better life and face often unforeseen social challenges, be it housing, work, or healthcare. Those who struggle need help with their language skills, job search skills, and various other issues that arise in the course of trying to get on one's feet, a process that this country needs to have more respect for.

Canada has a checkered history, with moments of honour but also moments of shame, in resettling refugees and other newcomers. However, coming to Canada as a refugee itself is not the end of the process. If anything, it is the beginning. Those who come start their lives as refugees in Canada are often left to their own devices. They are left to start over in a country with which they have little familiarity.

Settlement services should help fill this gap, but [dozens](#) of organizations across Ontario alone have reported cuts to their budgets. This is unhelpful in an era of [increasing](#) displacement around the world.

## **RECOMMENDATION**

52. Appropriately fund settlement services to ensure that newcomers have the necessary opportunities to succeed in Canada; and

53. Ensure that social services agencies are mandated to provide regular training on anti-racism and anti-Islamophobia for frontline staff.

# SUPPORT HEALING AND EDUCATIONAL PROGRAMS FOR RELIGIOUS COMMUNITIES

The recent rise in Islamophobia and antisemitism has highlighted how discrimination based on religious identity has made its way to the forefront of social violence in Canada today. Other religious groups that include Sikh Canadians often experience Islamophobia as well by hateful actors who mistake them for Muslims.

Sadly, many of the most vulnerable individuals who receive this hate are children or youth who confront these issues at school and elsewhere. These experiences often take distinct shape depending on the intersectional identities of survivors of trauma. Provinces have to make it a priority for these respective communities to assemble resources and strategies to help their young people both heal from and respond to the trauma of hate.

## **RECOMMENDATION**

54. Fund programs and organizations supporting youth navigating turbulent times through education, mental health supports, community spaces and other forms of support.



# MUNICIPAL GOVERNMENTS

## **VIOLENT ISLAMOPHOBIA**

- 66 Pass Street Harassment Bylaws with Ticketing Authority

## **SYSTEMIC ISLAMOPHOBIA**

- 67 Community Funding for Local Anti-Islamophobia Initiatives
- 68 Build Anti-Islamophobia Mayoral Advisory Circles/Councils
- 69 Public Education Campaigns to Confront Islamophobia
- 70 Celebrating the History of Canadian Muslims
- 71 Invest in Alternative Measures to Policing
- 72 Increase Opportunities for Young Canadian Muslims in City Decision Making

# PASS STREET HARASSMENT BYLAWS WITH TICKETING AUTHORITY

Not all forms of Islamophobic or hateful acts or crimes take the shape of violently fatal attacks that make the news. Many happen regularly on the streets where perpetrators can easily flee after spewing a hateful verbal assault.

For example, if an individual walks up to another individual on public transit, and screams “terrorist” and the n-word in their face (as has happened to a survivor who NCCM is assisting), in the absence of a direct threat or actual assault, there are limited tools by which to hold the offender accountable.

Charging offenders with criminal harassment in the Criminal Code is rarely exercised by police officers for a single-instance of harassment.

This issue with street harassment has obviously gender-related impacts, with thousands of Canadian women dealing with the issue of “cat-calling” while on the street. That is why the [2017 Taking Action to End Violence Against Young Women and Girls in Canada](#) report recommended that the Government of Canada strengthen the harassment offence provisions in the Criminal Code. However, no implementation has occurred to-date and municipalities are left to fill this gap.

This is a perennial problem that our community members across the country have voiced for years, but to little effect. It has taken a huge spike of incidents of harassment for this to be taken seriously.

## **RECOMMENDATION**

55. Pass municipal street harassment bylaws that are proportional and constitutional, such as the approach now being adopted in Edmonton after an NCCM initiative. Bylaws should also address clearly hateful verbal assaults and give authorities the ability to ticket and fine when necessary.

# COMMUNITY FUNDING FOR LOCAL ANTI-ISLAMOPHOBIA INITIATIVES

Local communities often have the most nuanced grasp of the issues they face in relation to Islamophobia and other forms of hate. Communities who face these problems often have the most productive ideas on how to address and resolve them. Municipalities therefore need to aid local community initiatives in the fight against Islamophobia.

More funding is needed for local groups, including religious institutions, advocacy organizations, or education programs, to both educate their constituents of the problems of Islamophobia and to brainstorm the best solutions for local communities, neighbourhoods, and individuals.

## **RECOMMENDATION**

56. Municipalities provide dedicated funding for local community-based anti-Islamophobia initiatives.



# BUILD ANTI-ISLAMOPHOBIA MAYORAL ADVISORY CIRCLES/COUNCILS

Circles or councils made up of a diverse set of Muslim voices should be formed by cities as direct advisors to mayors and other decision makers. They should meet regularly and sustain a consistent conversation around Islamophobia and how to combat it, which would then be presented to the broader public.

These meetings should develop a concrete plan to help mayors strategize against the rise and spread of Islamophobia. The councils should be comprised of representatives who come from every corner of the community, with specific attention paid to ensure that the diversity of the local Muslim population is appropriately represented.

## **RECOMMENDATION**

57. Mayors should build Anti-Islamophobia Advisory Councils/Circles while ensuring that there is appropriate representation of diverse local Muslim communities.

# PUBLIC EDUCATION CAMPAIGNS TO CONFRONT ISLAMOPHOBIA

Now, more than ever, there is a clear need for municipalities to build locally driven public awareness campaigns that confront Islamophobic attitudes and perspectives.

For example, in 2017, the Ontario Council of Agencies Serving Immigrants (OCASI), the Canadian Arab Institute (CAI), NCCM and the Ontario Human Rights Commission (OHRC) collaborated with media studio

Mass Minority on a range of public education strategies. These included public service announcements and a social media campaign called #BreaktheBehaviour. Similar public service awareness campaigns that confront Islamophobic attitudes and perspectives, with local faces and with local context, is critically important.

## **RECOMMENDATION**

58. Municipalities dedicate specific funding for anti-Islamophobia public awareness campaigns.

# CELEBRATING THE HISTORY OF CANADIAN MUSLIMS

In addition, to addressing to violent and systemic discrimination against Muslims today, it is important to commemorate and build public awareness of the historical experiences and contributions that Muslims have made to our hometowns in Canada.

Sadly, the image of Muslims as foreign outsiders who do not fit into Canadian society has suppressed and marginalized Muslim Canadians who have contributed to Canadian society and culture.

The recognition of Hodan Nalayeh, a Somali-Canadian journalist who once resided in Vaughan, in the renaming of the Vaughan Secondary-School provides an important example of celebrating the history of Canadian Muslims. Nalayeh made immeasurable and immense contributions to the Canadian community, and told the stories of our communities that are often doubly-marginalized – stories of Black Muslims in Canada, and stories of how communities flourished.

## **RECOMMENDATION**

59. Invest in celebrating the history of local Canadian Muslims and initiatives through a concrete program that brings these figures and names to the forefront of local-level recognition. Municipalities should fund events and spaces where their accomplishments are celebrated in a way that clearly shows that Muslims have made real contributions to Canadian society and are far from the violent caricatures that constantly make the news.

# INVEST IN ALTERNATIVE MEASURES TO POLICING

Problems with policing and over-policing have been felt by many Muslim community in Canada, not least of which because our community members often [find themselves](#) on the fatal end of police violence. The gradual [increase](#) in police budgets, now in the billions, have corresponded with a post-9/11 era where surveillance, infiltration, and policing of racialized communities have often been used as justifications for such budget increases.

Various communities have called for redeployment of funds and resources from post-9/11 surveillance, weaponry, and over-policing towards alternative forms of community safety and investigations that do not rely solely on our current, overused pool of officers.

## **RECOMMENDATION**

60. Redirect funding towards alternative measures to policing in municipal budgets.

# INCREASE OPPORTUNITIES FOR YOUNG CANADIAN MUSLIMS IN CITY DECISION MAKING

Our community has long voiced concerns over the exclusions of Muslims from various spaces. This is especially true for Muslim youth who feel that their identity simply is not accepted in decision-making circles that otherwise purport to be accepting and tolerant. This gap plays a major role in fostering mistrust between various minority communities and official decision-making bodies.

The Youth Fellowship in Toronto provides an important example of what positive opportunities for young Canadian

Muslims can look like. The Youth Fellowship is a leadership development program building the next generation of Muslim, Tamil, Filipino, and Black public servants. The fellowship program consists of a training course developing civic engagement skills and a paid part-time placement in a Toronto city councillor's office.

We recommend that other municipalities adopt similar measures to train a next generation of diverse leaders.

## **RECOMMENDATION**

61. Develop models for training young Muslim leaders for the future such as the Youth Fellowship program in Toronto.

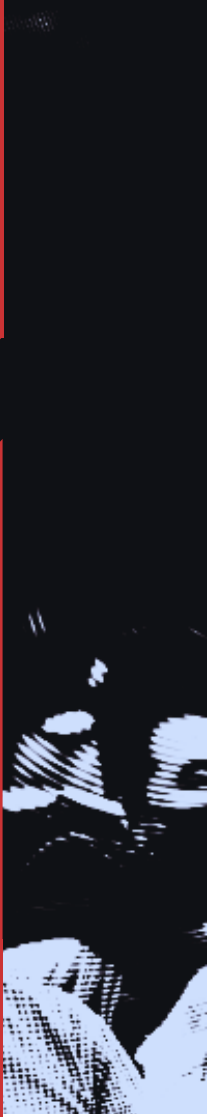


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# OUR LONDON FAMILY ACT



# 2021



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## P1. Education Reform

Schools are far too often the site of some of the most scarring lived experiences of Islamophobia in Canada for children who are Muslim and those who are perceived to be Muslim. However, schools are also sites that hold great potential for transformative social change. Studies and reports of the lived experiences of Muslim children in Canadian school systems tell us that Islamophobia takes many forms in educational contexts.

This includes 1) experiences of bullying and alienation by peers, 2) lack of understanding and supports for Muslim students, including those who have been through an Islamophobic experience, 3) Islamophobic content in curriculum, 4) absence of nuanced representations of Islam and Muslims, 5) resistance to or lack of religious accommodations for Muslim students, 6) normalized or unchecked Islamophobic discourse.



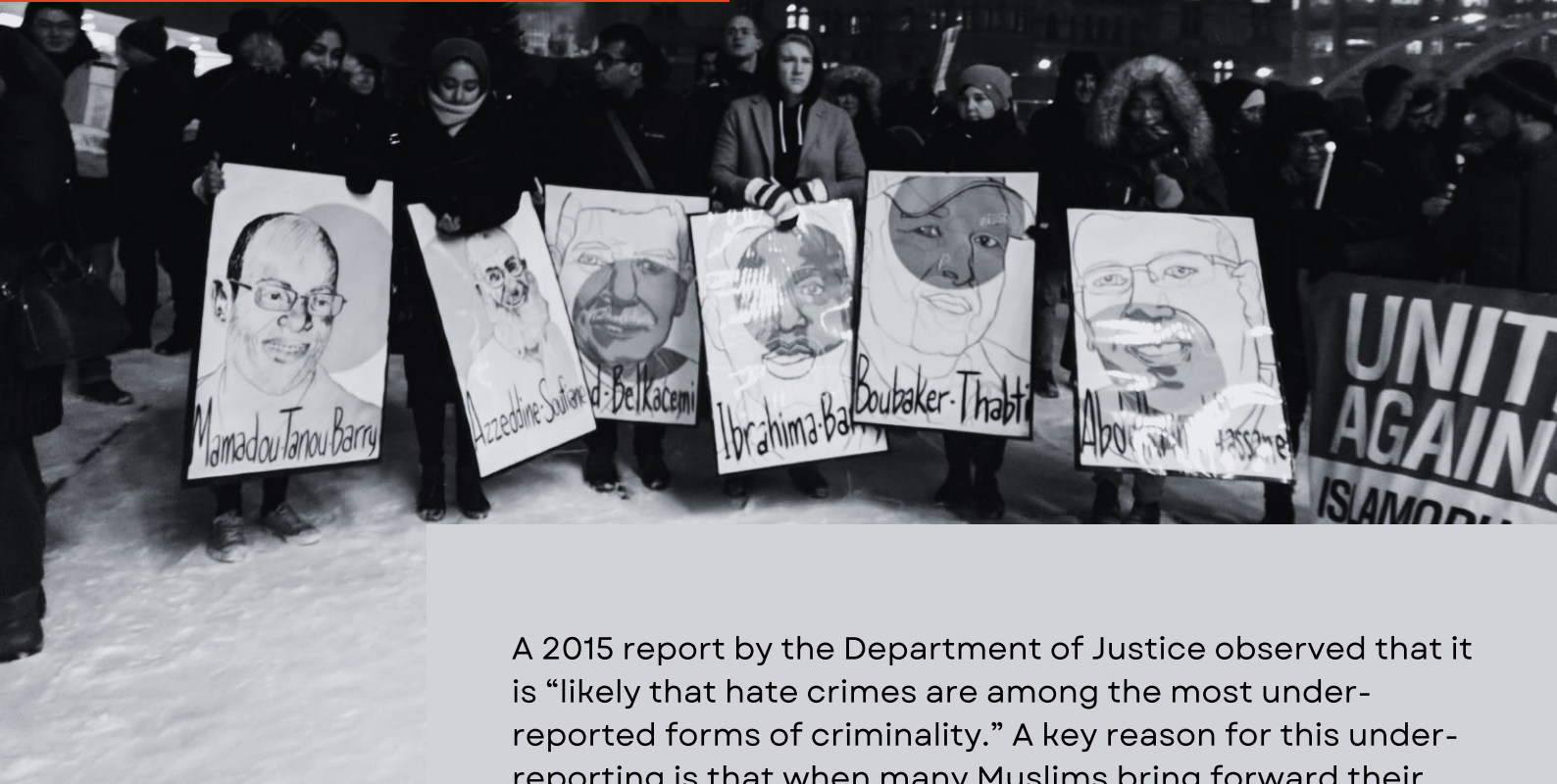
## P2. White Supremacy

We all saw the violence on the Capitol in Washington earlier this year where organizations like the Proud Boys and the Three Percenters attacked and stormed the Capitol. The reality is that hateful white supremacist rallies, often targeted at the Muslim community, have been a consistent part of the Canadian Muslim experience over the last decade. Change is needed to prevent white supremacist rallies that undermine public safety.

The Our London Family Act suggests changes that:

- a) prevent white supremacist groups from incorporating; and
- b) prevent white supremacist groups from engaging in acts of criminal intimidation within 50 metres of any synagogue, masjid, gurdwara, church, temple or other religious institution.

## P3. Ontario Hate Crime Accountability Unit



A 2015 report by the Department of Justice observed that it is “likely that hate crimes are among the most under-reported forms of criminality.” A key reason for this under-reporting is that when many Muslims bring forward their complaints about hate crimes, cases are often dropped or charges are never laid. This discourages Muslims from lodging formal complaints with police in the first place.

The most recent General Social Survey (GSS) by Statistics Canada indicates that out of approximately 223,000 self-reported hate crimes in Canada in 2019, the highest proportion were in Ontario (33%). During the same period, police reported 1,951 hate crimes, amounting to less than 1% of self-reported hate crimes being accounted for by police statistics.

Hate Crime Accountability Units can help change that by investigating breakdowns in the reporting process, advising on penalties for officials acting as barriers to reporting, and promoting third-party reporting.

## P4. Anti-Racism

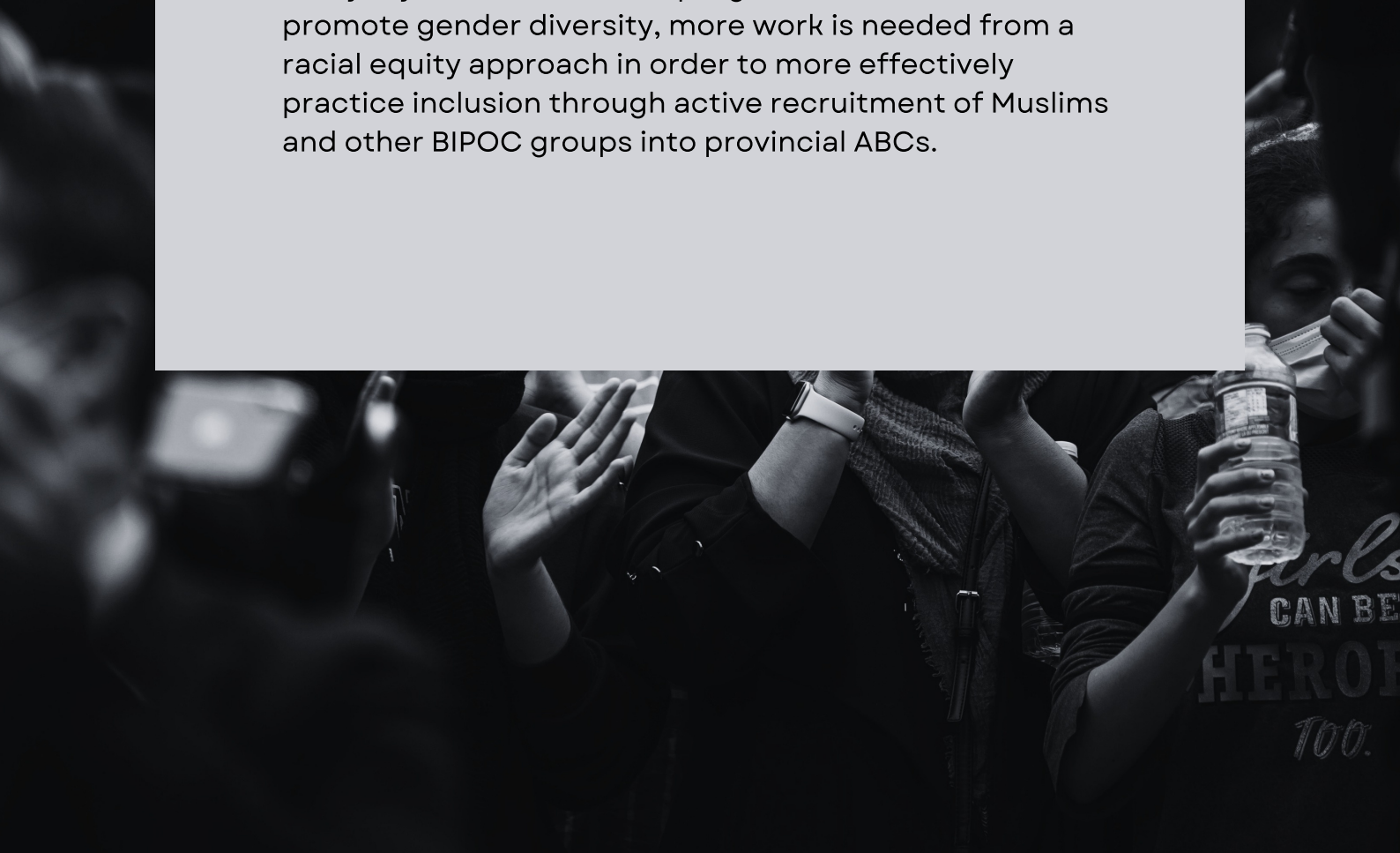
Action against racism and Islamophobia requires consistent stakeholder consultation through anti-racism councils representing diverse community voices, including Muslims. The work of such councils will be more effective if provinces fund and conduct polls regularly to locate trends or changes in attitudes regarding the state of racism and Islamophobia. This will help inform appropriate responses to negative sentiments. Diagnosing these trends requires surveys that focus on different aspects of Islamophobic sentiment, including Islamophobia at multiple intersections, such as gendered and anti-Black Islamophobia. We also need to consider that Muslims who come to Canada for a better life often face unforeseen social challenges, be it in accessing housing, work, or healthcare. Social service agencies will be able to address these challenges more effectively when frontline staff are better equipped to address racism and Islamophobia.






## P5. Recruitment of Minorities

Agencies, boards and commissions (ABCs) across different sectors affect people on a daily basis in very intimate ways. Unfortunately, leadership positions among ABCs do not represent the diversity of Canada. One recent study by Ryerson University's Diversity Institute of different types of boards encompassing almost 10,000 individuals across eight cities revealed that Black and racialized people make up just 10% of board positions despite being over 28% of the population in these cities. This has serious effects on our community, which has long called for more diversity and better representation on entities that define much of our everyday lives. While some progress has been made to promote gender diversity, more work is needed from a racial equity approach in order to more effectively practice inclusion through active recruitment of Muslims and other BIPOC groups into provincial ABCs.



## P6. Human Rights Complaints



Current limitation periods on complaints do not take into consideration how many people need encouragement to report a traumatic incident of racism or Islamophobia. This can take years to happen. That's why limitation periods should be extended to 5 years. In 2016, Ontario passed Bill 132, Sexual Violence and Harassment Action Plan Act, which abolished time limits for suing for sexual assault, domestic violence, or child abuse. In 2017, the Alberta legislature likewise amended the limitations period for survivors of sexual misconduct. Such precedents establish that there can be appropriate legislative change to limitation periods given what we have learned about the difficulties victims of hate face in filing complaints.



# P1. EDUCATION REFORM

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## NCCM RECOMMENDATIONS THROUGH AMENDMENTS TO THE EDUCATION ACT

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*Education Act*, R.S.O. 1990, c. E.2

The Education Act sets out a section on bullying prevention and creating safe schools in that respect as well as accommodations and programming for those with special education needs. A new section ought to be included with respect to anti-Islamophobia and anti-racism measures at school, which can mirror much of the anti-bullying/special education language. Some new provisions to include would be:

Amending the purposes of the Act to ensure that the Ministry has the responsibility to:

1. Create schools in Ontario that are safe, inclusive and accepting of all pupils.
2. Encourage a positive school climate and prevent hatred and discrimination based on racism and bigotry including Islamophobic, anti-Semitic, anti-Sikh, anti-Indigenous and anti-Black hatred, taking into consideration the intersectionality of people's identities and how Islamophobia and racism intersect with other forms of oppression to harm people.
3. Promote early intervention and to ensure effective complaints mechanisms exist for students who may feel discriminated against and/or hatred.
4. Provide support to pupils and staff who are impacted by hatred based on the ideology of white supremacy.
5. Provide pupils with a safe learning environment in which to thrive.

### **A New Anti-Hatred Strategy That Combats Islamophobia Would Include:**

- That the Minister shall ensure that district school boards gather qualitative and/or quantitative data on the experience of racialized students and staff in schools. Every district school board shall establish a special anti-hatred advisory committee consisting of a diversity of perspectives to assist with the collection of this information.
- Based on the data collected and the audit report outlined, the Minister shall develop and maintain an anti-hatred strategy that aims to eliminate systemic racism and advance racial and social equity in schools.
- The strategy shall include culturally-responsive resource developments that address mental health needs and trauma supports for marginalized students and anti-hatred training and educational opportunities for students, educators and staff.
- A Board shall make its anti-hatred strategy available to the public by posting it on the Board's website or, if the Board does not have a website, in another manner that the Board considers accessible to the public.

### **Consultation**

When establishing the anti-hatred strategy, a board shall solicit the views of the pupils, teachers and staff of the board, the volunteers working in the schools, the parents and guardians of the pupils, school councils and the public.

### **Curriculum Changes Should Include Recommendations That Require That:**

The Minister shall ensure that the curriculum referenced in section 8(1) contains identity affirming resources and programs, including accurate and nuanced representation of minorities in a manner that reflects the province's Anti-Racism Strategy as promulgated under the Anti-Racism Act, 2017, S.O. 2017, c. 15.

Same, anti-Islam

For greater certainty, the Minister shall conduct a reform and review of the curriculum as it relates to Muslims and Islam.

**Audit**

The Minister shall be required appoint an auditor in order to conduct an appraisal of the district school boards on an annual basis in order to assess the adequacy of religious accommodations for students, staff and educators.

The audit report for the appraisal in shall include the auditor's findings as well as recommendations to ensure adequacy of religious accommodations. The auditor may also include a section with respect to the adequacy of the complaints mechanism established as required below.

**Complaints**

- Each school board shall ensure it has a clear and accessible mechanism for students, staff and educators to bring a complaint of racism, bigotry, Islamophobia, anti-Semitism or other hatred which undermines the purposes of this Part.
- The complaint mechanism shall include mitigation strategies for fear of reprisal, as well an escalation policy for complaints.
- If the Minister learns (through an investigation or otherwise) that a member of a school board does not have a proven commitment to opposing racism, bigotry, Islamophobia, anti-Semitism or other hatred in the post-secondary education sector, the Minister shall require that member to take anti-racism training or be subject to disciplinary measures as the case may warrant, e.g., removal from school board position.

**Anti-Islamophobia Strategy**

Purpose: The need to target Islamophobia has become urgent. The Ministry will be required to engage with communities and partner ministries to develop public education and awareness initiatives that aim to mitigate and prevent Islamophobia.

The Anti-Islamophobia Strategy would have the same elements as the Anti-Hatred Strategy with the following additions:

***Develop an anti-Islamophobia impact assessment audit***

1. Create a regular proactive audit every 2 years to help anticipate and remove Islamophobic curricular content, policies and practices.

***Systemic Support & Accountability***

2. Ministries will provide funding for allocated staff in each school district who are responsible for the implementation of the anti-Islamophobia strategy.

Every two years, school districts will report outcomes and data from the anti-Islamophobia strategy to the Ministry. These reports will be publicly accessible.

***Public education for students on Islamophobia***

3. Ministry of Education shall work with school boards through a consultation process developed through the Anti-Racism Directorate to strengthen and promote educational resources for K–12 students, which aim to mitigate and prevent Islamophobic behaviour.

***Training for school board leaders, educators and staff***

4. The ministry will fund resources, including training on anti-Islamophobia to all staff. Students will also be provided with learning opportunities to disrupt bullying and islamophobia.

***Student Wellbeing and Affirmation***

5. The Minister shall direct resources that enable the creation of culturally sensitive spaces for affirmation for racialized students, including but not limited to spaces that affirm students challenging Islamophobia.

***Community Consultation and Collaboration***

6. Engage with community organizations to better understand the causes and impacts of Islamophobic incidents and to inform future development of anti-Islamophobia initiatives.

6.1 Support school districts in creating advisory groups that will inform the anti-Islamophobia strategy (this will include parents, students, staff and community members)

***Establish the Minister's Anti-Racism Consultation Group***

Where policies are developed without the voices of Indigenous and racialized people, systemic barriers may result. This leads to disparity for some, and poor public policy and services for all.

7. Establish a forum to give a diverse set of community voices opportunity to engage with government leaders and influence policies and programs. This group will be chaired by the Minister Responsible for Anti-Racism. As well, three groups will be focused to provide the Minister with ongoing advice on anti-Black racism, anti-Indigenous racism and Islamophobia. Continue to engage with Ontario's Indigenous communities through existing leadership tables.

# P2. WHITE SUPREMACY

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## NCCM RECOMMENDATIONS THROUGH AMENDMENTS TO THE NOT-FOR-PROFIT CORPORATIONS ACT AND THE PASSAGE OF A NEW ACT

39. Legislative change to empower relevant registrars to prevent white supremacist groups from registering as a society

40. Pass legislation that prohibits violent white supremacist rallies on provincial property, while paying careful attention to ensure that the legislation is not overbroad and does not limit freedom to dissent.

Designates religious institutions as “safe zones” where white supremacist protests cannot be held.

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## HOW TO AMEND

**The Not-for-Profit Corporations Act, 2010, S.O. 2010, c. 15 shall be amended to note:**

### **Restrictions on purposes**

The purposes of a corporation shall not include any purposes that are unlawful. Without restricting the generality of the foregoing, the Registrar shall not issue a certificate of incorporation for any corporation whose purpose or conduct includes inciting hatred in a manner which could constitute an offence under the hate-crime provisions of the *Criminal Code*.

A new section can be also added to provide an appeal route, similar to the administrative penalties section (“A party that has been deregistered under 12(a)(v) may appeal the Chief Electoral Officer’s decision by filing an application with the Superior Court of Justice within 30 days from the date of deregistration...”)

### **A New Act Shall Be Created to Prevent Violent White Supremacist Demonstrations:**

The Act would rely on the definition of white supremacist groups, as adjusted from Zündel, Re, 2005 FC 295:

White Supremacists are defined as racists, neo-Nazis, Islamophobes, and anti-Semites who use violence, the threat of violence, or intimidation to achieve their objectives.

Under the new legislation, acts of intimidations within 50 metres of religious institutions by white supremacist groups would be prohibited.

A “Religious institution” would mean a place of worship such as a temple, mosque, synagogue, gurdwara or church, where a group of people can gather to perform acts of religious praise, meditation, honour or devotion. This includes the parcel or parcels of land on which the facility is located and an area that extends a distance of 50 metres from the boundaries of any parcel of land on which the facility is located.

Intimidation means the creation of a disturbance as per the definition of disturbance under the Criminal Code, the utterance of threats, to engage in hate-propaganda as per the Criminal Code, or to engage in a public protest or demonstration outside of a religious institution for the purposes of furthering white supremacist objectives.

For greater certainty, nothing in this Act would prevent non-intimidating protests or critiques of religion, such as raising concerns about the practices of imams or priests.

Every person who contravenes the above section would be guilty of a monetary penalty.

We further recommend that a judge of the Superior Court may be given legislative authority to grant an injunction to prevent a white supremacist rally being planned outside a masjid, for instance.

# P3. ONTARIO HATE CRIME ACCOUNTABILITY UNIT

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## NCCM RECOMMENDATIONS

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36. Institute a provincial Hate Crimes Accountability Unit in all provinces;
37. Make Hate Crimes Accountability Units responsible for providing guidance on appropriate penalties for police officers or officers who discourage reporting;
38. Through Hate Crimes Accountability Units, develop methodologies for third party reporting.

## HOW TO IMPLEMENT

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The government of Ontario will need to pass new legislation to form the hate crime accountability unit. Some suggestions for provisions to include in this new legislation:

- Nothing in this Act should be interpreted or applied so as to reduce the duties or powers outlined in the Police Services Act or the Anti-Racism Act.
- The mandate of the Hate Crime Accountability Unit would be to
  - (a) review any activity carried out by a hate crime unit in Ontario;
  - (b) review any activity carried out by a police department that relates to a hate crime or a hate-motivated incident;
  - (c) review any matter that a hate-motivated incident that a minister of the Crown refers to the Hate Crime Accountability Unit; and
  - (d) investigate complaints made.



- Under a new Act, the Attorney General of Ontario shall establish and maintain an office entitled the Hate Crimes Accountability Unit whose purpose shall be (a) collecting and analyzing data relating to hate-motivated incidents and hate-motivated crimes in Ontario, (b) compiling best practices, and (c) compiling reports on particular incidents of hate-motivated incidents and hate-motivated crimes in Ontario.

The Hate Crimes Accountability Unit could have powers to study hate-related crime or incidents and gather data in accordance with data standards for the collection, use, distribution and management of information established by the Minister.

### **Constitution of the Hate Crimes Accountability Unit**

The Hate Crimes Accountability Unit could be administered by a board, containing equal representation from: (a) those with hate crimes expertise, (b) defense lawyers, and (c) members of the public representing racialized communities that are the target of hate crimes.

### **Complaints and Investigations**

Under the above, any person may make a complaint to the Hate Crimes Accountability Unit with respect to any activity carried out by a hate crime unit and the Hate Crimes Accountability Unit must investigate the complaint if

- (a) the complainant has made the complaint within a one year period of the impugned activity; and
- (b) the Unit is satisfied that the complaint is not trivial, frivolous or vexatious or made in bad faith.

## ONTARIO HATE CRIME ACCOUNTABILITY UNIT

Under the above, the Hate Crimes Accountability Unit shall investigate all such incidents and shall provide a final report of findings and recommendations within three months.

In the course of the investigation of a complaint, the complainant and the director of the hate crime unit concerned must be given an opportunity to make representations to the Hate Crimes Accountability Unit, to present evidence and to be heard personally or by counsel, but no one is entitled as of right to be present during, to have access to or to comment on representations made to the Hate Crimes Accountability Unit by any other person.

The Hate Crimes Accountability Unit would have, in relation to the investigation of any complaint, the power

- (a) to summon and enforce the appearance of persons before the Unit and to compel them to give oral or written evidence on oath and to produce the documents and things that the Unit deems requisite to the full investigation and consideration of the complaint in the same manner and to the same extent as a superior court of record;
- (b) to administer oaths; and
- (c) to receive and accept the evidence and other information, whether on oath or by affidavit or otherwise, that the Unit considers appropriate, whether or not that evidence or information is or would be admissible in a court of law.

The Unit must make the findings of its investigations public at the conclusion of the investigation.

- In the course of its review of activities carried out by hate crime units, the Hate Crimes Accountability Unit must, each calendar year, review at least one aspect of the efficacy of hate-crime units in taking measures to investigate hate crimes in Ontario.
- In the course of its investigations, the Hate Crimes Accountability Unit may make any finding or recommendation that it considers appropriate, including findings and recommendations relating to
  - (a) a police department's compliance with the law and any applicable ministerial directions; and
  - (b) the reasonableness and necessity of a hate crime unit's exercise of its powers.

## **Third Party Reporting**

Under the proposed legislation, the Minister shall designate third party hate reporting centres.

- Third Party Hate Reporting Centres are qualified organisations that can make reports to the police on behalf of victims of hate-motivated incidents or crimes who do not want to report to the police.
- The Minister may, through subsequent regulation and at the discretion of the Minister, ensure that Third-Party Hate Reporting Centres are funded and appropriately supported.
- Third Party Hate Reporting Centres must provide to the Minister publicly available statistical reports of incidents as an index of performance, accountability and transparency.
- Third Party Hate Reporting Centres shall be considered persons for the purposes of complaints under the above legislation.

# P4. ANTI-RACISM

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## **NCCM RECOMMENDATIONS THROUGH AMENDING THE ANTI-RACISM ACT, 2017**

46. Provincial Anti-Racism Councils: Establish anti-racism councils or panels across provinces that represent a diverse intersection of community voices, including Muslims, to tackle some of the most immediate challenges communities are facing in tackling racism locally.

51. Provinces should conduct regular polls to determine the state of racism and Islamophobia in their province and to determine the relevant aspects of Islamophobic sentiment.

53. Ensure that social services agencies are mandated to provide regular training on anti-racism and anti-Islamophobia for frontline staff.

## **HOW TO AMEND**

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*Anti-Racism Act, 2017*, S.O. 2017, c. 15

### **Amendments would require the Minister to conduct regular examinations of the state or racism and hate in the province of Ontario**

#### **Data standards**

Under the amendments, the Minister, with the approval of the Lieutenant Governor in Council, shall establish data standards for the collection, use and management of information, including personal information, to identify and monitor systemic racism and racial disparities for the purpose of eliminating systemic racism and advancing racial equity.

The data standards shall provide for,

- (a) the collection of information, including personal information and any circumstances in which personal information may be collected other than directly from the individual to whom the information relates;
- (b) the use, including the analysis, of information, including personal information;
- (c) the de-identification of personal information and the disclosure of de-identified information;
- (d) reporting on the use, including the analysis, of information, including personal information; and
- (e) the retention, security and secure disposal of personal information.

While the Anti-Racism Act does provide authority for data collection related to anti-racism measures, the Data Standards provide that Public Service Organizations should collect information only if there are observed unequal outcomes. This can be problematic because institutional and systemic discrimination at PSO levels can be hard to “spot”.

The Data Standards should provide, in addition to the discretionary data collection outlined above, a mandatory requirement for the Minister responsible for the Anti-Racism Directorate to conduct a regular (i.e., annual or semi-annual) poll for Ontario residents to participate in voluntarily. This would be helpful especially in conjunction (and contrasted) with the data obtained from the PSOs.

6(3) The Minister shall further be required to conduct collect data with a distribution to the percentage of households the Minister considers necessary to ensure an accurate statistical representation of Ontario’s population and its constituent groups that is specifically focused around determining unequal outcomes, and/or public perception for:

- 1) Indigenous, Black, and Muslim persons.

The current anti-racism strategy in place at the Government of Ontario does not mandate regular training on anti-racism and anti-islamophobia for frontline staff -- this is critical.

This could be implemented in the Anti-Racism Strategy which is incorporated by reference in the Anti-Racism Act, 2017. Otherwise, it can be expressly included in the legislation by requiring that the initiatives shall include regular anti-racism training, including but not limited to training on anti-Indigenous racism, anti-Black racism and Islamophobia, for frontline staff of public sector organizations including social services agencies.”

Furthermore, the Public Service of Ontario Act could be amended with the following to expand mandatory anti-racism training to all public sector employees:

All public servants could be required by legislation to participate in anti-racism training, in consultation with the Anti-Racism Directorate.

**Establishment of Ontario Anti-Racism Advisory and Advocacy Council**

The Amendments will lead to the creation of the "Ontario Anti-Racism Advisory and Advocacy Council".

The purpose of the council would be to advocate on behalf of the racialized communities in Ontario and provide information, advice and recommendations to the government, through the minister, on all ethnocultural matters in the province, including anti-racism, anti-Islamophobia, education, human rights, immigration, settlement and cultural and linguistic diversity and heritage.

# P5. RECRUITMENT OF MINORITIES

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## NCCM RECOMMENDATIONS

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48. Ensuring BIPOC and Muslim representation in agencies, boards and commissions. Actively recruit Muslims and other minority groups into provincial ABCs.

## HOW TO AMEND

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These sections can be amended to clearly outline a responsibility on the part of the Government of Ontario to actively recruit more minority groups into provincial ABCs as follows:

### **Employees, Diversity, equity and inclusion**

- The Public Service Commission shall ensure its employees bring a diverse perspective and range of subject matter expertise, and shall ensure that all recruitment practices are bias-free, barrier-free and transparent. The Public Service Commission shall actively recruit minorities including but not limited to racialized minorities in order to bring a diverse perspective and reduce systemic discrimination.
- The Public Service Commission shall further develop a community outreach and communication strategy designed to increase access to information about public service employment opportunities for racialized communities.



# P6. HUMAN RIGHTS COMPLAINTS

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## NCCM RECOMMENDATIONS

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50. Extend limitation periods for human rights complaints to 5 years (to take into account the trauma victims face), while allowing a claimant to seek an extension to the limitation period if the claimant has extenuating circumstances reasonably demonstrating why they were unable to file a formal human rights complaint within the 5-year limitation period.

## HOW TO AMEND

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The limitations period here ought to be amended as follows:

If a person believes that any of his or her rights have been infringed, the person may apply to the Tribunal

- (a) within **five years** after the incident to which the application relates; or
- (b) if there was a series of incidents, within five years after the last incident in the series.

Notwithstanding the five year period, if a claimant has extenuating circumstances reasonably demonstrating why they were unable to apply to the Tribunal for an order within the five-year limitation period, the Tribunal may, in its sole discretion, accept an application beyond the period outlined above.



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#OURLONDONFAMILY



## Appendix A. 3

### Hikma Public Affairs Council

[www.hikma.ca](http://www.hikma.ca)

[communications@hikma.ca](mailto:communications@hikma.ca)

### Submissions for the National Islamophobia Summit

#### Background

Hikma (Arabic for “wisdom”) Public Affairs Council is a federally incorporated non-profit advocacy group that was started around the time of the 2015 Federal Election with the goal of increasing the political participation of Muslims in the London area.

Hikma is also involved in political and media advocacy efforts on behalf of Muslims in London, for issues with a local, provincial, national and international outlook.

Hikma encourages Muslims to get involved in all aspects of public participation, from politics (in any party), government appointments, and in the non-profit sector by serving in volunteer leadership roles.

#### Context

We are in a war against hate. Sadly, in that war, the Muslim body count is unacceptably rising. In fact, more Muslims have been killed in Canada simply for being Muslim than in any other G7 country in the last five years. This is not something we should be a leader in.

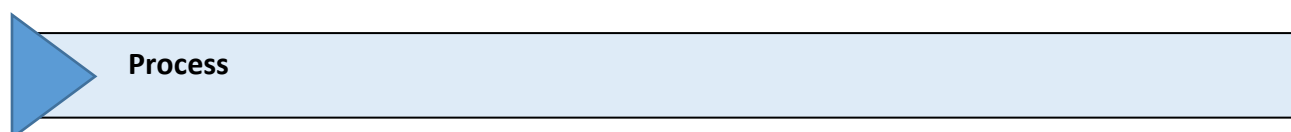


*From: London Muslim Mosque/City of London*

As noted by Hikma Chair Nawaz Tahir at the vigil following the terror attack in London, Ontario, the war on Islamophobia requires elected officials to set aside partisan politics and provide united leadership. No other

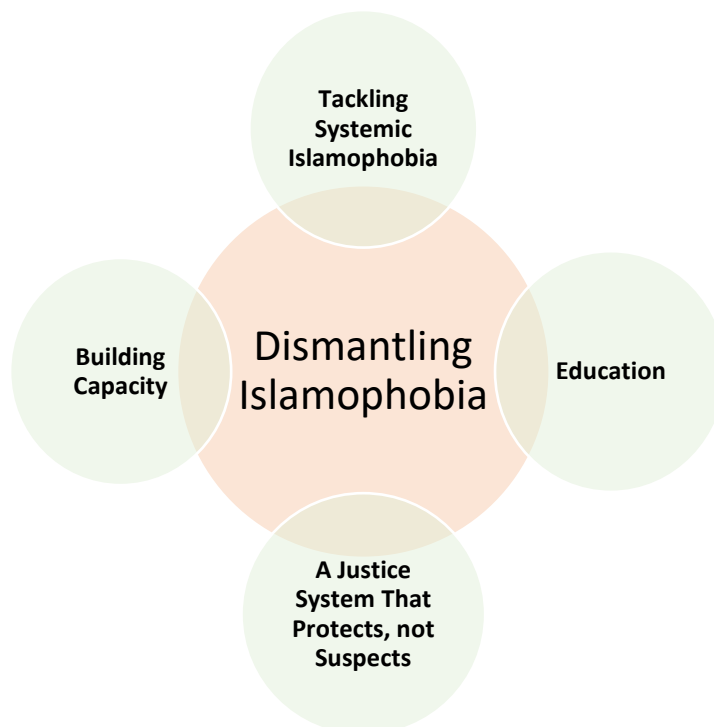
Canadian family should be stolen from us because of their faith.

Accordingly, the time for action is now. The below submissions outline the concrete steps that all levels of government should take to start the journey of ending hate against Muslims. In that regard, it must be understood that satisfaction of the below submissions is not the end of the process, but merely the start of a necessary journey to eradicate Islamophobia from our country.



Following calls for a National Summit on Islamophobia, Hikma convened a town hall in London, Ontario which was held on July 8th. In addition, Hikma solicited the input of the London community with an invitation to send ideas to us via email.

The below submissions therefore represent the culmination of a wide consultation process among London's Muslim Community. After hearing all of the comments during the town hall and receiving comments via email, Hikma has come up with the following recommendations for dismantling Islamophobia, divided across four themes:



## 1. Tackling Systemic Islamophobia and Ignorance

Whether unconscious or explicit, it is clear from numerous reports across the spectrum of government departments and agencies that bias exists in the civil service. From border security, to policing, to oversight of charities, too many anecdotal stories are emerging relating to the profiling of Muslims and/or Muslim institutions. It should not surprise anyone that when governments allow for and in fact encourage, the suspicion of Muslims, or the outright profiling of Muslims, that domestic actors take it upon themselves to act out physically and verbally against Muslims and Islamic Institutions in public.

Accordingly, eliminating bias in the Civil Service is a critical step in combatting Islamophobia. Breaking down myths about Muslims and the tenets of Islam will go a long way towards battling what has been referred to as a fear of the unknown. Eliminating this fear is a proactive way of eliminating hate, because fear of the unknown is an ingredient of hate. A cross government approach to undercutting hate by addressing ignorance is necessary. This must include broadly mandated diversity training with a specific component that involves addressing unconscious and explicit bias against Muslims.

- **Recommendation 1.1:** All civil servants - current and any new hires, at all levels of government, be required to take diversity training that includes a specific component that involves addressing unconscious and explicit bias against Muslims.
- **Recommendation 1.2:** Partnerships be struck with labour partners and professional associations in health care, law and teaching to ensure that employees in those sectors have appropriate training and professional development on recognizing and combatting Islamophobia and addressing unconscious and explicit bias against Muslims.
- **Recommendation 1.3:** All municipal boards and commissions should be required to have an agenda to root out and end systemic Islamophobia that includes anti-Islamophobia training, addressing unconscious and explicit bias against Muslims and recruiting policies that have an equity, diversity, inclusion and belonging lens.

Dismantling Islamophobia also means clear oversight of government agencies which have shown a tendency to use racial profiling to conduct their work (eg. CBSA, CRA, CSIS, and the RCMP). Numerous reports have already been published regarding serious issues in the aforementioned agencies. It is no longer acceptable to say that it is not appropriate for a government to interfere in the operational work of such agencies - if they cannot do their jobs without racial profiling, then perhaps it is time to find new people to do that work.

It is been noted in multiple reports now that the Review and Analysis Division (“RAD”) appears to be profiling Muslim charities aggressively. While Muslim charities make up less than 1% of all charities in Canada, they make up over 70% of the RAD’s revocation orders, with not a single charge being brought for terrorist financing crimes – the original justification for having the RAD.

Another well publicized issue is the aggressive nature with which the CBSA pursues Muslims – from six year old kids appearing on Canada’s no fly list to infamous “random” checks of Muslims at border crossings and airports. All of this is being done with no real oversight of CBSA officers. This has to change.

- **Recommendation 1.4:** Suspend the Review and Analysis Division (RAD) of CRA pending a review of Canada’s Risk-Based Assessment model and its National Strategy to combat extremism and radicalization;
- **Recommendation 1.5:** Establish a new oversight body specifically for the CBSA, which includes 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;

The private sector also has a role to play in fighting Islamophobia. When a Muslim woman wants to use a family change room while trying on clothes so that she does not have to come out and use a mirror in front of others, such a request should not be met with scorn or ridicule - the modesty of that woman ought to be understood and respected. When private companies emphasize the consumption of alcohol as the primary method of business development, it creates an environment where the contribution of all employees cannot be maximized. Private companies should thus be encouraged to engage in training and education on bias and specifically, Islamophobia. The federal government should facilitate this by establishing - through the Ministry of Diversity, Inclusion and Youth - a set curriculum for this purpose and by providing tax credits for private corporations - for profit and non-profit - who complete this programming for their workplaces.

- **Recommendation 1.6** - The Federal Government shall create a set curriculum for Conscious/Unconscious Bias and Islamophobia for use by private corporations.
- **Recommendation 1.7** - the Federal Government should introduce tax credits for private corporations that complete the aforementioned curriculum for Conscious/Unconscious Bias and Islamophobia in their workplaces.

Finally, singling out and ostracizing Canadians who wear religious headgear is a heinous form of state sponsored discrimination. Bill 21 in Quebec is an attack on the freedom of Muslim women (and others who wear religious headgear) that cannot be supported in a country that wants to fight Islamophobia. This is explicit in the court decision on same: “the fundamental

rights and freedoms of women who cover their faces for religious reasons will be seriously infringed.” There needs to be consequences to legislators who enact such legislation and financial penalties for provinces or municipalities that enact such legislation. If a government singles out and demeans the use of religious headgear, it should not surprise anyone that domestic terrorists are taking it upon themselves to forcibly remove this headgear from Muslim women across the country - as they are empowered by said governments to demean those who wear such headgear.

- **Recommendation 1.8** - The Federal Government and all Provincial/Territorial Governments should use all financial and other levers until the Quebec Government repeals Bill 21. In the interim, the Federal Government should lead and fully fund any and all intervenor legal challenges to Bill 21.

## 2. Education

Our Education System has a central and pivotal role in dismantling Islamophobia. What our kids are taught, how they are taught, and the training of those who teach them are important ingredients of an education system that plants the seed for a society where everyone is made to belong, without fear of hate. Early and frequent education about other faiths and backgrounds allows for an appreciation of our differences without a “fear” of the unknown (those who have different beliefs). If our education system provides early education on how people are different, yet can co-exist, it normalizes differences and reassures those cohorts that there is nothing to fear, and thus hate.

Throughout History, people of all faiths and backgrounds have contributed to the advancement of humanity and sciences but due to a narrow approach to identification of those contributions, the names of many of those contributors are either not included or have been changed and/or distorted. True and impartial information and pictures need to be displayed in relevant Institutions/Departments/Textbooks and other education resources. The exclusion of other civilizations to modern thinking deprives society of understanding and appreciating the contribution of people of all faiths and backgrounds. By failing to address this, we contribute to unconscious and explicit bias by creating a standard of superiority for certain races and relegating others to an inferior position. This approach cries out for curriculum review at all levels of education in Canada, including post-secondary education.

- **Recommendation 2.1:** The Thames Valley District School Board (and others across the country) should enact mandatory classes/courses at the elementary and secondary school levels in “World Religions” and “Social Justice”. Such courses should include an “at-home” component so that constructive discussions can occur in homes as well.



- **Recommendation 2.2:** The Thames Valley District School Board (and others across the country) should establish June 6th as an annual day for the elimination of hate, including a “walk for peace” to simulate the solidarity of walking on a sidewalk freely. In future years, the day should evolve to include education videos, other media relating to combating Islamophobia, roundtables and student assemblies.
- **Recommendation 2.3:** Nationally, January 29th - a day of Remembrance and Action against Islamophobia, should be used to provide similar programming for all Canadians relating to Islamophobia, using social media and other national events to commemorate the same.
- **Recommendation 2.4:** The Ontario Government (and other provincial governments) set up and fund a curriculum review panel, including, but not limited to credentialed Islamic Studies experts plus representatives of the Black community and Indigenous Communities to ensure a more balanced and representative elementary school and high school curriculum that acknowledges the contributions of people of all backgrounds to the advancement of humanity. The design process should include experts who have researched and dealt with hate groups and also victims of hate crimes.
- **Recommendation 2.5:** The Federal and Provincial Governments should fund Chairs at universities across Canada in the study of Islam, Muslims, Islamic History and Islamic Civilization.

Attacking Islamophobia requires attacking the ignorance underlying Islamophobia. Since 9/11, our cultural and media orientation has conditioned us to associate Muslims and Islam with terrorism. Popular shows like 24 and Homeland, to name a few, took the easy route and used Muslim characters as the bad guys, with images of Mosques and prayer services and the sound of the call to prayer used as a backdrop for dramatic effect. Mainstream books also adopted this approach, using Muslims as an easy way to establish who the bad guys are. As a result, it cannot be a surprise that Mosques are targeted with hate, that women who wear a hijab are assaulted, and that the beautiful sound of the call to prayer is a cause of suspicion.

Combatting myths and false narratives is not easy. However, these myths and false narratives contribute to people who have a negative attitude towards Muslims because they are poorly informed and unaware. By normalizing things like the imagery of Mosques and hijabs and by understanding the beauty of the call to prayer through regular advertisements and print, audio and video content, we can begin to dismantle the negative stereotypes that underpin hatred towards Muslims.

- **Recommendation 2.6:** Through Heritage Canada, a multi-year, multi-million dollar fund be set up for Muslim artists, musicians, poets, story-tellers, directors and producers to produce content that accurately represents the core tenets of Islam.
- **Recommendation 2.7:** Local governments adopt advertising campaigns similar to that used by the City of Toronto and the Ontario Council of Agencies Serving Immigrants (OCASI) in 2016:



By repeating with regularity the “normalcy” of our differences and by regularly repeating messaging of how Muslims belong, we can go a long way to reverse the conditioning that has taken a larger hold since 9/11. We need strong leadership from elected officials to consistently re-emphasize and demonstrate that it is ok to be different, but not ok to hate because of our differences. However, words are not enough. How elected officials act is also critically important because as has been made clear, the old adage is true: actions speak louder than words.

### 3. A Justice System That Protects, Not Suspects, Muslim Canadians

An ex-CSIS intelligence officer has indicated that “CSIS should have seen Alexandre Bissonette coming...He was online. He was contributing to discussions with far-right organizations.” (<https://www.cbc.ca/news/politics/racism-descrimination-claims-canadian-security-intelligence-service-1.6083353>)

It appears that the justice system, and law enforcement in general, seem to see Muslims as a threat, instead of as Canadians deserving of protection. This needs to change.

Private individuals and groups must understand that trafficking in hate will not be tolerated in Canada. They must know that a robust security apparatus is keeping an eye on them and will shut them down and hold them accountable in the justice system.

Therefore, in light of past and current failures to fight domestic terrorism against Muslims, more oversight of the security/intelligence operations of law enforcement needs to exist, to be a check on the system to ensure that resources are being allocated to deal with the known threat of white supremacist groups and other domestic actors that traffic in hate against Muslims.

Further, the architecture of hate laws in Canada need to be updated to become relevant to the realities of social media and the threat to Muslim Canadians. Many Canadians do not appreciate that there is no “hate crime” per se - though those that traffic in online hate seem to have educated themselves about this and take advantage of this accordingly. Many Muslims decline to report hate crimes because they do not see a justice system that is serious about tackling Islamophobia, and victim support is critically deficient, or non-existent.

Politics

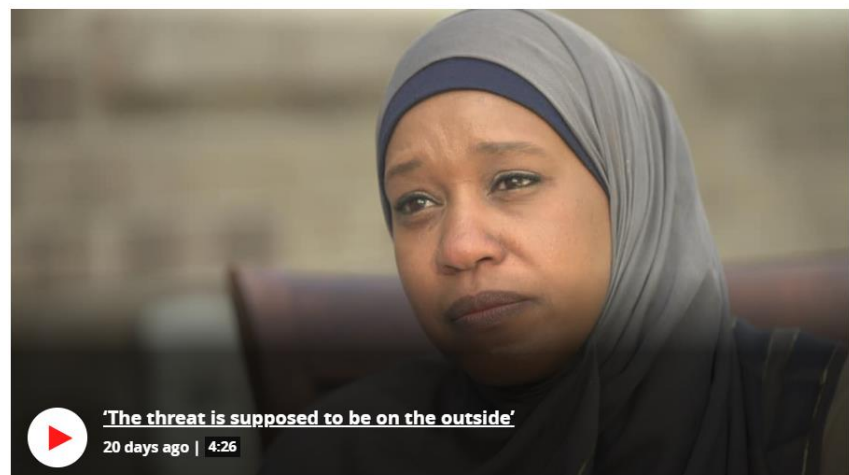
**A Muslim former intelligence officer says systemic racism at CSIS is a threat to national security**



'I myself felt like I was being targeted at CSIS,' said Huda Mukbil



Ashley Burke, Kristen Everson · CBC News · Posted: Jun 29, 2021 3:09 PM ET | Last Updated: June 29



[cbc.ca](https://www.cbc.ca)

A strong hate crime architecture is needed because we have learned that words matter. The mass murderer, Anders Breivik of Norway, cited Canadians in his manifesto to justify his campaign of murder to “save Europe from Muslim immigration.”

(<https://www.cbc.ca/news/canada/canadians-noted-in-norway-attacker-s-manifesto-1.1063811>).

Breivik’s manifesto also cited the writings of the Middle East Forum (MEF), a founder of whom is Tarek Fatah, who recently wrote in the Toronto Sun that there is no Islamophobia in Canada. Similarly, the terrorist that killed six Muslims in Quebec City consulted anti-Muslim online sources before carrying out his attack.

- **Recommendation 3.1:** The amendment of the *Criminal Code of Canada* to include a specific and explicit hate crime offence where a crime is committed on the basis of the victim’s perceived or actual race, color, religion, ethnicity, national origin, sexual orientation, gender, gender identity, or disability. The crime itself is based upon an act of assault, murder, arson, vandalism, or threats to commit such crimes. It may also cover conspiring or asking another person to commit such crimes, even if the crime was never carried out. It may also cover written or online material that invites or incites hatred toward the aforementioned groups.
- **Recommendation 3.2:** Elimination of the requirement that the consent of the Attorney General’s office is required to proceed with a hate crime prosecution.
- **Recommendation 3.3:** Oversight of law enforcement and intelligence gathering bodies in Canada to ensure that the proliferation of hate against Muslims is being actively pursued and that groups/individuals participating in such hate are held accountable by the justice system.
- **Recommendation 3.4:** The Federal Government should establish enhanced systems for reporting and tracking hate crimes and ensure that all law enforcement agencies across the country are sharing information.
- **Recommendation 3.5:** Training and professional development for law enforcement employees, judges, crown attorneys and other system participants on hate crimes, Islamophobia, cultural sensitivity and victim support.

## 4. Building Capacity

The war against Islamophobia needs a home base. Someone, or a department, to hold governments accountable for implementing an anti-Islamophobia agenda. This can be accomplished by the creation of an Office of the Special Envoy on Islamophobia, with input from the Muslim community on who might fill that role. The Envoy should be given specific powers in line with that of an Ombudsman, free to investigate issues relating to Islamophobia. In a show of non-partisanship across jurisdictions, this Envoy should be empowered to deal with federal, provincial and municipal issues. In order to properly fulfill this mandate, the Office must be properly staffed and funded.

- **Recommendation 4.1** - Federal and Provincial governments show united leadership to authorize the creation of an Office of the Special Envoy on Islamophobia, with proper funding and staffing provided by the Federal Government.

The full participation of Muslims in the community, political arenas and boardrooms of corporate Canada demonstrates a society that isn't just inclusive, but one that promotes a sense of belonging. All levels of government must ensure qualified members from the Muslim community are part of the process to provide awareness, training, and education to the broader public and the bureaucracies of government on how integral the Muslim community has been and is to our country. All levels of government should fund and support community programs that build the capacity of Muslims to be given the opportunity to participate in all facets of community building - be it in the non-profit world, government appointments, the civil service and the private sector. This can be done through grants to qualified organizations/persons to work with community groups, youth, law enforcement, education systems and government agencies.

- **Recommendation 4.2** - All levels of government should commit to establishing a community grants fund to allow for qualified groups that have a proven track record of building community leadership to run workshops and conferences to assist minority groups with obtaining the necessary opportunities to obtain positions on Boards of private corporations, non-profit corporations and government (through appointments and civil service positions).


Another cause of Islamophobia is a feeling or sense of superiority over those who are different. One of the root causes of this is how we treat immigrants who come from other countries with professional designations or training. We tell them that their education and/or training is

inferior to what we have here and we force them into situations of underemployment. It should therefore not surprise us when we see videos on social media of professionally educated/trained individuals working as security guards, corner store employees, taxi cab drivers and in other capacities, being told to go back to their own country as if they are inferior and do not “deserve” to be here. The idea that somehow our education system is vastly superior to those around the world is premised on this superiority complex. Accordingly, our system of welcoming newcomers who are professionally educated/trained needs to be overhauled.

- **Recommendation 4.3** - the Ministries of Immigration, Refugees and Citizenship and Employment, Workforce Development and Disability Inclusion strike a task force with a mandate to explore a modernization of our policies for accreditation of professionally trained/educated newcomers to facilitate a more streamlined policy of accreditation that empowers newcomers to realize their full potential.

There is also a psychological impact of Islamophobia. First is the effect on the overall security of Muslims. Since the Quebec City Mosque shooting, it was a fear of attacks in our Mosques. Now, with the terror attack in London and subsequent copycat attacks (eg. Hamilton only a few weeks after) it is simply being in public and looking “different”. Sadly, women bear the brunt of this if they wear a hijab. Imagine being a woman, coming to Canada on the promise and hope of freedom, but then being attacked for wearing a hijab. Our youth are also feeling this - in an era of social media where attacks are relayed instantaneously, our youth are exposed to multiple touchpoints in just one day. This is on top of other issues that these agencies are dealing with including helping those who have come from traumatic situations and have suffered psychological damage.

- **Recommendation 4.4** – The federal and provincial governments provide secure, stable, long-term funding for social service agencies that focus on the mental health of Muslims and victims of hate crimes (For example, in London, the world renowned Muslim Resource Centre for Social Support and Integration (<https://mrcssi.com>)). This should include funding to provide the services, plus funding to train qualified professionals to provide the culturally sensitive therapy used by these agencies.

 **Conclusion**

We do not want to ever be put in the position where we have to participate in another vigil anywhere in Canada again, because another Muslim was stolen from us due to Islamophobia. In order to make that happen, governments at all levels must commit to **action** and commit now. The above recommendations provide a starting framework to commence the important work of dismantling Islamophobia in Canada.

It is our hope that the upcoming National Summit on Islamophobia will accept these recommendations (summarized in Appendix A) and within a reasonable time after the Summit (ideally measured in weeks, not months), all levels of government will release their action plan to operationalize the recommendations.

Yours Truly,

*Executive Board,*

Hikma Public Affairs Council

London, Ontario

July 19, 2021

Nawaz Tahir, Lawyer, Chair  
Samer Abou-Sweid, Healthcare Executive  
Amir Hage, Lawyer  
Dr. A.R. Lawendy, Orthopedic Surgeon  
Dr. Hassan Mostafa, Dental Surgeon  
Arifa Serter, Lawyer  
Dr. Fawaz Siddiqi, Neurosurgeon



 **APPENDIX A – SUMMARY OF RECOMMENDATIONS**

- **Recommendation 1.1:** All civil servants - current and any new hires, at all levels of government, be required to take diversity training that includes a specific component that involves addressing unconscious and explicit bias against Muslims.
- **Recommendation 1.2:** Partnerships be struck with labour partners and professional associations in health care, law and teaching to ensure that employees in those sectors have appropriate training and professional development on recognizing and combatting Islamophobia and addressing unconscious and explicit bias against Muslims.
- **Recommendation 1.3:** All municipal boards and commissions should be required to have an agenda to root out and end systemic Islamophobia that includes anti-Islamophobia training, addressing unconscious and explicit bias against Muslims and recruiting policies that have an equity, diversity, inclusion and belonging lens.
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- **Recommendation 1.5:** Establish a new oversight body specifically for the CBSA, which includes 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;
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- **Recommendation 1.7** - the Federal Government should introduce tax credits for private corporations that complete the aforementioned curriculum for Conscious/Unconscious Bias and Islamophobia in their workplaces.
- **Recommendation 1.8** - The Federal Government and all Provincial/Territorial Governments should use all financial and other levers until the Quebec Government repeals Bill 21. In the interim, the Federal Government should lead and fully fund any and all intervenor legal challenges to Bill 21.

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- **Recommendation 2.5:** The Federal and Provincial Governments should fund Chairs at universities across Canada in the study of Islam, Muslims, Islamic History and Islamic Civilization.
- **Recommendation 2.6:** Through Heritage Canada, a multi-year, multi-million dollar fund be set up for Muslim artists, musicians, poets, story-tellers, directors and producers to produce content that accurately represents the core tenets of Islam.
- **Recommendation 2.7:** Local governments adopt advertising campaigns similar to that used by the City of Toronto and the Ontario Council of Agencies Serving Immigrants (OCASI) in 2016.
- **Recommendation 3.1:** The amendment of the *Criminal Code of Canada* to include a specific and explicit hate crime offence where a crime is committed on the basis of the victim’s perceived or actual race, color, religion, ethnicity, national origin, sexual orientation, gender, gender identity, or disability. The crime itself is based upon an act

of assault, murder, arson, vandalism, or threats to commit such crimes. It may also cover conspiring or asking another person to commit such crimes, even if the crime was never carried out. It may also cover written or online material that invites or incites hatred toward the aforementioned groups.

- **Recommendation 3.2:** Elimination of the requirement that the consent of the Attorney General's office is required to proceed with a hate crime prosecution.
- **Recommendation 3.3:** Oversight of law enforcement and intelligence gathering bodies in Canada to ensure that the proliferation of hate against Muslims is being actively pursued and that groups/individuals participating in such hate are held accountable by the justice system.
- **Recommendation 3.4:** The Federal Government should establish enhanced systems for reporting and tracking hate crimes and ensure that all law enforcement agencies across the country are sharing information.
- **Recommendation 3.5:** Training and professional development for law enforcement employees, judges, crown attorneys and other system participants on hate crimes, Islamophobia, cultural sensitivity and victim support.
- **Recommendation 4.1** - Federal and Provincial governments show united leadership to authorize the creation of an Office of the Special Envoy on Islamophobia, with proper funding and staffing provided by the Federal Government.
- **Recommendation 4.2** - All levels of government should commit to establishing a community grants fund to allow for qualified groups that have a proven track record of building community leadership to run workshops and conferences to assist minority groups with obtaining the necessary opportunities to obtain positions on Boards of private corporations, non-profit corporations and government (through appointments and civil service positions).
- **Recommendation 4.3** - the Ministries of Immigration, Refugees and Citizenship and Employment, Workforce Development and Disability Inclusion strike a task force with a mandate to explore a modernization of our policies for accreditation of professionally trained/educated newcomers to facilitate a more streamlined policy of accreditation that empowers newcomers to realize their full potential.
- **Recommendation 4.4** – The federal and provincial governments provide secure, stable, long-term funding for social service agencies that focus on the mental health of Muslims

and victims of hate crimes (For example, in London, the world renowned Muslim Resource Centre for Social Support and Integration (<https://mrcssi.com>)). This should include funding to provide the services, plus funding to train qualified professionals to provide the culturally sensitive therapy used by these agencies.

January 25, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

Al-Mahdi Islamic Community Centre has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

Last year incident of killing Salman Afzal and his family members is still very fresh in our hearts and this tragedy in Muslim community will take long time to heal.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, Al-Mahdi Islamic Community Centre commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. Al-Mahdi Islamic Community Centre will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,



Syed Anwar Hussain  
President  
Al-Mahdi Islamic Community Centre  
91 Meg Drive London, ON N6E 2V2

c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

2022-01-25

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

Carrefour Communautaire Francophone De London has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

Carrefour Communautaire Francophone De London strongly believes in equality and fair treatment/opportunity for all people. We work with newcomers to Canada and have heard firsthand about the effects of islamophobia. Therefore, this is why we believe this Anti-Islamophobia working group initiative is of such importance to the community. With the growing number of Muslims who are now calling Canada their home, it is extremely important to implement such educational groups for smooth integration between people. Canada has always been a Country whose economy excels through immigration, and this mix of many minority groups is what makes the country diverse and prosperous. Furthermore, CCFL is committed to the support of the Anti-Islamophobia cause, and we hope that with more education and initiatives such as this, we can end hate and promote tolerance and collaboration within.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, CCFL commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. Carrefour Communautaire Francophone De London will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,

*Paulette Desjardins*

Paulette Desjardins  
Executive Director  
Carrefour communautaire francophone de London  
c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London



January 24, 2022

Honourable Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON | N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Dear Honourable Mayor Holder,

I wish to credit you, City Council and the leadership team at City Hall for your efforts in combatting Islamophobia and in particular, empowering the Anti-Islamophobia Working Group. Kindly accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group. Hikma commends the group, and in particular the leadership of Rumina Morris, for putting together a comprehensive and well thought out document.

Hikma Public Affairs Council has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, Hikma commits to undertaking meaningful actions to embed Anti-Islamophobia strategies in our service to community. Hikma is 100% committed to working collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslims in our community.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nawaz Fahir", is written over a blue ink scribble.

Nawaz Fahir, Chair, Hikma

*Cc: Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London*





January 25, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave., P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

The London Arts Council is committed to confronting any form of racism and inequity that exist in our community. Under the Cultivating Allyship program, the London Arts Council has developed relationships with and has heard from, and worked with many artists and creators from Indigenous, Black and People of Colour communities. The tragic incident that happened last year to a London Muslim family addresses the brutal reality of Islamophobia and calls for more intentional work to end Islamophobia. As such, the London Arts Council has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, the London Arts Council commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. The London Arts Council will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners.

Sincerely,

Eunju Yi (she/her) Executive Director  
c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

**Eunju Yi (she/her)**  
**Executive Director** | London Arts Council  
267 Dundas Street, Main floor | London ON | N6A 1H2  
519.439.0013 | @LdnArtsCouncil | [www.londonarts.ca](http://www.londonarts.ca)

January 24, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

The London & Middlesex Local Immigration Partnership (LMLIP) has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

With the support of Network for Economic and Social Trends (NEST) Western University and the settlement services in London, LMLIP has been holding annual events and campaigns for the last five years, with the theme of *All Are Welcome Here* to commemorate the International Day for the Elimination of Racial Discrimination, and to make London and Middlesex a more welcoming community.

In 2021, NEST conducted a study on discrimination on behalf of LMLIP: *Discrimination Experienced by Immigrants, Visible Minorities, and Indigenous Peoples in London and Middlesex*. This study revealed that Muslims in London, in particular, women wearing a hijab, face increasing discrimination and hate. The data produced by the study will help to inform future actions of the LMLIP and community to fight discrimination. LMLIP has been disseminating the results of this study and commits to continued dissemination.

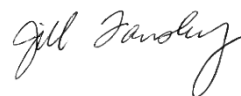
The LMLIP also commits to supporting the efforts to identify best practices in online reporting tools of hate.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, LMLIP commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. LMLIP will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely



Dev Sainani  
Community Co-chair



Jill Tansley  
City Co-Chair

Cc: Rumina Morris, Director, Director, Anti-Racism and Anti-Oppression, City of London

Co-led by:



Funded by:



Immigration, Refugees  
and Citizenship Canada

Financé par :

Immigration, Réfugiés  
et Citoyenneté Canada

# LONDON MUSLIM MOSQUE



January 25, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

Re: Anti-Islamophobia Working Group Recommendations - Letter of Support

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

The London Muslim Mosque has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

The London Muslim Mosque thanks the City of London for engaging the Muslim community. The London Muslim Mosque also recognizes the well-researched insightful recommendations by the National Council of Canadian Muslims and the local organization, Hikma Advisory Council.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, London Muslim Mosque commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. The London Muslim Mosque will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,

Zeba Hashmi  
Vice-Chair (2<sup>nd</sup>)  
London Muslim Mosque Board

c. Bilal Rahhal, Chair  
Nusaiba Al-Azem, Vice-Chair (1<sup>st</sup>)  
Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London



January 24, 2022

Mayor Ed Holder  
City of London 300  
Dufferin Ave.  
P.O. Box 5035 London,  
ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group and recommendations developed by the Anti-Islamophobia Working Group.

The London Public Library (Library) has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

In 2021, the Library conducted an internal anti-racism and anti-oppression review and will be seeking to implement recommendations as part of 2022-26 Strategic Plan. Antiracism and Anti-oppression is one the Plan's primary values and the intent of the Working Group complements our own.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, The Library commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community and will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Ciccone".

Michael Ciccone  
CEO and Chief Librarian  
London Public Library

c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

**January 23, 2022**

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Dear Mayor Holder,

Please accept this letter in support of the recommendations developed by the Anti-Islamophobia Working Group.

The Middlesex-London Health Unit has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

‘Health equity’ means that all people can reach their full health potential without disadvantage due to social position or other socially determined circumstance, such as ability, age, culture, ethnicity, family status, gender, language, race, religion, sex, social class, or socioeconomic status. It has been well established that those who experience health inequities disproportionately experience poorer health outcomes. Health inequities exist in our community and public health has a role to play in eliminating these inequities, including those experienced by Muslim-identifying Londoners. Public health is mandated to assess and report on health inequities within local populations, to modify and orient its public health interventions to reduce health inequities, to engage in multi-sectoral collaboration to decrease health inequities, and to advance healthy public policies that can reduce health inequities.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community’s collective intent to identify and dismantle anti-Muslim prejudice, discrimination and racism. As such, the Middlesex-London Health Unit commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our public health work and service to the community. The Middlesex-London Health Unit will work collaboratively with the City of London and other Working Group members to create greater equity and an increased sense of safety and belonging for Muslim-identifying Londoners.

Sincerely,



Dr. Alex Summers, MD, MPH, CCFP, FRCPC  
Acting Medical Officer of Health  
Middlesex-London Health Unit

CC: Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

25 January 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

Museum London has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

We are particularly excited to be working with this group, and with other organizations in our community, to work to bring the 1001 Inventions exhibition project to London. 1001 Inventions is a UK based not-for-profit award-winning international science and cultural heritage organization that raises awareness of the creative golden age of Arab Science. This will be the first time the exhibition will be brought to Canada, offering the City of London a unique opportunity to demonstrate its commitment to highlighting and honouring the contributions of Muslims as per NCCM Recommendation #59.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, Museum London commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. Museum London will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,



Brian Meehan  
Executive Director

c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

January 24, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Dear Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

The National Council of Canadian Muslims (NCCM) has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

More Muslims have been killed in targeted hate-attacks in Canada than any other G-7 country in the past 5 years because of Islamophobia.

That fact sunk in outside the London Muslim Mosque on June 8, 2021, when thousands of Londoners gathered in the aftermath of the terror attack that took the lives of four members of the Canadian Muslim community in an unthinkable act of Islamophobic violence. The thousands that gathered that day were there to show their solidarity, pray, and stand with members of their community, as representatives of the London Muslim Mosque called for more than words from the politicians in attendance.

The London Muslim Mosque community called for all three levels of government to take action in solving the challenge of Islamophobia. They called for the creation of an Emergency National Action Summit on Islamophobia, bringing together all levels of government, to ensure that binding policy change is brought forward.

This call was thereafter echoed by NCCM and hundreds of other organizations in Canada. The federal government subsequently hosted a National Summit on Islamophobia on July 22, 2021.

To ensure that the summit was focused on action, NCCM engaged in a process of developing recommendations after hosting consultation sessions with mosques, community organizations and collectives from British Columbia to the Atlantic provinces, representing a diverse intersection of Muslims in Canada.

In the months since that summit, the NCCM has advanced municipal recommendations to address Islamophobia in several cities across Canada. Brampton and St. Catharines were the first cities of their respective sizes to endorse all of the NCCM's municipal recommendations. If the recommendations of this working group are implemented by the Fall of 2022, London will be the first city of its size in Canada to produce a detailed plan to implement the NCCM's municipal recommendations to address Islamophobia.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, The NCCM will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners.

Sincerely,



Rizwan Mohammad  
Advocacy Officer  
NCCM – National Council of Canadian Muslims  
Email: rizwan@nccm.ca  
Tel: (647) 213-5551

c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London





January 21, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Dear Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations for combatting Islamophobia in our community.

The Network for Economic and Social Trends (NEST) at Western University has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

NEST has been conducting research on racism and discrimination, and supporting the work of the London & Middlesex Local Immigration Partnership in promoting a more welcoming community, for a number of years. We are now committed to working with partners across London to actively combat Islamophobia and other forms of racism and discrimination in our community.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, NEST commits to undertaking meaningful actions to identify and combat Islamophobia in all of its forms in our community. NEST will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners.

Sincerely,

A handwritten signature in black ink, appearing to read 'V. Esses'.

Victoria Esses  
Director, Network for Economic and Social Trends  
University of Western Ontario

cc. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London



# Northwest London Resource Centre

January 24, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

## **Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

Northwest London Resource Centre has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

Northwest London Resource Centre has been part of multiple discussions locally in relation to the June 6<sup>th</sup> Islamophobia terror attack as well as other Islamophobia and other anti-racism discussions in the community. As a Neighbourhood Resource Centre and Newcomer Settlement Integration Service provider for Northwest London we continue to work with local residents to address the oppression of all cultures. Through local discussion tables we bring the voice of the community to create change and build trust through actions in the day to day living of residents.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, NWLRC commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. NWLRC will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,

A handwritten signature in black ink that reads "Nancy Needham".

Nancy Needham, Executive Director  
Northwest London Resource Centre

c. Amani Radhaa, Associate Director, NWLRC  
c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

---

*Strengthening Northwest London neighbourhoods*

Unit 27A • Sherwood Forest Mall • 1225 Wonderland Rd N  
London, Ontario • N6G 2Vg  
519.471.8444 • nwlrc.ca



January 24, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

The South London Neighbourhood Resource Centre (SLNRC) has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

SLNRC has over the years kept the welcoming of our Muslim community in the forefront of our work in south London. We have supported the engagement and voice of our Muslim neighbours in our service delivery as well as our structural spaces. Through our lead participation in the expansion of the South London Community Centre we have ensured a welcoming physical space that includes signage in multiple languages including Arabic, purposeful reflection space for prayer, space for language development as well as social inclusive programs and services delivered through a very multilingual staff base.

We yearly host International Women's Day which welcomes hundreds of Muslim women and supports the inclusion of many Muslim based associations in ways to bring awareness and raise funds for the community outreach done by others. For many years we also led a yearly Ramadan Dinner for service club leaders, associations, faith communities and politicians to help strengthen an understanding of the Muslim faith. In addition, we support and participate in LMLIP's annual events for the past five years. These events known as 'All Are Welcome Here' take place to commemorate the International Day for the Elimination of Racial Discrimination. Our agency's AGM for 2020 was themed All Are Welcome and we continuously distribute lawn signs and other promotional material that represent -All Are Welcome Here. For 38 years, SLNRC has locally been involved with many other partners in creating a more welcoming community in London. All of our efforts have established our organization as a welcoming space



## South London Neighbourhood Resource Centre

[www.slncr.org](http://www.slncr.org)

1119 Jalna Blvd., London Ontario N6E 3B3 | Phone: 519-686-8600 | Fax: 519-686-8467

for our Muslim neighbours. We are pleased to continue to work with stakeholders across the city to raise awareness, share resources and continue to provide a safe space for all Muslims.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, SLNRC commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. SLNRC will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners.

Sincerely,

A handwritten signature in black ink that reads 'Nancy Needham'.

Nancy Needham, Executive Director  
[nneedham@slnrc.ca](mailto:nneedham@slnrc.ca)

c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

January 25, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

Thames Valley District School Board has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

As a school board, we remain steadfastly committed to combating racism, Islamophobia, and discrimination in all its forms and creating a safe and inclusive learning environment for all students and staff.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, Thames Valley District School Board commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. Thames Valley District School Board will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,

Purveen Skinner  
Superintendent of Student Achievement  
Thames Valley District School Board

c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

24 January 2022

**Re: Anti-Islamophobia Working Group Recommendations**

Mayor Holder:

On behalf of United Way Elgin Middlesex, I am pleased to provide this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

United Way Elgin Middlesex has participated as a member of this working group which brought together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that ending Islamophobia in London will require a continued commitment to work together.

As part of our commitment to ending Islamophobia, United Way Elgin Middlesex will pay particular attention to the recommendations directed at community-based organizations including 3.7B which involves a review of funding procedures to increase accessibility to organizations led by and serving Muslim-identifying people and 3.8 which addresses internal organizational policies and processes including human resources, recruitment and selection of staff and volunteers, training of staff and volunteers and our physical workplace environment.

The Anti-Islamophobia Working Group Recommendations are an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, United Way Elgin Middlesex commits to undertaking meaningful actions, including those outlined above, to include Anti-Islamophobia strategies in our own workplace and in our organization's strategic priorities. United Way Elgin Middlesex will continue to work collaboratively with the City of London and other Working Group members to increase safety and belonging for Muslim-identifying Londoners.

Sincerely,



Kelly Ziegner  
President & CEO

cc. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London



January 27<sup>th</sup> 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

The Office of Equity, Diversity and Inclusion at Western University has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, Western University commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. Western University will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,

A handwritten signature in black ink, appearing to read "O. Oloya". The signature is fluid and cursive, with a large loop at the end.

Opiyo Oloya, PhD, LLD (honoris causa)

Associate Vice-President, Equity, Diversity & Inclusion

c. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London



January 26, 2022

**YMCA of Southwestern  
Ontario**

165 Elmwood Ave East  
London, Ontario, N6C 0A8  
ymcaswo.ca

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON  
N6A 4L9

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Mayor Holder,

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

The YMCA of Southwestern Ontario has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, the YMCA of Southwestern Ontario commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. The YMCA of Southwestern Ontario will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,

A handwritten signature in black ink, appearing to read 'Roxanne', followed by a long horizontal line extending to the right.

Roxanne Gilroy-Machado  
Manager of Language Skills and Settlement  
roxanne.gilroymachado@swo.ymca.ca





Hanny A. Hassan, C.M.

---

250 Sydenham Street, Suite 104  
London, Ontario N6A 5S1  
Telephone: (519) 434-1872  
Email: hannyhassan@sympatico.ca

January 23, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON N6A 4L9

**Anti-Islamophobia Working Group Recommendations - Letter of Support**

Dear Mayor Holder:

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations, recently developed by the City of London Anti-Islamophobia Working Group.

As a senior, I have passed the torch to younger and more energetic leadership within the Muslim community. While I do not now formally represent an Islamic organization, I have participated, over many years, in Islamic organizations, locally, nationally and internationally. This has included leadership at the Board and Executive levels in, to name a few, the London Muslim Mosque, Islamic Centre of Southwest Ontario, Council of Muslim Communities of Canada, Federation of Islamic Associations of the US and Canada and the National Muslim-Christian Liaison Committee. In addition, I have served in many capacities in broader society organizations, including Board of Governors of University of Western Ontario, Board of Directors of St. Joseph's Health Care, Board of the London Chamber of Commerce, Executive of the London Cross Cultural Learner Centre and others. I continue to serve as a volunteer in community-based organizations in whatever capacity leadership believes that I can contribute.

I have had the good fortune of having participated as a member of the Anti-Islamophobia Working Group, which brought together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. I agree that we must continue to work together towards ending Islamophobia and racism, in all its manifestations, in our community.

.../ continued

January 23, 2022

Anti-Islamophobia Working Group Recommendations - Letter of Support

Page 2 of 2

The significant support of Londoners for Muslims was visibly demonstrated in the aftermath of the tragedy in June 2021. Consequently, we must not only work to remove racism from our midst but to affirm the many, in our community, who actively spoke out and walked to denounce the actions and attitudes of those who would divide us.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, I commit to undertaking meaningful actions to embed Anti-Islamophobia strategies within all the organizations with which I volunteer and work. I will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for all Londoners and to celebrate our neighbours who have supported diversity and human rights in London.

Sincerely,



Hanny A. Hassan, C.M.

cc. Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London



John Brammer  
Chief of Police

January 26, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Avenue  
P.O. Box 5035  
London ON N6A 4L9

Mayor Holder:

**RE: Anti-Islamophobia Working Group Recommendations - Letter of Support**

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Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

London Police Service has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

The London Police Service is committed to providing bias-free policing to all members of our community. We are committed to work with the Muslim community and provide services that recognize and respect the diverse array of backgrounds, experiences, perceptions and needs of its members.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, London Police Service commits to undertaking meaningful actions to embed Anti-Islamophobia strategies within our workplace and in our service to community. London Police Service will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners

Sincerely,

Trish McIntyre  
Deputy Chief, Operations  
London Police Service

cc: Rumina Morris, Director, Anti-Racism and Anti-Oppression, City of London

**London Police Service**

601 Dundas Street, P.O. Box 3415  
London, ON N6A 4K9  
519.661.5670 | [www.londonpolice.ca](http://www.londonpolice.ca)

LPS File No.: OOC 001-22

January 21, 2022

Mayor Ed Holder  
City of London  
300 Dufferin Ave.  
P.O. Box 5035  
London, ON N6A 4L9

Dear Mayor Holder,

**Re: Anti-Islamophobia Working Group Recommendations - Letter of Support**

Please accept this letter in support of the Anti-Islamophobia Working Group Recommendations developed by the Anti-Islamophobia Working Group.

Fanshawe College has been pleased to participate as a member of the Anti-Islamophobia Working Group. This working group brings together a broad and diverse representation of the Muslim community and over 30 community-based and public sector organizations from across London. We acknowledge that we must continue to work together towards ending Islamophobia in our community.

At Fanshawe, we are committed to fostering a sincere and authentic sense of belonging for every student and every employee. As we work toward building our college-wide infrastructure to support our equity, diversity, inclusion, anti-racism, and anti-oppression initiatives, applying an anti-Islamophobia framework to our institutional decision-making must be front of mind. This includes, but is not limited to:

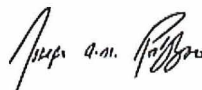
- Supporting and implementing the Working Group's Recommendation to build and strengthen relationships with Muslim students and staff;
- Continuing to support community members in creating the OurLondonFamily website; and
- Supporting the Working Group's focus on education and training by ensuring that we equip our students, staff, and faculty with anti-oppression competencies and knowledge to identify and dismantle Islamophobia.

The Anti-Islamophobia Working Group Recommendations serve as an expression of our community's collective intent to identify and dismantle anti-Muslim racism. As such, Fanshawe commits to undertaking meaningful actions to embed anti-Islamophobia strategies within our workplace and in our service to the community. As a college, we will work collaboratively with the City of London and other Working Group members to create an increased sense of safety and belonging for Muslim-identifying Londoners.

Sincerely,



Peter Devlin  
President



Joseph Pazzano  
Director, Equity, Diversity, and Inclusion

c. Rumina Morris, Director,  
Anti-Racism and Anti-Oppression, City of London

Room H1006  
1001 Fanshawe College Boulevard  
P.O. Box 7005  
London, Ontario N5Y 5R6  
Tel: 519-452-4200  
[fanshawec.ca](http://fanshawec.ca)



Toronto, le 24 janvier 2022

Monsieur Ed Holder, Maire  
Ville de London  
300, avenue Dufferin  
Case postale 5035  
London, ON N6A 4L9

**Objet : Recommandations du Groupe de travail sur la lutte contre l'islamophobie – lettre d'appui**

Monsieur le Maire,

Viamonde est le seul conseil scolaire laïque de langue française du Centre-Sud-Ouest de l'Ontario. Ses 56 établissements scolaires, soit 41 écoles élémentaires et 15 écoles secondaires, sont répartis sur un territoire qui va de Windsor, à l'ouest, jusqu'aux frontières de Trenton, à l'est, puis de la péninsule du Niagara, au sud, aux frontières du parc Algonquin, au nord.

Veuillez accepter la présente lettre à l'appui des recommandations du Groupe de travail sur la lutte contre l'islamophobie.

Le Conseil scolaire Viamonde a eu le plaisir de participer en tant que membre du Groupe de travail sur la lutte contre l'islamophobie. Ce groupe de travail réunit une représentation vaste et diversifiée de la communauté musulmane et plus de 30 organisations communautaires et du secteur public de London. Nous reconnaissons que nous devons continuer à travailler ensemble pour mettre fin à l'islamophobie dans notre communauté.

Viamonde réitère que : « L'islamophobie et la haine n'ont pas leur place dans nos écoles, au Canada ou ailleurs, et nous continuerons de collaborer, de mettre tout en œuvre afin de protéger nos élèves tout comme nos membres du personnel. Chacune et chacun doit être respecté, protégé, doit pouvoir apprendre, travailler et s'épanouir dans un environnement sécuritaire, inclusif et exempt de discrimination. »

Les recommandations du Groupe de travail sur la lutte contre l'islamophobie sont l'expression de l'intention collective de notre communauté d'identifier et d'éliminer le racisme envers les musulmans. À ce titre, le Conseil scolaire Viamonde s'engage à prendre des mesures significatives pour intégrer des stratégies de lutte contre l'islamophobie dans son milieu de travail et dans ses services à la collectivité. Le Conseil scolaire Viamonde travaillera en collaboration avec la Ville de London et les autres membres du groupe de travail afin de créer un sentiment accru de sécurité et d'appartenance pour les membres de la communauté musulmane de London.

Nous vous prions d'agréer, Monsieur le Maire, nos salutations distinguées.

Le directeur de l'éducation par intérim,



Jean-Luc Bernard

c. c. Rumina Morris, directrice, Division de la lutte contre le racisme et l'oppression,  
Ville de London