



The Educational
Institute of Scotland

Mobilising Against Anti-Muslim Prejudice in the Workplace

Jonathon Shafi - Show Racism the Red Card

Khadija Mohammed - the Scottish Association
of Minority Ethnic Educators

Selma Augestad - EIS

Working Together Agreement

- Be mindful of your power and airspace
- Seek to understand not agree
- Sharing is for celebrating
- One person speak at a time
- We all have different knowledge and lived experience - we all have something to learn and to teach
- Look after yourself

Fair Work

- ▶ The importance of voice - Fair Work - listening to people's individual experiences.
- ▶ Respect - respecting every part of who we are rather than just one bit.
- ▶ Fulfilment - how can you feel fulfilled if your whole self cannot be recognised?
- ▶ Opportunity - where there are barriers, for example racial barrier, an opportunity offered specifically to women may still disadvantage BAME women.
- ▶ Security - being safe at work and not discriminated against or experience harassment.



Poetry - Noon Salah Eldin

Welcome

Tell us...

- ▶ Your name
- ▶ What is your favourite meal to have, and why?

Mentimeter

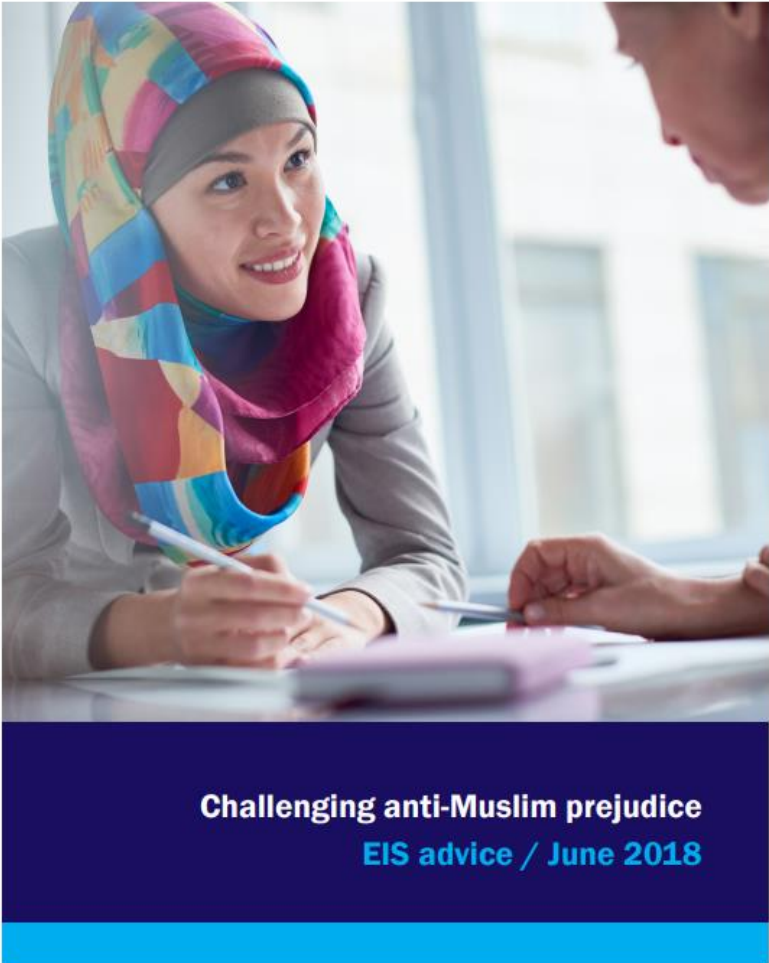
How confident are you that
your workplace has policies
and practice that prevents
or addresses anti-Muslim
prejudice at work?

Anti-Muslim prejudice as a form of racism

Show Racism the Red Card
Jonathon Shafi

Understanding the experiences of Muslim educators in Scotland

The Scottish Association of Minority
Ethnic Educators
Khadija Mohammed



EIS advice

- ▶ Developed in consultation with Muslim members
- ▶ Emphasises the importance of challenging prejudicial attitudes
- ▶ Proactive role of Reps in preventing anti-Muslim prejudice

Case Study 1

Feedback on
Mentimeter!

“It exacerbates the feeling that I don’t belong here” - Muslim woman, school teacher, on taking leave to celebrate Eid, and no colleagues showing recognition of its importance.

- ▶ What is your initial reactions to this situation? What issues may be present?
- ▶ How would you respond to a colleague or union member telling you this?
- ▶ What might you do to support them ongoingly?
- ▶ What might you do to address the underlying issue?

Case Study 2

Feedback on
Mentimeter!

“Every time there is an attack brown people get the blame; I have the fear of these attacks but also the added fear of backlash, retaliation; fears for my wee mum who wears the veil; I asked my brothers to shave off their beards. Why do I have to prove that these values are not my values?” - Muslim woman, secondary school sector

- ▶ What is your initial reactions to this situation? What issues may be present?
- ▶ How would you respond to a colleague or union member telling you this?
- ▶ What might you do to support them ongoingly?
- ▶ What might you do to address the underlying issue?

Resources

- ▶ SAMEE - Scottish Association of Minority Ethnic Educators
<https://www.samee.org.uk/>
- ▶ <https://equality.eis.org.uk/anti-racism/>
Challenging anti-Muslim Prejudice - EIS advice
Mobilising for Anti-Racism at Work - EIS advice
- ▶ Specialised Counselling: Black and Asian Therapist Network (BAATN)

Equality in Focus: Next Workshops

- ▶ Supporting Gender Equality at work **18th January** with trainer Ellie Muniandy, guest speaker Talat Yaqoob and Scots language poet Len Pennie
- ▶ Furthering Disability Equality at work **9th February** with trainer Leo Hamilton, guest speakers Kate Sang from Heriot Watt and Lois Ratcliffe from Inclusion Scotland, and poet Sandra Alland
- ▶ Intersectionality and summary workshop **2nd February** will give an overview of equality action in workplace

Feedback and next steps

Mentimeter:

- ▶ How has this session been for you?
- ▶ What more support or resources do you need?