Salam alaikum/greetings of peace supporters and friends.

Our mission is to promote peace among all by fostering a deeper, more nuanced understanding of Muslims and other faith-based, racial/ethnic, and cultural communities through teaching, learning, and engaging across differences.

This year, our strategic plan focused on specific areas where we wanted to see growth:

1) Cultural diversity trainings for educators in K-12 schools, corporate managers and employees, and police officers and other law enforcement personnel. Cultural diversity trainings have a multiplier effect on impact because the trainees are generally people of influence.

2) INGYouth teen workshops in regions where we know Muslim students are struggling with identity and bullying.

3) Launching a new speakers’ bureau that counters Islamophobia by educating about its roots and its relationship to other forms of bigotry such as bias against Jews, Blacks, Asians, Latins, Native Americans, and immigrants, and then calls people to work to dismantle racism.

4) Teaching about Islam through its shared values and relatedness to other religions while promoting First Amendment rights regarding religious freedom and religious pluralism.

5) Expanding national access to our resources through social media campaigns and increasing traffic to our website.

Thanks to the support of foundations and Americans of all backgrounds, our results were better than expected...
ING conducted 35 cultural diversity trainings to about 1,100 professionals this year, up from only seven trainings for 245 people in 2018. Trainings were delivered to educators and school administrators, police officers, district attorneys, FBI agents, and corporate managers and employees.

These types of training seminars have a multiplier effect on impact because they are delivered to leaders who have influence over people, including the students they teach, the customers they serve, or the staff people who work for them, with the ratio of direct participants to those influenced reaching up to 1:1,000. These audiences require tailored presentations that feature new content created specifically to suit their needs. Here are a few of the institutions for which we provided trainings:

- Santa Clara Police Department
- San Jose State University Police Department
- Los Gatos/Monte Sereno Police Department
- Santa Clara County Police Chiefs’ Association
- County of Santa Clara Office of the District Attorney
- FBI San Francisco Division
- Salesforce, Stripe, and Square companies
- Milpitas Union School District
- Santa Clara County Office of Education
- San Francisco Unified School District
- Institute on Aging
- The Chaplaincy Institute
- Sojourn Chaplaincy at San Francisco General Hospital

“Both ING speakers were warm, poised, knowledgeable, and very easy to listen to — I was captivated. I had many compliments from my faculty after the presentation, too.

~ Elementary school principal, San Jose
We are excited to announce that ING’s police training was recently certified by the State of California’s Commission on Police Officers Standards and Training, which means that police officers attending our cultural competency training titled, Working with Muslim American Communities to Counter Islamophobia, which is offered in 2, 4, and 8 hour segments, will receive professional credits, which greatly encourages attendance. We are preparing to deliver the trainings across the state of California in 2020, working with certified ING speakers across the state.

“...

I can enthusiastically endorse the training given to my office by ING recently... The training offered by [the ING speaker] was a great first step in helping us to recognize the many subtle, and not so subtle, ways that Muslims can be de-humanized in our culture. It helped us see the many ways they can be victimized and harmed. It gave us tools to help us do our jobs and reach out to the Muslim community. We learned practical and helpful lessons about the ethnic, linguistic and ethnic diversity of the Muslim community in our country. Of course, we were passionately concerned about the rise in hate crimes targeting this community, particularly when that hatred is amplified by politicians, but we also learned practical wisdom in working with both Muslims who are more secular and those who are more devout. I can highly recommend the training for other District Attorney Offices. ...ING is a great asset as we build bridges with our Muslim neighbors.

~ Santa Clara County Deputy DA David Angel

ING Executive Director Maha Elgenaidi delivering training to FBI-San Francisco office on Working with Muslim American Communities to Combat Islamophobia. ING law enforcement training is now certified by the State of California.
INGYouth workshops are designed to increase confidence in students’ Muslim identity, familiarize them with their rights when they are harassed because of their faith, help them answer questions that they are asked about Islam and Muslims, and train them to speak about Islam in the context of social studies content standards through the various tools we provide them.

This year, we focused on regions where Muslim students are challenged by bullying and harassment for their religious or ethnic identities. We conducted 15 workshops for nearly 1,000 students in 2019, up from only two last year for 60 students. These workshops were held in San Francisco, Oakland, and West Contra Costa, and in New Jersey, Michigan and Ohio through our affiliates. We also held workshops for the following weekend and fulltime Islamic schools:

- Evergreen Islamic Center (San Jose)
- Masjid Zakaria (Fremont)
- San Francisco Islamic School
- Berkeley Masjid Islamic School
- Masjid Al-Rahman Islamic School (Richmond)
- Toledo Islamic Academy (Ohio)
- Granada Islamic School (Santa Clara)

I was very impressed with the efficiency and professionalism of everyone connected with ING...

Very impressed with how each speaker in our school brought a different angle and perspective. The students were quite impressed with [the first ING speaker]... it was inspiring to see such an accomplished and poised young woman having the courage to educate others. And [the second ING speaker]’s enthusiasm, energy & humor really enabled students to connect with her. They were all well received.

~ High school teacher, San Jose

ING Bay Area Director Ishaq Pathan delivering INGYouth Trainings to Muslim teens titled Bullying Prevention, Responding to Difficult Questions About Islam & Muslims, and Speaking About Islam to Supplement Social Studies and World History Curriculum.
In addition to our Islamic Speakers Bureau (ISB) and Interfaith Speakers Bureau (IFSB), we are excited to announce the launch of the Intercultural Speakers Bureau (ICSB). Working with allies from the African-, Native-, Latinx-, Asian-, and Jewish-American communities, the ICSB educates about the roots and history of Islamophobia and its relationship to other forms of bigotry against other racialized communities.

ICSB panels examine the creation of narratives about groups who were historically racialized as non-whites and explain how this process continues today through avenues such as education and media and which leads to racial profiling, hate crimes, and biased government policies. The panels end with calls to action for countering and dismantling biased institutional frameworks and systems.

To date, we have successfully piloted ICSB panels in 12 venues, including secondary schools, houses of worship, a rotary club, and law enforcement agencies. One of our main priorities for 2020 is to expand the reach of this new program.

"I’ve been to many implicit bias trainings before, have even done Anti-Semitism trainings, but I’ve never experienced anything like this. Your training today blew the lid off anti-bias training. I finally get why we have the biases we do about certain groups of people, and very grateful for the work you just did with this. Thank you."

~ Faculty member, UC Santa Cruz

The purpose of ING’s Interfaith Speakers Bureau (IFSB) is to teach about Islam by highlighting its shared values and commonalities with other religions while promoting First Amendment rights regarding religious freedom and religious pluralism. In 2019, we increased our total audience at IFSB panels in schools, colleges, and faith-based organizations by 143%, from 3,500 to 5,000.

We also participated in a four-part series for an interfaith program on public radio that reached an additional audience of 40,000 people in the South Bay.

"I loved how much respect I felt in the room. It was certainly amazing to see so many people of different religions being absolutely calm and respectful of each other and their beliefs."

~ High school student, Belmont
Increased Traffic to Our Website by 500%

ING Lesson Plans and PowerPoints Downloaded in 48 U.S. States, Canada, and Throughout Asia and Africa

Through a combination of Google and social media ads, traffic to our website increased from 300,000 unique users in 2018 to nearly 1.5 million unique users in 2019! Most of the traffic is going to our answers to 200+ frequently asked questions about Islam and Muslims (www.ing.org/all-faqs), which come up in the top three listings in Google searches.

Web traffic mostly from 48 states and Canada also goes to our online presentations and scripts of our newly updated Islamophobia and Its Impact (www.ing.org/Islamophobia), Getting to Know American Muslims and Their Faith (https://ing.org/gtkam-public), and An Overview of Ramadan and Fasting (www.ing.org/ramadan), as well as our online lesson plans and other materials for educators (www.ing.org/academic).

Also, ING continues to support our Affiliate speakers around the country with both speaker trainings twice a year and content and materials for presentations.

"ING comes very highly regarded and offered sophisticated, appropriate material for high school kids...[the ING speaker] was superb!... Thank you for an outstanding and valuable presentation.

~ High school teacher, Ross"

"[The ING speaker] did a great job connecting with the students — he recognized early on what they knew/ didn’t know — and jumped to where he needed in the presentation. This thinking on his feet made it possible to adapt the presentation for the audience.

~ Middle school teacher, Cupertino"
In 2019, we spoke to 15,000 people face-to-face, averaging nearly ten presentations and panels a week on a variety of topics relating to Islam and Muslims. Sixty-five percent of our audience was for the Islamic Speakers Bureau and 35% for the Interfaith Speakers Bureau.

**Islamic Speakers Bureau**

Sixty percent of our Islamic Speakers Bureau audiences are middle and high school students to whom our speakers present one of the following topics: *Getting to Know Muslim Americans and Their Faith, Muslim Contributions to Civilization, A History of Muslims in America,* and *Women in Islam Beyond the Stereotypes.*

Forty percent of our Islamic Speakers Bureau audiences are in universities, corporations, law enforcement agencies, school districts, healthcare facilities, and faith-based, civic, and community organizations. The topics addressed are tailored to the group. Most often requested for professional groups are cultural diversity trainings. Most often requested for community groups is a conversation on *Islamophobia and its Impact.*

**Interfaith Speakers Bureau**

In contrast, 55% of our Interfaith Speakers Bureau audiences are adult and 45% are middle and high school students. Interfaith panels addressed one of twelve different topics; the most often requested topics were *Living the Faith and Shared Values Among Faiths.* In schools, the most often requested topic is *Bullying Prevention and Education: Muslim, Sikh, and Jewish Students.* Adult audience topics are specifically tailored to the group. We were pleased to have done three panels with Santa Clara County Supervisor Joe Simitian as facilitator.

> I was moved by how peaceful and respectful each religious representative was towards one another. It is refreshing to see different religions coexist peacefully.

> ~ High school student, Livermore
Looking Forward to 2020

Among the initiatives that the local board and staff of ING are planning as we move forward in 2020 are the following:

Locally, this is what we plan to accomplish with your support:

1) Expand the reach of INGYouth workshops and programming to reach every Muslim student in public schools across the San Francisco Bay Area. We also plan to expand the program to include interfaith panels with Sikh and Jewish students discussing their shared experiences with bias and bullying.

2) Deliver our state-certified law enforcement trainings about interacting with the Muslim community to police departments across California, especially in the San Francisco Bay, Greater Los Angeles, San Diego, and Sacramento areas.

3) Expand the reach of our new Intercultural Speakers Bureau across the San Francisco Bay Area in schools and other venues by recruiting new speakers and marketing to schools.

4) Continue to expand the reach of our cultural diversity trainings in schools, corporations, hospitals, and other venues where administrators have a a multiplier effect on impact on their staff and those they serve.

5) Expand our reach online through increased social media campaigns and traffic to our website, which we want to update with latest design and technology.

Nationally, besides expanding the reach of our online lesson plans and other curriculum to all 50 states, we plan to expand our impact by increasing the number of ING affiliates and increasing their capacity through greater support. We will expand on this and other national goals further at a later date. Stay tuned.

Join Us Today

if you haven’t already given in 2019, or want to add to an existing donation this year, please consider supporting us in any amount you feel comfortable giving at www.ing.org/donate. Or, you may use the enclosed envelope.

We can accomplish a lot together.

Maha Elgenaidi
Executive Director, Islamic Networks Group (ING)
408-296-7312 x 170 (o) | 408-393-8202 (m)
Elgenaidi@ing.org | My blog: www.ing.org/maha

If there wasn’t an ING, we’d have to create one for the resources you provide...
Thank you for all you do.

~ Community leader

Connect with us:
Islamic Networks Group (ING)
3031 Tisch Way, Suite 950
San Jose, CA 95128
408-296-7312
mail@ing.org
www.ing.org
www.facebook.com/ING.org
www.twitter.com/ING_org
www.linkedin.com/company/ing.org
www.instagram.com/ing_org
www.youtube.com/IslamicNetworksGroup
ING news: www.ing.org/eneews
Staff blog: www.ing.org/blog