

ASK ME ANYTHING



CANADIAN ISLAMIC HISTORY MONTH

A COURAGEOUS CONVERSATION ON
BEING WHO WE ARE



WEDNESDAY, OCTOBER 12, 2022 AT 1PM EST
FEATURING: TABASSUM KHAN, WAHEED KHAN,
AWO NUUH, AND ERIC TIBBETS

Canada 

ASK ME ANYTHING (AMA) RESOURCE GUIDE



NOTE FROM OUR TEAM

Thank you for participating in October's [Ask Me Anything \(AMA\):Canadian Islamic History Month](#). We are excited that you joined us for this event! An extensive list of resources has been collected and curated, that we believe will be helpful for our colleagues however, it is not an exhaustive list. We recognize that not every resource will be valuable to every reader, however, we hope that helpful and interesting resources can be found within our guide.

**In collaboration, The AMA Team
DiversityandInclusion-Diversiteetinclusion@forces.gc.ca**

EVENT DESCRIPTION

In 2007 the Government of Canada declared the month of October in each year as Canadian Islamic History Month.

For generations, Muslims have been contributing to all aspects of Canada's prosperity and diverse heritage. Islamic history and culture encompasses a broad range of individual and collective experiences, as well as important contributions to literature, math, science, art and history.

Join us this month as the Ask Me Anything stage welcomes speakers to talk about their experiences and thoughts, to share the ongoing challenges and barriers that Muslim Canadians face in the public service and more. Let's help combat anti-Islamic sentiments and continue working toward a compassionate, inclusive and safer Canada for everyone.

PANELISTS

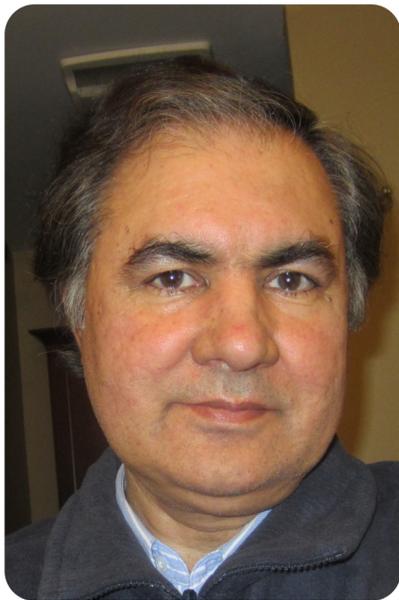


Tabassum Khan, a Culture, Diversity, Equity, and Inclusion Advisor, Office of the Superintendent of Financial Institutions Canada

Tabassum is the Outreach and Events Director for the [Muslim Federal Employees Network \(MFEN\)](#) and a Culture, Diversity, Equity, and Inclusion Advisor at the Office of the Superintendent of Financial Institutions (OSFI). Tabassum lives in Ottawa in the traditional and unceded territory of the Algonquin Anishinabeg people.

Tabassum is a Canadian Muslim woman of South Asian heritage, she has experience leading and implementing various DEI grassroots initiative in her organization as the co-chair of the Multiculturalism Stream and a member of the Inclusion Network. In her work at MFEN she has moderated GC-wide events and publicly spoken on panel discussions related to Muslim Canadians (i.e. allyship, impacts of Islamophobia, intersectionality, and more). Her layers include woman, mother, partner, daughter, sister, and immigrant. Tabassum is an active mentor in the GC Mentorship Community. Through her Project Management journey, Joint Honours Degree in Criminology and Women's Studies as well as lived-experience, she has always been vocal about social justice, actively partakes in organizing committees and is involved in various extracurricular initiatives (i.e. President - UNICEF uOttawa). Her passion and dedication to bringing sustainable positive changes has reinforced her commitment to create an inclusive, welcoming, and safe environment for all public servants.

PANELISTS



Waheed Khan, President, Community of Federal Visible Minorities (CFVM), Senior Advisor, Climate Change International, Environment and Climate Change Canada

Mr. Waheed Khan is the President of the [Community of Federal Visible Minorities \(CFVM\)](#), an independent network that provides a platform to visible minorities in the Federal Public Service to discuss their priorities, share information and advocate on their behalf. He has a passion for public service based on social justice and equity, to serve all Canadians regardless of their ethnic origins, gender, background and any other identities.

In 2018, the Deputy Minister appointed Waheed as the first Co-Champion for Mental Health, representing Bargaining Agents, as recommended by the Second Report of the Mental Health Joint Task Force. The same year, Waheed was also appointed Co-Champion for Respectful Workplaces, representing the Bargaining Agents, an initiative he had co-launched with the Union of Environment Workers (PSAC) in 2016. Waheed is also the Chair of [ECC's Visible Minorities Network](#).

He was elected to the Board of Directors of the Professional Institute of the Public Service of Canada (PIPSC) in 2018. In 2019, he served as the Chair of the PIPSC Human Rights & Diversity Committee, and introduced the [AGM Code of Respect](#), which was adopted by around 600 delegates at the PIPSC 100th Annual General Meeting. Subsequently, the AGM Code of Respect was also adopted by the Board of Directors.

In 2021, Waheed was re-elected to the PIPSC Board for another three-year term, and is serving as Chair, Communications, National Capital Region and Chair, [Science Advisory Committee](#). The Committee has launched a **Public Science for Public Good campaign**, to highlight the importance of the work that public sector scientists do to protect the health of Canadians and their environment.

In 2009-2011, Waheed was deployed at Canada's Mission to Afghanistan where he led a joint Canadian and US team working with military officers to rebuild public sector capacity in Kandahar and to promote Good Governance and the Rule of Law.

Waheed is the recipient of the **Queen Elizabeth Diamond Jubilee Medal**, **Canadian Forces General Service Medal** and the **Minister of International Trade Citation of Excellence**.

PANELISTS



Awo Nuuh, Senior Policy Analyst, Innovation, Science and Economic Development Canada

Awo Nuuh is a proud Muslimah, a member of the local Somali community, and a federal public servant of 14 years. She is an economist by training and has a Master's Degree in Public Policy and Administration. Awo has nearly 20 years of volunteer experience with the Somali youth in the areas of education, leadership and culture and identity. She is passionate about supporting Somali youth to reach their full potential and to help them navigate the challenges that come with experiencing anti-Black racism and Islamophobia. She also recently became a Board member for the Black Canadian Scholarship Fund. As a volunteer and a public servant, Awo has worked on diversity, equity and inclusion issues in a number of organizations.

PANELISTS



Eric Tibbetts, Student, Carleton University

Eric Tibbetts converted to Islam in 2010 after moving to Niagara Region from rural Nova Scotia and has identified as Muslim for over ten years. Over the years, Eric has volunteered throughout the local Ottawa Muslim community as an executive with the Carleton University Muslim Students' Association and volunteer with the National Council of Canadian Muslims. As a nonracialized and non-visible member of the Muslim community, Eric had a non-traditional journey in navigating his Muslim identity, both inside and outside of Muslim circles.

Eric currently resides in Ottawa where he studies Psychology and Neuroscience at Carleton University. Outside of academics, Eric has worked in the Federal Public Service as a student at Employment and Social Development Canada, Fisheries and Oceans Canada, Innovation, Science and Economic Development Canada, and most recently, the Canadian Radio-television and Telecommunications Commission.

MEET OUR CO-MODERATORS



Sarah Fath-El-Bab, Senior Policy Analyst, Pest Management Regulatory Agency, Health Canada.

Sarah Fath-El-Bab began her public service career at the House of Commons. Since then, she has occupied a number of policy positions in different departments, including Employment and Social Development Canada and Public Health Agency of Canada. Sarah is currently working as a Senior Policy Analyst in the Pest Management Regulatory Agency at Health Canada.

She holds a License in Law from the University of Ottawa (2015). She was called to the Quebec bar in 2016. Prior to joining the public service, Sarah practiced as a civil litigation lawyer in Montreal. Sarah has always been active in promoting the development of Muslims, especially women and youth. Sarah was recently appointed as the Career Development & Mentorship Director for the [Muslim Federal Employees Network](#). When not immersed in legislative research and policy analysis, Sarah enjoys hiking and trying new restaurants in the GTA.

MEET OUR CO-MODERATORS



Bernadeth Betchi, Acting Section Head, Lead Advisor for Diversity and Inclusion, Materiel Group, National Defence

Bernadeth has a Bachelor of Communication, a Masters of Women and Gender Studies and is a Ph.D. candidate in Philosophy Feminist and Gender Studies at the University of Ottawa.

She has worked at the Prime Minister of Canada's office, at the Canadian Human Rights Commission and as a professor of Communications and Human Rights at Algonquin College.

As a Black woman living in Canada, she is constantly reminded that she could be an outsider. Having always been intrigued by the experiences of other marginalized groups, Bernadeth has always been drawn towards their narratives, recognizing that their similarities and differences brought them together as they strive to construct or deconstruct their cultural identity.

Bernadeth is the mother of three humans. She is also a sister, a daughter, an aunt, and a friend.

#AMA CHALLENGE



#AMACHALLENGE

We encourage others to have courageous conversations with their peers. Use the monthly “Ask Me Anything” sessions as an opportunity to have brave conversations in your workplaces with your teams.

HERE'S WHAT TO DO:

- Invite your leaders and colleagues in your organization to an “Ask Me Anything” watch party, tune in live and watch the session together. Make sure it's in their calendars.
- Before the watch party, book an “After the AMA – Team Session” with your current team for the day after an event for 30-60mins. Share the resource guide and have these questions for discussion.

AFTER THE AMA - TEAM SESSION DISCUSSION QUESTIONS

1. What was my main takeaway – expand and share an amazing quote, story or moment
2. What made me uncomfortable/ what was one of my blindspots?
3. What is an example of a systemic discrimination that I am aware of in my life?
4. What am I not going to do anymore?
5. How can I use my voice/ influence – both overtly/covertly
6. Where am I going to dig in and learn more?
7. How will I continue this conversation?

It is important that we find value in the experiences, the unique characteristics of each other. When we develop our cultural competence, we are able to work better together within our teams and respond to each other with relevant empathy and compassion. By celebrating and sharing our authentic selves, we gain a greater appreciation for each other and the diversity that surrounds us.

SUPPORT

Remember, **support is available for you and your family when you need it.** Some of the discussions, at the AMA, or the content shared may bring forward past trauma or uncomfortable feelings; please seek professional help if this is the case.

Employee Assistance Program (for Federal Government employees) - [Canada.ca](https://www.canada.ca)
Toll-free: 1-800-268-7708 TTY (for people with hearing impairments): 1-800-567-5803

The Canada Suicide Prevention Service - Connect with a responder now by calling our toll-free number 1-833-456-4566.

RESOURCES



If in crisis visit your local emergency department, general hospitals or call 911

- <https://www.dcottawa.on.ca/24-7-crisis-line/>
- Ottawa and region distress center: Distress: 613-238-3311 | Crisis: 613-722-6914 or 1-866-996-0991 | TEXT 343-306-5550 | Chat & Text 10am-11pm

Wellness Together Canada

Mental Health and Substance Abuse Support.

<https://wellnesstogether.ca> and toll free 1-866-585-0445.

GOVERNMENT OF CANADA RESOURCES

- [Celebrating Muslim Leaders in Canada's Federal Public Service](https://www.csps-efpc.gc.ca/events/muslim-leaders/index-eng.aspx)
 - <https://www.csps-efpc.gc.ca/events/muslim-leaders/index-eng.aspx>
- [Muslim Federal Employees Network Managers Guide to Supporting Muslim Employees](https://gcconnex.gc.ca/file/view/103847713/mfen-managers-guide-to-supporting-muslim-employees-bilingual-refm-guide-des-gestionnaires-pour-soutenir-les-employes-musulmans-bilingue)
 - <https://gcconnex.gc.ca/file/view/103847713/mfen-managers-guide-to-supporting-muslim-employees-bilingual-refm-guide-des-gestionnaires-pour-soutenir-les-employes-musulmans-bilingue>
- [Muslim Federal Employees Network Infographic](https://gcconnex.gc.ca/file/view/104436043/muslim-federal-employees-network-one-pager-infographic-bilingual-infographie-dune-page-sur-le-reseau-des-employes-federaux-musulmans-bilingue)
 - <https://gcconnex.gc.ca/file/view/104436043/muslim-federal-employees-network-one-pager-infographic-bilingual-infographie-dune-page-sur-le-reseau-des-employes-federaux-musulmans-bilingue>
- [Muslim Federal Employees Network Overview Deck \(2021-2022\)](https://gcconnex.gc.ca/file/view/106372039/mfen-overview-deck-2021-2022-presentation-du-refm-2021-2022)
 - <https://gcconnex.gc.ca/file/view/106372039/mfen-overview-deck-2021-2022-presentation-du-refm-2021-2022>

RESOURCES



ONLINE RESOURCES

- [Islamic Heritage Month Resource Guidebook for Educators](https://www.tdsb.on.ca/Portals/0/docs/IHMResourceGuidebook-UPDATES%26REVISIONS.pdf)
 - <https://www.tdsb.on.ca/Portals/0/docs/IHMResourceGuidebook-UPDATES%26REVISIONS.pdf>

RESOURCES



VIDEOS AND PODCASTS

- [In Full Voice](https://www.nfb.ca/film/in-full-voice/)
 - <https://www.nfb.ca/film/in-full-voice/>
- [Little Muslims](https://chartable.com/podcasts/little-muslims/episodes)
 - <https://chartable.com/podcasts/little-muslims/episodes>
- [14 and Muslim](https://www.cbc.ca/cbcdocspov/episodes/14-muslim)
 - <https://www.cbc.ca/cbcdocspov/episodes/14-muslim>
- [A New Life, a New Land: The Muslim Experience in Canada](https://www.anewlife.ca/documentary)
 - <https://www.anewlife.ca/documentary>
- [Bilal: A New Breed of Hero](https://www.youtube.com/watch?v=krRTgW3tEr8)
 - <https://www.youtube.com/watch?v=krRTgW3tEr8>

RESOURCES



BOOKS

- [The Islam Book: Big Ideas Simply Explained](https://www.chapters.indigo.ca/en-ca/books/the-islam-book-big-ideas/9781465491480-item.html?ikwid=islam&ikwsec=Home&ikwidx=0#algoliaQueryId=2e39b05900e51f58164ccce2ec0fdbb7)
 - <https://www.chapters.indigo.ca/en-ca/books/the-islam-book-big-ideas/9781465491480-item.html?ikwid=islam&ikwsec=Home&ikwidx=0#algoliaQueryId=2e39b05900e51f58164ccce2ec0fdbb7>
- [Big Little Steps: A Woman's Guide to Embracing Islam](https://www.chapters.indigo.ca/en-ca/books/big-little-steps-a-womans/9781847741271-item.html?ikwid=big+little+steps&ikwsec=Home&ikwidx=0#algoliaQueryId=8f1c37dbd72d7a7e0c99d72281d76e9e)
 - <https://www.chapters.indigo.ca/en-ca/books/big-little-steps-a-womans/9781847741271-item.html?ikwid=big+little+steps&ikwsec=Home&ikwidx=0#algoliaQueryId=8f1c37dbd72d7a7e0c99d72281d76e9e>
- [The Autobiography of Malcolm X: As Told to Alex Haley](https://www.goodreads.com/en/book/show/92057.The_Autobiography_of_Malcolm_X)
 - https://www.goodreads.com/en/book/show/92057.The_Autobiography_of_Malcolm_X
- [No Land's Man](https://www.goodreads.com/en/book/show/20706662-no-land-s-man)
 - <https://www.goodreads.com/en/book/show/20706662-no-land-s-man>
- [Of Hockey and Hijab: Reflections of a Canadian Muslim Woman](https://www.goodreads.com/book/show/7352320-of-hockey-and-hijab?ac=1&from_search=true&qid=mvayLn2cNi&rank=1)
 - https://www.goodreads.com/book/show/7352320-of-hockey-and-hijab?ac=1&from_search=true&qid=mvayLn2cNi&rank=1
- [If Oceans Were Ink: An Unlikely Friendship and a Journey to the Heart of the Quran](https://www.goodreads.com/book/show/22320455-if-the-oceans-were-ink?ac=1&from_search=true&qid=MP1NiUKwfE&rank=1)
 - https://www.goodreads.com/book/show/22320455-if-the-oceans-were-ink?ac=1&from_search=true&qid=MP1NiUKwfE&rank=1

RESOURCES



BOOKS FOR CHILDREN AND YOUNG ADULTS

Ages 5 to 10

- Malala Yousafzai: Warrior with Words
 - https://www.goodreads.com/book/show/20730614-malala-yousafzai?from_search=true&from_srp=true&qid=VgQhgwpXLN&rank=1
- Amazing Muslims Who Changed the World: Extraordinary Stories of Incredible People
 - <https://www.chapters.indigo.ca/en-ca/books/penguin-readers-level-3-amazing/9780241520680-item.html?ikwid=islam&ikwsec=Home&ikwidx=21#algoliaQueryId=2e39b05900e51f58164ccce2ec0fdbb7>
- The Gift of Ramadan
 - https://www.chapters.indigo.ca/en-ca/books/product/9780807529027-item.html?ref=item_page:richrel:rr_carousel:json1
- The 99 - Comics
 - <https://arabcomixproject.weebly.com/the-99.html>
- Crescent Moons and Pointed Minarets: A Muslim Book of Shapes
 - https://www.goodreads.com/book/show/35959967-crescent-moons-and-pointed-minarets?ac=1&from_search=true&qid=C0asP0oWgE&rank=1

Ages 12+

- Proud: My Fight for an Unlikely American Dream
 - https://www.goodreads.com/book/show/36589118-proud?ac=1&from_search=true&qid=QOOgxWW7p0&rank=1

Thank you for attending Ask Me Anything - Canadian Islamic History Month: Being Who We Are. To access all the resources visit this [folder](#).





Prerequisite: [Watch AMA](#)

Objective: to facilitate a discussion with my work team about institutional influence and anti-racism

Time: 60 minutes

What was my main takeaway – expand and share an amazing quote, story or moment:

What made me uncomfortable/ what was one of my blind spots?

What is an example of systemic discrimination that I am aware of in my life?

What am I not going to do anymore?

Prerequisite: [Watch AMA](#)

Objective: to facilitate a discussion with my work team about institutional influence and anti-racism

Time: 60 minutes

How can I use my voice/ influence – both overtly/covertly

Where am I going to dig in and learn more?

How will I continue this conversation?

What are some of the challenges unique to your identity that you face in the workplace?

