



CIOGC Anti-Racism Task Force

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Council of Islamic Organizations of Greater Chicago

Black Lives Matter Initiative

Education Component

CIOGC Anti-Racism Task Force

Each member organization will designate Ambassadors (male or female)

The organization's leadership team will be responsible for designating Ambassadors to welcome guests, and to help make members feel welcomed. Larger organizations could establish a hospitality 'committee' if necessary. Ideally, this practice already happens organically in many places. Ambassadors will serve as Diversity Equity and Inclusion 'compliance officers', and may receive a stipend for working with the Task Force to help ensure that biases and prejudices within their respective institutions are resolved.

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Webinar-workshops will be mandatory for Ambassadors, and open to everyone

Ambassadors will be required to participate in the webinar-workshops and learn what are best practices for Diversity Equity and Inclusion which should be followed at their respective masjid/organization. The staff and general membership is encouraged to participate in the workshops also.

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Questionnaire surveys will be made available to assess biases and prejudice

The Task Force will provide a questionnaire survey for dissemination throughout the general membership of each organization for the purpose of assessing the disposition of its members. Survey results will be tabulated to help determine the extent to which there are issues which may need to be resolved. Anonymity must be maintained to protect individuals' privacy and to elicit candid responses. At some point, survey results could be utilized as part of a study to help address the need for greater Diversity Equity and Inclusion.

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Inter-generational and Inter-cultural interviews will be conducted to obtain greater understanding

The Task Force will arrange for interviews to be conducted between the elders and younger generation members of the community. Also, interviews between persons of different backgrounds or cultures should be conducted. These conversations would be documented and preserved and studied to help better understand our differences.

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Cultural exchange through dialogue and group activity will be arranged within and among Masajid – getting to know one another

The Task Force will arrange activities that provide opportunities for youth members from different backgrounds to get to know one another, as well as activities for adult members from different backgrounds to get to know one another better. The resulting interactions and dialogue should enhance cohesiveness in the community.

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The Task Force will commission a study that examines biases and prejudice which contribute to systemic/institutional racism and bigotry

Based upon surveys and interviews conducted, the Task Force would produce a study of its findings. College interns could be recruited and paid a stipend to assist with the study. It will look at how inherent/implicit bias and prejudice can contribute to institutional/systemic racism. High school students in need of a project to complete their community service requirements towards graduation could work with the Task Force also.

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A Student Advisory Council representing member organizations will advise the Task Force

An Advisory Council of student representatives from member organizations could be established. The Task Force will seek recommendations from our younger generation. Their vision in a rapidly changing landscape is critical. In sha Allah, the CIOGC Anti-racism Task Force, and a Student Advisory Council will be mutually beneficial. In order to unleash their full potential, the next generation will need to be fortified against systemic racism and bigotry.