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Subject:documents

Helle Greg,

thank you very much for meeting with me on such short notice. I am attaching two documents; the power point presentation and the overview of the sensitivity training.

it appears that i'll have to send one at a time.

the rest I'll send maybe tomorrow.

sincerely,

--
Altaf Ali, MSW
Executive Director
CAIR-FL
--

Attachment

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SENSITIVITY TRAINING CURRICULUM

Proposal "Working With the American-Muslim Community"

This course provides information that will enhance professional skills in interacting (i.e. interviewing, gathering information, etc.) with members and institutions of the American Muslim community. There are an estimated 6 million Muslims living in the United States. The training is designed to address prejudice, protocols in interaction, and building cooperative relationships.

Topics will include:

-A brief introduction to Islam, Muslims and religious practices
-Common perceptions of Muslims
-Who is a Muslim: definition of identity
-Demographics and characteristics of the Muslim community
-Suggested protocols for interaction with Muslims and Islamic institutions
-Opportunities for cooperation between local Muslims and other agencies/organization, etc.

Training benefit:

-Improved community policing through understanding Muslim culture.
-More effective interaction with Muslims as potential victims of hate crimes or as witnesses.

TeamWorks: Solutions for Today's Diversity

CAIR's TeamWorks division strives to foster a better understanding and appreciation for Islam and Muslim culture through education. We offer a wide variety of workshops, seminars and events that help to eliminate stereotyping and discrimination of American Muslims.

Everyday we interact with people of different ethnicities, beliefs and cultures - be it in school, in the workplace, our neighborhoods or on campus. TeamWorks training programs help foster an appreciation of this diversity - towards understanding and tolerance.

Workshops:

Recognizing bias, exploring diversity and eliminating prejudice are all goals of TeamWorks. CAIR's educational outreach programming includes in-house services, all-day, half-day and two-hour workshops, and individual and group consultations.

Supported by a rich assortment of educational materials and TeamWorks training experts,

our programs have been helping others develop cultural competency they need to understand and communicate effectively, especially when dealing with those of the Islamic faith.

CAIR's TeamWorks workshops offer a practical and hands-on forum which allows participants to:

-Explore some of the assumptions and stereotypes they may have about Islam and American Muslims.
-Understand the Islamic faith and practices.
-Discuss the socio-economic and demographic characteristics of Muslim Americans.
-Examine appropriate behaviors and attitudes.
-Empower themselves tobe part of the solution.
-Explore methods for turning potential misunderstandings into a win-win resolution.
-Recognize the "Do's and Don'ts" for dealing with American Muslims.
-Discuss protocols for interaction with Muslims.
-Prepare for integrating the concepts and protocols explored into their environments.
-Develop how to take a pro-active approaches instead of a re-active approach to situations and scenarios.
-Explore the cultural, ethnic and religious diversity within the community.
-Discuss issues related to discrimination and bigotry.

Sample Workshop Profile

Utilizing a variety of methods, our comprehensive training programs can be tailored to fit your needs. Workshops can be modified to include:

-Simulation activities and role playing
-Case studies focusing on discrimination and hate crimes
-Curriculum development for schools and universities
-Discussion groups

Workshops can be designed for a variety of communities including: employers and human resources educators, law enforcement, government officials, faith based groups, domestic and multi-national corporations, health care providers, media, entertainment industry and general audiences.

Abstract:

TeamWorks diversity workshop serves a number of purposes. First, an overview of the basic beliefs in Islam provides participants with a useful framework for understanding Islamic practices. Second, protocols for interaction with Muslim employees are discussed and examined in order to avoid discrimination and misunderstandings. Third, practical ideas and approaches for accommodating Muslim employees in the workplace are presented and explored. Participants also receive practical insights and guidelines for avoiding prejudice and discrimination in addition to case studies and interactive group activities. Sample accommodation modules and

publications from CAIR are provided as well. Questions are encouraged throughout the workshop.

Additonal Services

Personal Consultations
We offer individual and group consultations to corporations, human resources, teachers or anyone interested in learning more about Islam and American Muslims. Articles and educational materials are available.

Seminars and Workshops
We offer tailored workshops and seminars on a variety of topics surrounding Islam and American Muslims. These seminars and workshops can be held at CAIR or in your school, business or organization.

Cultural Events
Cultural activities including a variety of events showcasing the cultural and artistic heritage of American Muslims. The events include art exhibits, film and ethnic food festivals.

Tours
We arrange visits to a nearby mosque where an Imam, or religious leader, will talk to the group about Islam.

Resource Materials
Since its inception CAIR has developed and distributed resource material for better understanding of the American Muslim community. The following guides are available:

-An Educator's Guide to Islamic Religious Practices
-An Employer's Guide to Islamic Religious Practices
-A Healthcare Provider's Guide to Islamic Religious Practices
-A Correctional Officer's Guide to Islamic Religious Practices

Mission

Since the 1990's CAIR has become known as the principal resource for organizations seeking a greater understanding of the American Muslim community. CAIR's TeamWorks mission is to promote an appreciation and understanding of Islam and American Muslims through education. TeamWorks programs eliminate stereotyping and discrimination of American Muslims through education and understanding. We offer a wide range of tailored educational outreach services including workshops, seminars, and group consultation.

SLIDES	NOTES FOR PRESENTATION
Islam Council on American -Islamic Relations, Florida	The word "Islam" -is derived from the Arabic roots: S - L - M (ISLAM)- -means "peace" and "submission to the will of God" By adding the prefix "mu" to the root word, you get "one who does the following." -So a Mu-slim is "one who obtains peace by submission to the will of God."
Who are the Muslims? • Only 20% are Arabs • 1.2 billion Muslims worldwide (almost ¼ of the world's population) • Country with the largest Muslim population is Indonesia	-Arabs are a minority in the world's Muslim community -the country with the largest Muslim population is Indonesia, a nonArab country
Muslims in America • 2nd most common religion in America, one of the fastest growing religions in the US • Estimated 7 million Muslims • Wide variety of ethnic backgrounds and national origins • Estimated 100,000 Muslims in Florida	-Muslims in America come from a wide variety of ethnic backgrounds and national origins. -include a large group of American converts from all races -includes 15,000 - 20,000 Somali refugees who have come recently.

Basic Beliefs

- **One God**
- Messengers
- Scriptures
- Angels
- Day of Judgment

1.) One God

-Creator, Provider, Sustainer of the Universe,
Eternal, Merciful and Compassionate,
Omnipotent as well as very Personal

-the Arabic word for God is "Allah."
Al-lah means "The God"

-same God that Jews and Christians worship

-Arabic-speaking Christians and Jews also
call God "Allah"

"God is He, other than Whom there is no god -
Who knows (all things), both secret and open.
He is Most Gracious, Most Merciful.

God is He, other than Whom there is no god -
The Sovereign, the Holy One, the Source of Peace (and Perfection),
the Guardian of Faith, the Preserver of Safety, the Exalted in Might,
the Irresistible, the Supreme.
Glory to God!
(High is He) above the partners they attribute to Him.

He is God, the Creator, the Evolver, the Bestower of Forms (or Colors),
To Him Belong the Most Beautiful Names.
Whatever is in the heavens and on earth does declare His Praises and Glory,
and He is the Exalted in Might, the Wise."

Qur'an 59:22-24

"It is not righteousness, that you turn your faces towards East or West,
but it is righteousness - to believe in God, and the Last Day, and the Angels,
and the Book, and the Messengers.

To spend of your substance out of love for Him, for your kin, for orphans, for the needy,
for the wayfarer, for those who ask, and for the ransom of slaves.

To be steadfast in prayer, and practice regular charity,
To fulfill the contracts which you have made,
and to be firm and patient in pain (or suffering) and adversity,
and throughout all periods of panic.
Such are the people of truth, the God-fearing."

Qur'an 2:177

Let's discuss the articles of faith mentioned in the above verse.

Basic Beliefs

- One God
- **Messengers**
- Scriptures
- Angels
- Day of Judgment

-God created the world and people, and He wants people to worship Him and live the right way.

- (So) He sent His messengers, the prophets (human beings, not divine), to humanity throughout the ages to guide people to the right way.

-Some messengers of God mentioned by name in the Qur'an are:

-Noah, Abraham, Ishmael, Isaac, Jacob, Moses, Aaron, John the Baptist, Jonah, Job, Lot, David, Solomon, and other prophets also mentioned in the Bible. (Note: Muslims usually say 'May God's peace be on him' when mentioning a prophet's name).

-Muslims have the greatest respect for Jesus (may God's peace be upon him) and we accept him as a prophet.

-We believe in the virgin birth and in miracles that he did, such as curing the sick and healing the blind and lepers. Muslims believe these miracles occurred by God's power.

These are the verses from the Qur'an that describe when the angels announced to Mary that she was going to have a son, Jesus:

"Behold! The angels said: 'O Mary! God gives you glad tidings of a Word from Him. His name will be Christ Jesus, the son of Mary, held in honor in this world and the Hereafter and of (the company of) those nearest to God. He shall speak to the people in childhood and in maturity, and he shall be (of the company) of the righteous.

She said, "O my Lord! How shall I have a son when no man has touched me?" He said, "Even so, God creates what He wills. When He has decreed a plan, He but says to it, 'Be,' and it is!

And God will teach him the Book and Wisdom, the Law and the Gospel, and (appoint him) a messenger to the Children of Israel (with this message): 'I have come to you with a Sign from your Lord, in that I make for you out of clay, as it were, the figure of a bird, and breathe into it, and it becomes a bird by God's leave. And I heal those born blind, and the lepers, and I quicken the dead, by God's leave. And I declare to you what you eat, and what you store in your houses. Surely therein is a Sign for you if you did believe. (I have come to you), to attest the Law which was before me, and to make lawful to you part of what was (before) forbidden to you. I have some to you with a Sign from your Lord, so fear God and obey me. It is God who is my Lord and your Lord. Then worship Him. This is a Way that is straight."

Qur'an 3:45-51

We believe that a man named Mohammed (peace be upon him) who lived about 600 years after Jesus, was the final prophet of God.

What did the prophets' teach? Muslims believe they all taught the same message, that they all gave the same prescription for right living.

When Moses in Deuteronomy 6:4-5 said:

> "Hear O Israel, the Lord our God, the Lord is one. Love the Lord your God with all your heart, and with all your soul, and with all your might."
>
> -Muslims believe this.

When Jesus, in Matthew 22:37-40, was asked by the Pharisees

> what the greatest commandment in the Law was, Jesus replied: Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: Love your neighbor as yourself. All the Law and the Prophets hand on these two commandments.
>
> -Muslims believe this.

When Mohammed taught that there is no god but The One God,
it meant the same thing: Make God the god of your life, the ruling, guiding force, that which is most important to you.

Who was Mohammad? pbuh

- Prophet of God who lived about 600 years after Jesus
- A human being, not divine
- Received the final revelation of God (Qur'an) during his lifetime
- Called "the living Qur'an"
- records of his teachings and behavior are called 'Hadith'

-a human being, not divine

-received the final revelation of God (Qur'an) during his lifetime

-now that the Qur'an has come and been preserved, Muslims believe the message of God is available to the people, so there is no need for any more messengers. Muslims don't believe in prophets coming after Mohammed.

-was born in Mecca into the family that was the keeper of the idols of the city at the time. There were some Jews and Christians in Arabia so the people had some idea about the teachings of Judaism and Christianity, but idolatry was the big religion at the time. Mohammed was never an idolater but instead searched for the Truth.

-When he was 40 years old, he was meditating in a cave and the archangel Gabriel appeared to him and recited, "Read, in the name of your Lord who Created..." This was the first revealed verse of the revelation from God, the Qur'an. For the rest of his life (for the next 23 years), he would periodically receive revelations, often in response to situations that were happening in the community at the time. These revelations, which Muslims believe are the exact words of God, were memorized and written down as they came. The verses form the holy book of the Muslims, the Qur'an.

-Mohammed was called 'the living Qur'an' - he put into practice the teachings of the Qur'an and was an example of how to incorporate the divine message into human life.

- meticulous records were kept on his life and actions. ("hadith")

-The two sources of religious teachings in Islam are the Qur'an and the hadith. Every Islamic teaching is derived from these sources. There is no clergy in Islam. Imams are religious teachers or scholars only. If the Qur'an says something, there's not a ruling body that can overturn it. So we can go back to the sources to see if people or groups are following Islam in their practices or not.

Basic Beliefs

- One God
- Messengers
- **Scriptures**
- Angels
- Day of Judgment

3.) scriptures, revelations from God

The Qur'an mentions by name the following scriptures from God:

-Torah - revealed to Prophet Moses,

- Psalms (Zaboor) of David,

-'Ingeel' revealed to Prophet Jesus. (translated as the Gospel, or New Testament)

-there is also mention of pages given to Abraham and Moses.

-since we don't have the original versions of any of the above scriptures, and the versions we have have been translated through different languages, Muslims have concern about the authenticity of the versions we have today of the earlier revelations

-when there is a discrepancy between what an earlier scripture says and what the Qur'an teaches, Muslims will refer to the Qur'an as the final authority. This may be similar to the way that a Christian would accept that the New Testament laws (being from a later scripture) would supersede some of the laws given in the Old Testament.

What is the Qur'an?

- The holy book of the Muslims
- Exact words of God revealed to Prophet Mohammad
- Revealed over 23 years
- Memorized and written down during period of revelation (cross-check)
- Still in its original language (Arabic)

-every Qur'an in the world is exactly the same (no different versions).

-there are translations into every language, but these translations are accepted as translations and interpretations. They are not "The Qur'an," which is in Arabic.

Basic Beliefs

- One God
- Messengers
- Scriptures
- **Angels**
- Day of Judgment

-represents belief in part of the unseen world created by God

-the archangel Gabriel brought the Qur'an to the Prophet Mohammed.

Basic Beliefs

- One God
- Messengers
- Scriptures
- Angels
- **Day of Judgment**

-The life of this world is a test; **people are on trial.** Each person is allotted a finite length of time on the earth which constitutes his or her trial. Each of us is entrusted with gifts from God, which are on loan to us for the period of the trial on earth. These include things like: physical body, health, talents, abilities, wealth, etc.

-After we die we will be **questioned and judged** on how we used them in the service of God.

-Those who have been good and fulfilled the trust will be rewarded and those who have been bad will be punished. We **believe in Heaven and Hell.**

- We believe we are judged on our beliefs, intentions, and efforts,

-we don't believe you could ever "earn" Heaven, but that you would get there only by the mercy and kindness of God. (point illustrated by the story of a man who devoted his entire life to worship of God and doing good works. After he died, God said He would accept the man into heaven by His (God's) mercy. The man wanted to be judged on his belief and works. When these were weighed against just one of the gifts of God, eyesight in one eye, the eyesight was worth more than a whole lifetime of faith and good deeds.)

-don't believe in original sin, each human being born pure and then responsible for his/her own actions after puberty

-(Note: can discuss Qadr of Allah if time)

"Five Pillars"

Framework for Muslim life

- **Statement of belief - Shahada**
- Prayer
- Fasting
- Charity
- Hajj Pilgrimmage

1.) shahada - statement of belief

"I bear witness that there is no god (ie. nothing is worthy to be worshipped) except God, and I bear witness that Mohammed is the messenger of God."

-If you believe this, you are a Muslim

-No baptism or other ritual for conversion (two witnesses so community will be aware)

"Five Pillars"

Framework for Muslim life

- Statement of belief - Shahada
- **Prayer**
- Fasting
- Charity
- Hajj Pilgrimmage

2.) prayer

-There are two types of prayer in Islam:

-dua - personal supplication, -this "talking to God" can be done at any time and in any place

-salat -these are more ritual Islamic prayers

-salat - At five specified times throughout the day, we stop what we're doing, stand before our Creator in prayer, and remind ourselves what is important and what our purpose in life is (to serve God)

-includes physical movements like bowing and touching your forehead to the ground

-physical and mental components signify submitting your whole self (body and mind) to God

-purpose: remembrance of God, continual God-consciousness, also teaches discipline

-translation of the opening chapter of the Qur'an, the most common Muslim Prayer:

In the name of God, the Merciful, the Compassionate.
All praise is due to God, Sustainer of the worlds,
The Merciful, the Compassionate,
Master of the Day of Judgment.
You alone do we worship, and from You alone do we seek help.
Show us the straight path,
The path of those upon whom is Your favor,
Who have not deserved your anger,
And who have not gone astray.
Amen (Qur'an 1:1-7)

-There is a required congregational prayer on Fridays at midday. Otherwise, Friday is not a Sabbath for us.

"Five Pillars"

Framework for Muslim life

- Statement of belief - Shahada
- Prayer
- **Fasting**
- Charity
- Hajj Pilgrimmage

3.) fasting

-Ramadan -month during which Muslims fast from before dawn to after sunset each day

-abstain from all food, drink (including water), sexual relations, (and smoking) during the above hours

-also try to control anger, avoid vices, focus on spirituality, get closer to God

-it's a spiritual training ground for the perfection of our character, and a month of tremendous mercy and forgiveness from God

Benefits:

-self-control, self discipline
-empathy for the experience of the poor
-renewed focus on spirituality

"Five Pillars"

Framework for Muslim life

- Statement of belief - Shahada
- Prayer
- Fasting
- **Charity**
- Hajj Pilgrimmage

4.) charity -

- Minimum requirement is 2 1/2 percent of your total wealth after basic needs have been met. We are encouraged to give more.

"Five Pillars"

Framework for Muslim life

- Statement of belief - Shahada
- Prayer
- Fasting
- Charity
- **Hajj Pilgrimmage**

5.) Hajj

-pilgrimage / spiritual journey to sites in and near Mecca, Saudi Arabia for the purpose of seeking God's mercy and forgiveness

-once in a lifetime, if the person is physically and financially able

Women in Islam

- Men and women - spiritual equals before God
- Respected and honored
- Independent legal entities
  - Right to own and manage her own money, business, and property
  - Right to make legal contracts
  - Keep own name
- Duty to seek knowledge throughout lifetime
- Right to take part in community life
- Right to political expression
- Modesty in attitude and dress important for both men and women

-one of the most misunderstood areas

(Currently, in many Muslim countries, cultural norms regarding women's rights are often applied instead of actual Islamic teachings).

-men and women are spiritual equals before God

-respected and honored

-A man asked the Prophet, "O Messenger of God, who is the most worthy of my kindness and good treatment?" The Prophet said, "your mother." The man asked, "and who is next?" The Prophet answered, "Your mother." "And who next?" "Your mother." "And who next?" the man asked. Then the Prophet said, "your father."

-independent legal entities

-right to own and manage her own money, business and property
-right to make legal contracts
-keep own name

-duty to seek knowledge throughout lifetime

-so if any culture or group is denying education to women, they are not following a "harsh interpretation" or "strict brand" of Islam, they are acting AGAINST Islam.

-right to take part in community life

-right to political expression

-the largest Muslim country in the world, Indonesia, has a woman head-of-state. We know the US has never had a woman president. There have been four Muslim countries that have had women heads-of-state recently: Indonesia, Pakistan, Bangladesh, and Turkey, which has a Muslim majority population.

-modesty in attitude and dress important for both men and women

-keeps sexuality from influencing relationships outside of marriage

-does not allow women to be viewed as sex objects or valued solely for physical attractiveness

- forces people to deal with women based on their character, knowledge, or abilities, not on how they look.

-dress code should not be forced on people but must be worn out of own convictions and sense of modesty

-cultural variations in dress

-other examples of women adopting modest dress out of commitment to God and personal modesty: Roman Catholic nuns. People don't generally accuse the Pope of oppressing nuns because of their dress. In areas where people understand why Muslim women choose to cover, Muslim dress elicits the same respect that nuns elicit.

"For Muslim men and Muslim women,
For believing men and believing women,
For devout men and devout women,
For true men and true women,
For men and women who are patient and constant,
For men and women who humble themselves,
For men and women who give in charity,
For men and women who fast (and deny themselves),
For men and women who guard their chastity,
And for men and women who engage much in God's praise –
for them has God prepared forgiveness and a great reward."

Qur'an 33:35

"Whoever works righteousness, man or woman, and has faith, verily to them we give a new life that is good and pure, and We will bestow on such their reward according to the best of their actions."

Qur'an 16:97

Jihad

- DOES NOT mean holy war
- To strive, struggle, exert effort in the cause of God
- Central and broad Islamic concept
- Includes struggle against evil inclinations within oneself, struggle to improve the quality of life in society, struggle in the battlefield for self defense

Jihad in the Qur'an

"Go forth, whether equipped lightly or heavily, and **strive and struggle** with your wealth and your lives in the cause of God. That is best for you, if you but knew."

Qur'an 9:41

(Jihad slides)

-The Qur'an is clear: If you kill one innocent person, it is as bad as if you have taken the lives of all humankind. If you save one life, it is as good as of you have saved the lives of all of humankind.

-suicide is forbidden

-even if you perceive enmity between you and another, you are still not allowed to disregard God's laws and commit injustice. The Qur'an says:

> "Never let hatred of anyone lead you into deviating from justice. Be just. This is closest to piety. And remain conscious of God. Surely God is fully aware of all that you do."
>
> (Qur'an 5:8)

Jihad

-DOES NOT mean holy war

-means to strive, struggle, or exert effort in the cause of God

-Central and broad Islamic concept

-Includes struggle against evil inclinations within oneself, struggle to improve the quality of life in society, struggle in the battlefield for self-defense

-if you work all day to support your family, that is jihad. If you write a book so others will benefit from your knowledge, that is jihad. If you are at home trying to be kind and patient with your kids, that is a BIG jihad. :)

When is Fighting acceptable?

(term used is NOT jihad)

- "Fight in the cause of God those who fight you, but do not transgress limits. God loves not transgressors."

  (Qur'an 2:190)

- "And why should you not fight in the cause of God and of those who, being weak, are ill-treated and oppressed? – Men, women, and children whose cry is, "Our Lord! Rescue us from this town whose people are oppressors, and raise for us from Thee one who will protect, and raise for us from Thee one who will help!"

  (Qur'an 4:75)

- "But if the enemy inclines towards peace, you also incline towards peace, and trust in God. He is the One that hears and knows (all things).

  (Qur'an 8:61)

-term used is not jihad, but another word that means to fight

(Qur'an 2:190)

(We are allowed to defend ourselves, but cannot be the aggressor.)

(Qur'an 4:75)

(We might need to fight on behalf of those who are oppressed and cannot defend themselves.)

(Qur'an 8:61)

(We must accept peace if the enemy stops fighting. Even if we don't trust them, we have to accept the peace and trust God.)

(Note: Some people have quoted Qur'anic verses taken out of context to "prove" Islam's stance on different issues. To truly understand the intent behind verses, one must look at them in context and understand what was happening at the time they were revealed. For an example from another scripture, what do we "prove" about Christianity by quoting Matthew 10:34 in which Jesus says he came not to bring peace but to bring the sword?)

Islamic guidelines in case of war

- Wars are permitted only between armies
- Should engage on battlefields
- Killing civilians is prohibited
- "Do not kill women or children or non-combatants and do not kill old people or religious people, (and he mentioned priests, nuns, and rabbis). Do not cut down fruit-bearing trees and do not poison the wells of your enemies.

  Prophet Mohammad

During actual war

Online Resources

- www.islamicity.com
- www.muslimaccess.com
- www.islamonline.com

CAIR FLORIDA
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Email: Florida@cair-net.org
Url: www.cair-florida.org

Note: good references:

The Complete Idiot's Guide to Understanding Islam, by Yahya Emerick.
copyright 2002. (orange on cover, available at bookstores like Borders, Barnes and Noble etc.)

In the Name of Allah, the most Compassionate, the most Merciful

CAIR-FL

(Council on American Islamic Relations Florida Chapter)

CAIR-FL invites you to their

Fundraiser Banquet

Saturday June 8th 6:00-9:00 PM

Airport Hilton
(I-95 and Griffin Road)

Guest Speaker

Omar Ahmad
Chairman CAIR National

Tickets are $25.00 Per Person

Seats are Limited and must be paid for in Advance
To Reserve your Seat Call:
Hassan Shareef at 561-866-9940 or e-mail at:
hshareef@bellsouth.net

All Reservations must be made by May 31st

Dinner is served at 6:30PM Sharp!

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