



The Muslim Federal Employees Network FY 2024-2025 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 unsundered 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

The Muslim Federal Employees Network was founded in June 2021 by Leila El-Khatib. Since then, it has become one of the largest employee networks in the Government of Canada. In response to the continued presence of Islamophobia and anti-Muslim hate, MFEN was created to contribute to the ongoing efforts to build a public service where federal employees, regardless of their background, have equal opportunities to succeed and fully participate - ultimately creating a sense of belonging. The network is open to Muslim federal employees and non-Muslim federal employees who identify as allies. MFEN is located on GCconnex [here](#).

MFEN is embarking on an important transformation, transitioning from its existing elected executive committee governance structure reliant on volunteerism to a more robust and sustainable model featuring a network secretariat supported by dedicated full-time staff. This fiscal year, the existing MFEN Executive Committee will simultaneously focus its efforts on the establishment and effective functioning of the secretariat to better support the network's operations.

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 2024-2025

This strategic plan outlines MFEN’s efforts over a one-year period (April 1, 2024 - March 31, 2025). The three themes of MFEN’s mandate frames its work:



MFEN STRATEGIC PLAN FY 2024-2025

PRIORITY AREAS	12 PROPOSED ACTIONS	FY24-25 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"> • Muslims are a designated group under the <i>Employment Equity Act</i> • GC collects data on Muslim public servants to identify their barriers and challenges within the FPS • Work with GC departments to ensure federal buildings have designated spiritual wellness centres or prayer spaces • Anti-Palestinian racism is included in all GC anti-racism action plans and strategies • GC senior leadership/departments send out messaging to acknowledge significant Islamic occasions • Work with Public Sector Unions (PSAC, PIPSC, CAPE, etc.) to ensure that Islamic holidays are recognized as paid holidays in collective agreements and that federal buildings have designated prayer spaces
 <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 has a funded network secretariat to run its operations
 <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</p>	<ul style="list-style-type: none"> • Hold 4 Career Development events • Launch MFEN’s second mentorship program • Hold 6 Coffee & Conversations sessions, 1 Ramadan event, 1 event for Canadian Islamic History Month (October), and 4 in person events • Hold special meeting with MFEN members to present annual report