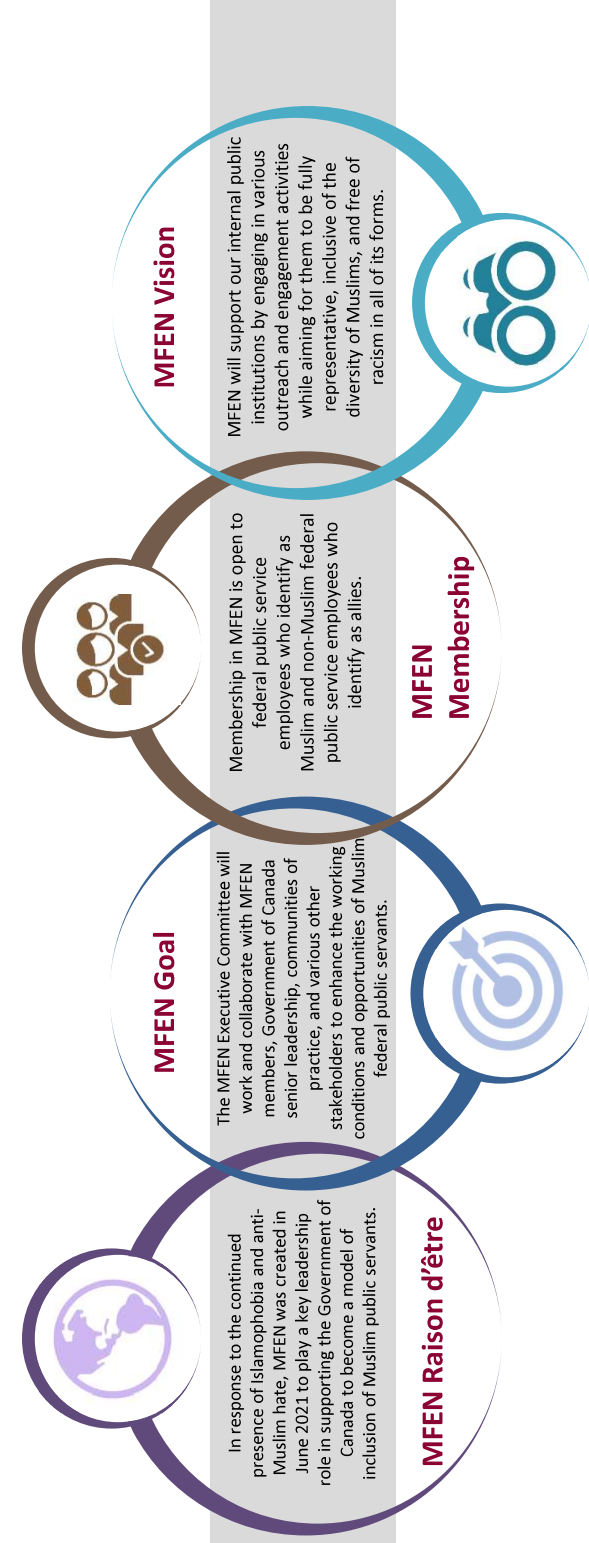


MUSLIM FEDERAL EMPLOYEES NETWORK (MFEN)



MFEN Mandate



1 Representative
Build a more welcoming, inclusive, and representative federal public service for Muslims

2 Awareness
Raise awareness of inclusion, employment equity, and diversity of Muslims

3 Participation
Eliminate barriers that inhibit the full participation of Muslims within the federal public service

MFEN Scope of Work

01. Consultative Body

Serve as a consultative body for federal public service initiatives such as policies, services and programs to review their potential impact on Muslim employees

02. Outreach

Undertake communications and outreach activities on anti-Muslim hate in order to build cultural and religious awareness and promote a workplace where there is zero tolerance and full accountability for acts of racism and discrimination

03. Data

Analyze/promote the use of disaggregated employment equity data to better understand where Muslim federal public servants are potentially employed, their work experiences, and how to capitalize on emerging demographic trends

04. Engagement

Provide networking opportunities, as well as social and learning events. Provide a safe space for Muslim employees to share their experiences and raise concerns they face in the workplace

05. GoC Employee Networks

Build and maintain partnerships with other employee networks for creating & advocating for an inclusive environment for Muslim employees and collaborating on shared objectives

06. Human Resources

Advise hiring managers and HR staff on issues related to recruitment, staffing, training, retention, career development, promotion and talent management for Muslim employees



Where to find us?

MFEN (established in June 2021) is governed by an Executive Committee.

You can contact or join the Muslim Federal Employees Network on GCconnex at this link:

<https://gcconnex.gc.ca/groups/profile/81850598/muslim-federal-employees-network-mfen-reseau-des-employees-federaux-musulmans-refm>



The Muslim Federal Employees Network FY 2023-2024 Strategic Plan



The Muslim Federal Employees Network (MFEN) affirms the collective and inherent rights of First Nations, Métis, and Inuit peoples in Canada and the universal rights of Indigenous peoples around the world. MFEN acknowledges that our members live and work on the unceded and unsurrendered traditional territories of Indigenous peoples, which includes Indigenous Muslims, in Canada. It is our priority as Muslims living in Canada that justice, a central tenet of Islam, be done for the nations on whose lands we reside.

Background

Leila El-Khatib founded the Muslim Federal Employees Network (MFEN) in June 2021. She enlisted the assistance of Abdel Munem Amin and Nour El-Nader to form the MFEN Start-up team.

Vision

The Muslim Federal Employees Network plays a key leadership role in supporting the Government of Canada to become a model of inclusion of Muslim public servants. An accessible and inclusive federal public service acknowledges the right of all employees including Muslim employees to participate fully in all aspects of their workplace and department without discrimination based on their faith or other intersectional identities. It is a vision based on values that create and shape policies, programs and services to ensure that everyone can participate as fully as they wish in the public service.

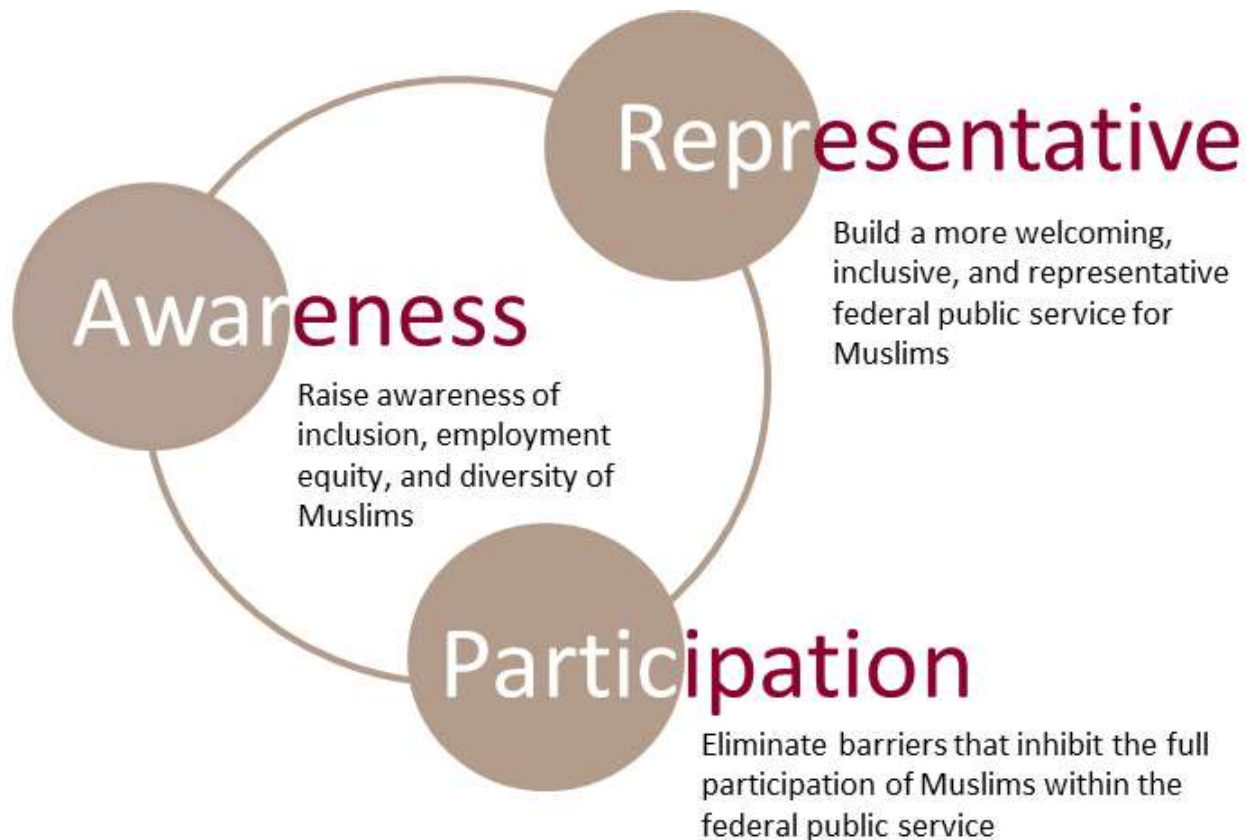
The Muslim Federal Employees Network provides an open and safe forum for Muslim and non-Muslim employees to connect and discuss issues related to the promotion of a healthy and inclusive work environment for Muslim employees in the federal public service. The network aligns with and supports the broader public service employment equity, diversity and inclusion goals by promoting a culturally sensitive, respectful, and representative work environment. A workplace in which Muslim employees coming from diverse cultures and individual realities are acknowledged and valued and can realize their professional aspirations in a transparent, supportive and equitable manner.

MFEN Scope of Work






MFEN Strategic Plan FY 2023-2024

This strategic plan outlines MFEN's efforts over a one-year period (April 1, 2023 - March 31, 2024). The three spheres of MFEN's mandate frames its work:



MFEN STRATEGIC PLAN FY 2023-2024

PRIORITY AREAS	12 PROPOSED ACTIONS	FY23-24 TARGETS
 <p>Priority area one: Moving from Diversity to Inclusion</p>	<p>Proposed action 1 – Ensure that internal and external policies and programs are inclusive and free of systemic racism and Islamophobia</p> <p>Proposed action 2 – Identify and eliminate bias & barriers to enhance working conditions and opportunities for Muslim public servants</p> <p>Proposed action 3 – Advance Muslim inclusion through data, statistics, survey and research</p> <p>Proposed action 4 – Work to support and assist a Government of Canada wide approach to messaging on major Islamic occasions and to celebrating the contributions and achievements of Muslim public servants</p>	<ul style="list-style-type: none"> • Work with Federal Unions (PSAC, PIPSC, CAPE, etc) to ensure that Islamic holidays are recognized as paid holidays in collective agreements • Work with the GC Human Resource Heads to include religious minorities in job postings targeted to EE groups and part of their EEDI statements • Work with GC DSOEEDIs to ensure federal department buildings have designated spiritual wellness centres or prayer spaces • GC collects data on Muslim public servants to understand their barriers and challenges within the FPS • GC senior leadership sends out messaging to acknowledge significant Islamic occasions
 <p>Priority area two: Working Together</p>	<p>Proposed action 5 – Provide sound advice and recommendations as a consultative body</p> <p>Proposed action 6 – Build capacity of MFEN Executive Committee operations</p> <p>Proposed action 7 – Engage with other FPS employee networks to advance diversity and inclusion</p> <p>Proposed action 8 – Raise the profile of MFEN & represent MFEN at various GC events and meetings</p>	<ul style="list-style-type: none"> • Anti-Islamophobia training is available to GC senior leaders and public servants • MFEN Executive Committee position is funded
 <p>Priority area three: MFEN membership services</p>	<p>Proposed action 9 – Create opportunities for MFEN members looking for career development and mentorship</p> <p>Proposed action 10 – Provide networking opportunities as well as social and learning events</p> <p>Proposed action 11 – Provide a safe space for MFEN members</p> <p>Proposed action 12 – Provide MFEN members an annual report and run elections for FY 24-25</p>	<ul style="list-style-type: none"> • Hold 4 Career Development events • Hold 6 Coffee & Conversations sessions • Hold 1 Ramadan Event • Hold 1 event for Islamic History Month • Hold special meeting with MFEN members to present annual report • Run elections for FY 24-25 MFEN Excomm