

# “Islamic Religious Practices”

## A Workplace Diversity Seminar

**Islamic Speakers Bureau  
of  
New York**

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# Background

As the US in general and the New York Metro Area in particular have become increasingly ethnically diverse in recent years, the work place has been impacted by this new multiculturalism. Diversity can be a positive dimension that expands and enriches the work-place environment, or it can lead to increased misunderstanding, conflict and decreased productivity.

Muslims, like other minority groups, often experience discrimination on the job, such as the termination or denial of employment because of religious appearance, the refusal to accommodate religious practices on the job, or biased behavior by co-workers or supervisors. Such actions are commonly due to misconceptions or ignorance about Islam and its religious practices, rather than intentional prejudice.

One way to prevent possible misunderstanding or discrimination on the job, while improving the working relations and productivity of multi-ethnic and culturally diverse employees is through education. Education about that which is unfamiliar or unknown is the first step towards understanding and greater tolerance.

Islamic Speakers Bureau of New York (ISBNY) makes presentations specially designed for corporate employees and managers that focus on Muslims and their religious practices that might impact the workplace. With over 450,000 Muslims currently residing in the New York Metro Area, many of whom work in New York companies, this seminar provides valuable insight into their beliefs and practices.

The approximately two-hour seminar opens with a brainstorming session on common perceptions of Islam and Muslims that immediately engages the audience. After identifying the sources of many of these perceptions, we explain the reality behind many of these perceptions, and discuss Muslim practices on the job.

## Typical Presentation Schedule

Two-hour outline, which can be tailored to an hour or hour and half, if needed.

**1:00 p.m. – 1:05**

**Introduction**

**1:05 p.m. – 1:30 p.m.**

**I. Common Perceptions of Islam & Muslims**

- A. Audience's perceptions – brainstorm
- B. Sources
  - a. Hollywood
  - b. Media
  - c. School textbooks

**1:30 p.m. – 1:45 p.m.**

**II. Who is a Muslim?**

- A. Beliefs and Practices
- B. Populations and ethnic background
- C. Local Muslim Community

**1:45 p.m. – 2:30 p.m.**

**III. Muslim Religious Practices on the Job**

- A. Legal protections of Religious Rights
- B. Prayer
- C. Fasting
- D. Pilgrimage
- E. Muslim Holidays
- F. Dietary Requirements
- G. Dress
- H. Social Interaction

**2:30 p.m. – 3:00 p.m.**

**Q&A, Evaluation**

## **Intended Audience**

All corporate employees.

## **How to Request a Seminar**

Call (212) 725-7922 or send an email to [lee@isbny.org](mailto:lee@isbny.org)

## **About Islamic Speakers Bureau of New York**

Islamic Speakers Bureau of New York (ISBNY) provides educational presentations, training seminars & other educational programs relating to Islam, Muslims and the Muslim world.

Our mission is to provide education about Muslims. Surveys indicate that nearly half of all Americans believe that Islam condones or supports terrorism, is anti-American, poses a security threat and oppresses women.

Our target audiences are public institutions that have the greatest impact on Muslims in America.

Our strategy is tailored educational programs that are delivered directly by informed Muslims to Schools, Media, Law Enforcement, Corporations, and Social Service Agencies.

Various Islamic Bureaus around the country deliver approximately 800 seminars & other educational programs each year. Our educational programs meet the following objectives:

- 1) Correct misinformation about Islam and Muslims.
- 2) Teach about the Muslim identity.
- 3) Provide tailored information about Muslims as it related to the needs of various public and private institutions.
- 4) Foster a sustainable relationship between such institutions and the local Muslim community.