Building Understanding and Respect
Promoting Religious Freedom and Pluralism
Countering All Forms of Bigotry
Fostering A Culture of Belonging
Generating Peaceful Communities

Celebrating 30 Years of Community Service in 2023
VISION

Our vision is a just, peaceful world where everyone contributes to the betterment of society while feeling equally respected and valued, and where Muslim Americans play a vital role.

MISSION

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.
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Greetings of Peace/Salam alaikum,

How do you capture 30 years of community service in one letter or brochure? You can’t. You let your work speak for you through its continuity and growth, output and impact, as well as resilience throughout political transitions, economic downturns, and the pandemic.

We’re so pleased with what we have accomplished in innovative programs that draw in Americans across diverse religions and ethnicities who work together to make a real and lasting impact on the lives of countless people. Whether through our work with students, educators, police officers, corporate managers, doctors, government employees, judges, or community leaders, we have built bridges of understanding and cooperation and promoted a deeper appreciation of the diversity that makes our nation so rich & vibrant.

As we celebrate ING’s 30 years of dedicated community service, I want to express my deepest gratitude to everyone who has supported us over the years. Your support and donations have been a critical part of ING’s success, enabling us to continue our mission of promoting peace and understanding between people of all ethnic and religious backgrounds.

With your continued support, we are confident that we can build on our success and make an even greater difference in the lives of people here and around the world in the many places where our programs are greatly needed. Once again, thank you for your partnership and support, and we look forward to many more years of working together to build a more peaceful and harmonious world.

Sincerely,

Maha Elgenaidi
Founder and Executive Director
Building Understanding and Respect

*Islamic Speakers Bureau Program*

Since 1993, we’ve delivered thousands of presentations that supplement education about Muslims and their faith in schools, universities, and community centers all across the country.

According to social science, one of the most impactful ways to improve perceptions about a people, and even drive change in policies towards them, is through face-to-face engagement. With respect to Muslims, who are perceived negatively by a slim majority in the United States, what is needed is not only engagement, but also an awareness of their culture and beliefs. Our presentations and programs engage diverse audiences, educate and change hearts and minds, and help build inclusive, peaceful communities.

*ING Speaker Presenting in the Classroom*
Both ING speakers are true professionals. In the course of one hour, they shifted every student’s understanding of Islam and Muslims. I was impressed by their flawless presentation of the material and the rapport they developed with the students. I know that when a guest speaker comes from ING, they will be well informed, insightful, and capable of engaging with students in a positive way that honors Islam and helps students appreciate Muslim cultures.

- High School Educator
Thank you for spending your time educating not only our class on Islam, but also many other classes as well. I found it very interesting learning about Muslim women, as I have mostly been exposed to how the media has portrayed Muslim women in the past. I never knew that when given the opportunity Muslim women outnumber men in the STEM field, or that Muslim mathematicians are the source of algebra! After hearing about all of the contributions Muslims have made, it is sad to think that I used to view Islam (mostly due the media) more negatively.

– High School Student
One of the most intriguing parts of the presentation for me was to learn that Muslims acknowledge and are meant to practice the Golden Rule: to treat others how you want to be treated. I had heard this rule in elementary school but had no idea that it was a part of Islam. I also learned that Muslims believe in Adam, Noah, Abraham, Moses, Jesus, and Muhammad as prophets. Most of these prophets are the same ones in Christianity, and I did not know how many links and similarities there were between the faiths. Last but not least, we reviewed the five pillars and one that really resonates with me is praying five times a day because even though I do not pray quite that much, I try to pray every day and I just think it is really cool that Muslims make time to pray each day.

– High School Student
You were truly wonderful speakers that really captured and held the students’ attention. After your presentations, many students talked about how much they learned and how it felt to actually meet a Muslim. The personal stories and simply your presence helped to humanize a large group of people for the students by making Muslims ‘real’ to them. I know it might sound bizarre but to most students ‘Muslim’ was an abstract concept that had little bearing on their life before the presentation. It was a school topic, to be memorized and forgotten. You helped put a face to Islam, a friendly, inviting, and kind face that students could see wanted to be understood and accepted. Thank you so very much for that. This is what they needed and is something I could not have provided without your aid.

– High School Educator
At the heart of a free and democratic society lie the principles of religious freedom and pluralism. These are not just legal or abstract ideals. They are values that help build bridges of understanding between communities representing different cultures and religions in order to create a more vibrant and inclusive society that embraces and celebrates our differences. ING’s Interfaith Speakers Bureau promotes religious freedom and pluralism and builds inclusive communities by featuring speakers who represent the five major world religions on panels where they address contemporary topics that supplement education in schools, universities, corporations, law enforcement agencies, and community centers.
I am so grateful to the organization and staff of ING. The partnership between ING and our Interfaith Programs Unit at our University has been very organic and aligns with the vision of the department to bring awareness to various religious beliefs and bringing folks together to engage in critical dialogue...As far as content and workshop facilitation, it has been fantastic. The facilitators and panelists have been very knowledgeable, willing to share their perspective, and open to questions from our guests.

- University Administrator

The panel was very well organized, and each speaker clearly presented their main ideas in a short amount of time. The panelists covered several topics and questions, and I was able to learn a lot! I also liked how the panelists were asked what we as City of San Jose employees could do to better accommodate, include, and be mindful of people with different religious backgrounds. Each panelist was very respectful, understanding, and supportive of the other religions and representatives, which I know is the purpose of ING, and is what I hope we can improve on as a community.

- City Employee
Thank you so much for speaking at this year's Interfaith Harmony Day event. I sincerely appreciate all the perspectives that were shared and elegance of the speakers. You all set a high mark in sharing and speaking. I learned so much from the panelists and I feel closer to you all as a result. I look forward to future events like these where we have the opportunity to get to know more about each other's faiths. Such positive events like this inspire me to learn more about all the other religions and their sacred texts.

– Interfaith Council

The ING panelists took pains to emphasize their shared values, looking for similarities, rather than differences. There was no fanaticism, but a demonstration of openness and acceptance of ‘the other.’ Interfaith dialogue is something I was introduced to in the late ’70s in India and is a subject that has always been close to my heart.

- Community Member
Countering Islamophobia, Anti-Blackness, Antisemitism, and Other Forms of Bigotry

Intercultural Speakers Bureau Program

Since 2015, we've held an annual average of 25 intercultural/interracial panels a year.

Islamophobia, or anti-Muslim racism is not new. It is rooted in centuries old racism, xenophobia, and prejudice against marginalized communities that go back to colonialism and in the case of Muslims, to the Crusades. This is why we work to dismantle Islamophobia and prevent hate crimes and discrimination by working alongside Americans of African/Caribbean, Latinx/Hispanic, Asian, Indigenous, and Jewish backgrounds, who like Muslims are racialized as non-White. Our interracial panels have trained government employees, educators, and healthcare professionals on how to counter racism both institutionally and interpersonally, and work towards creating more harmonious communities.
I recently contacted ING to set up a panel for my students about creating inclusive and equitable communities. I want to thank ING for how easy they made setting that panel up and how flexible they were in accommodating our scheduling needs. During the panel itself I was most impressed with the competency of the panelists as well as the depth and breadth of their knowledge. Our students were as impressed as was I with the work they did as a group and the appearance of a solid community working towards this end and the important work that they're doing. The panel made a lasting impression on both the teachers and students. I want to thank ING again and I look forward to future presentations and panels.

– High School Educator
I liked hearing from multiple ethnic groups on the oppression they're facing and have faced. It opened my eyes. The calls-to-action items listed at the end of the presentation left me feeling hopeful and like I could affect change. I needed that. Thank you for this presentation!

– City Manager

This was a very educational presentation and panel today [with Muslim, Jewish, African, Indigenous, Latino, and Asian American speakers]. Anyone who hasn't had or taken the time to learn the basics of the structural and historical elements of racism, colorism, and colonialism would gain a great deal of information.

– City Employee
The Cities Association of Santa Clara County (CASCC) partnered with the Islamic Networks Group (ING) to provide an interactive, informative, and engaging panel of interracial, interreligious speakers to speak to the elected officials of the fifteen cities in Santa Clara County. ING curated the panelists, coordinated the logistics and ultimately synthesized a program that informed elected officials of racial and religious context to our current challenges and provided specific goals that only elected officials can achieve. ING was extremely easy to work with and produced an event that was seamless and highly engaging while provoking thought and challenges. I will be using ING again for another organization I lead and highly recommend working with them to produce content appropriate for any professional setting.

- City Official
Muslim students are bullied at twice the rate of other students. Our youth trainings and program give them the tools to respond to bullying and gain confidence in their identity, as well as resources to supplement education about Muslims and their faith in schools, including how to respond to difficult questions about Islam that they are often asked. The result is more confident and resilient Muslim teens.

Fostering A Culture of Belonging

INGYouth Program
www.ingyouth.org

Since the program’s inception, we’ve trained over 200 hundred Muslim teens.
This program allowed my students to learn about Islam and to hear about its history and practices from a peer, which is always more powerful than hearing it from their teacher. This program also enabled my students to see Islam in a much more personal light rather than as something foreign or non-applicable to their lives. The student speaker was able to use the INGYouth materials to enhance her presentation and I as an educator was able to refer to the materials myself and use them in the classroom.

– Educator
The INGYouth program empowers Muslim students by informing them of their basic right to feel safe at school, and then teaches students how they can create an impact at their local schools by preventing bullying and countering Islamophobia through education and engagement with other students. We were trained on how to give presentations about Muslims in an unbiased, respectful manner where we’re teaching, not preaching.

These presentations were designed by the organization to supplement what is already being taught in school and cover a range of topics. Upon successfully completing the training, I became an INGYouth certified speaker, and I offered the service to my AP World History teacher. I ended up giving presentations about Islam to all the AP World History classes that year.

A lot of students approached me after and expressed their respect and appreciation for me because I also took the time in my presentation to describe why I was doing this, which was to prevent bullying and Islamophobia because I recognized that as being a problem in my school. I think that encouraged my peers to be a little more open minded because they saw a fellow student doing something out of the ordinary for a good purpose. Islamic Networks Group provides countless opportunities for their INGYouth students to become their own changemakers at their schools.

– INGYouth Speaker Saman Ali in a US Department of Education webinar
In light of recent events, the people around me have become more and more curious about my religion. Before I joined ING, I was simply trying to answer these difficult questions to the best of my ability with the little knowledge that I had. After I became involved with ING, I’ve expanded my knowledge and know exactly how to respond. The best feeling is being confident when explaining my religion and being able to trust that I’m giving the right answers.”

– INGYouth Speaker
INGYouth Training Sessions
Since 1993, ING has held an annual average of 20 DEI Trainings. That number is growing!

DEI initiatives are now commonplace across industry, government, and non-profits. ING’s trainings supplement DEI initiatives both within organizations, and for organizations’ interactions with diverse clients and constituents. Our DEI programs cover Muslims, interreligious groups and interracial groups, and is specifically tailored for educators, corporate staff, law enforcement personnel, healthcare providers, dentists, government employees, court administrators, and non-profit organizations. Our training promotes a better understanding of marginalized groups to reduce bigotry and discrimination, and help create more harmonious institutions and communities.
“I want to thank the Islamic Networks Group for providing POST-certified “Law Enforcement: Preventing & Responding to Anti-Muslim Bigotry” training to our Police Academy and Command Staff. This course was educational and aided Department members in developing cultural competency so staff can more effectively respond to hate crimes against Muslim American communities. This course taught members to distinguish between a real threat and a perceived threat based on pervasive stereotypes of Muslims today. It is important that our Department continues to build a better understanding of the Muslim community and fosters a positive relationship with them. Your commitment to building a relationship with our Department and enhancing our cultural competency through training is greatly appreciated and recognized.”

– Acting Chief at a Police Department
“The speakers were knowledgeable and authoritative. The importance of the work of ING in the community at large cannot be overstated, given the current climate of misunderstanding and bias, as well as the current drive toward diversity, equity and inclusion. The ING team was accessible and accommodating, making it easy for us to bring their important work to our department. The ING team were an ideal representation of Muslim Americans, which gave them credibility in speaking to our faculty, especially given that many were unfamiliar with the topics.”

– Professor and Physician at UCSF Department of Orthopedic Surgery
I appreciated the invitation to greet Muslim clients with salam alaykum as well as the insights about working across genders. The general information about the faith and its practices served as a great reminder and then using that foundation to point out the challenges that Muslim inmates face in the prison system was enlightening. Thank you to the presenters for this applicable material and their flawless execution of the training!

– Official at Santa Clara County Superior Court

Thank you to the ING presenter for an amazing and informative presentation. I have never had so many requests for the recording and slides she used. We had over 120 people attend live, which is 50% more than our usual attendance. So the recording of the DEI seminar will be highly valued.

– DEI Manager, Hospital
Thank you to the team at ING for the amazing services you provided. The ING DEI seminars that were held at Macy’s Union Square have had a tremendous impact on me personally and the total store population. Your seminars and speakers helped us break down barriers and encouraged open and honest dialogue across all cultures to promote understanding and tolerance. We continue to use the educational tools and knowledge that you provided to have ongoing discussions that are grounded in dignity and respect for everyone’s contributions. Thank you for your partnership in helping us build a stronger, more inclusive culture with improved colleague engagement.

– Diversity, Equity, and Inclusion Manager at Macy’s.

Past Corporate Clients

- HP
- Apple
- Intuit
- Lockheed Martin
- Cisco
- Oracle
- Salesforce
- Wells Fargo
- FDIC
- Chevron
- Agilent Technologies
- Northern Trust
- Macy’s
- Alaska Airlines
- Newell Brands
- Google
It was important to our Racial Equity Action Team that we partnered with an organization that used education as a means to create understanding and inspire our employees to accommodate the unique needs of our diverse community. While it was important to us to find a partner who served the Muslim community, we were hoping to find someone who could broaden the focus beyond one religious group to include other marginalized communities so that we could apply the same principles to those individuals as well. The entire experience was inspirational. ING did an amazing job. They welcomed input along the way which allowed each session to be even better than the one before it. We will continue to work with ING as I am confident that they will continue to provide value in our work on racial equity and equity overall.

— HR Director of City’s Racial Equity Action Team
Our deepest thanks to the ING speakers for doing such a magnificent job in presenting training on Muslim students that was extremely informative and that deserves to be in the hands of every employee of the Office of Civil Rights (OCR). You were just as great as I knew you would be, and I am truly appreciative to you and your team for your ongoing leadership! You will be happy to know that your presentation materials as submitted to us this past Friday are already in the hands of every OCR employee across the country.

In addition, every member of the OCR team will soon have access to the recorded presentation from today in case they missed the live presentation...Your overall ongoing spirit of collaboration is what led to your information being enshrined within the institutional memory of OCR as we move forward. You are just awesome! We stand ready to continue to be of support in whatever way we can and are grateful to you for that ongoing opportunity.

-Special Assistant to the Assistant Secretary for Civil Rights at the US Department of Education
This year, we produced the following new lesson plans and accompanying videos to supplement current events in the news. Viewed thousands of times and downloaded in three dozen states, this new curriculum adds to the many online resources we provide educators in classrooms in all 50 states.

**Videos and Lesson Plans:** Muslim Women: Past, Present & Future

**Videos and Lesson Plans:** Experiences and Contributions of African American Muslims in History

**Lesson Plan:** Exploring Perspectives on Imagery of Islam’s Prophet Muhammad
Expanding Across the Country and World

ING’s online content which includes digital presentations, videos, lesson plans, and answers to frequently asked questions are accessed and downloaded in all 50 states, as well as Canada, Australia, Europe, Asia and Africa.

“I would like to thank you for all of the resources, webinars, lesson plans, and videos. I registered with your organization about three years ago and have been a huge admirer of what you do. Despite living in Canada, I have found your resources extremely helpful with teaching my World Religions course. Your content is very responsive and relevant to what is happening in the world.”

– Middle School Educator in Toronto, Canada
Planning for the Future

We’ve laid out plans and budgets for the next five years to expand the number of scholars and speakers to create and disseminate tailored content to specific groups, institutions, and the general public across the country, and to the English-speaking world in Europe, Asia and Africa.

Working with our many partners in diverse religious and ethnic communities – and with your support – we can achieve these plans.

Three Reasons to Give

• To scale ING programs with a proven record of success
• To prevent hate crimes and discrimination
• To build more peaceful communities in the US and around the world through grassroots education and engagement opportunities

Three Ways to Give

• Online: www.ing.org/donate
• Mail: ING, 3031 Tisch Way, 110PW San Jose, CA 95128
• Stocks: www.ing.org/stocks
If you’re a past supporter, we are very grateful for the role you’ve played in ING.

Will you renew your gift, and continue to help engage and educate fellow Americans about Muslims and other misunderstood minority groups?

If you have not yet supported ING, we hope you will consider joining our team of educators and peace makers through your gift to ING at www.ing.org/donate.

Thank you,

From all of us at ING
www.ing.org/team

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