



CAIR-MN

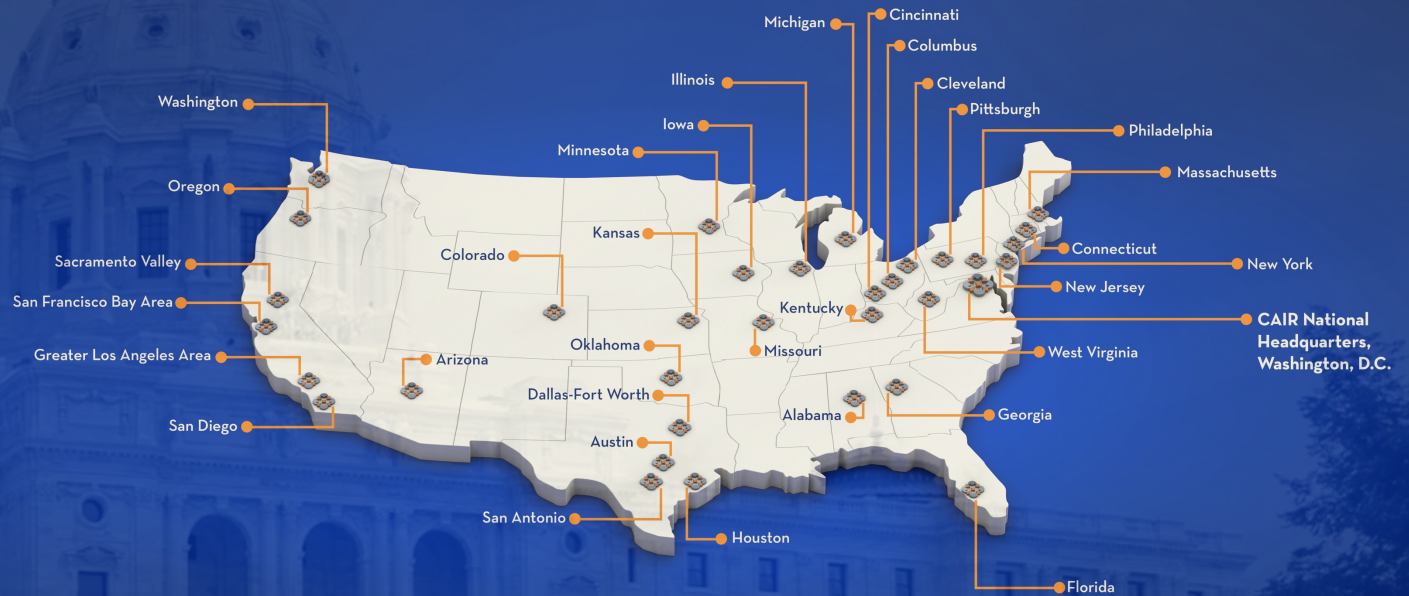




MISSION

To enhance understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding

2018 CAIR CHAPTERS & OFFICES



35 chapters and offices in 25 states, plus CAIR National headquarters in Washington, D.C.



CAIR-MN SERVICES



Civil Rights
Defending civil liberties for all Minnesotans. Facilitating religious accommodation.



Media Relations
Sharing a positive and accurate image of Islam and Muslims. Monitoring local media.



Civic Engagement
Educating and registering voters. Building relationships with elected officials.



Training & Development
Educating the public through diversity trainings. Mobilizing the wider community.



Youth Empowerment
Shaping tomorrow's leaders through the Muslim Youth Leadership Program.

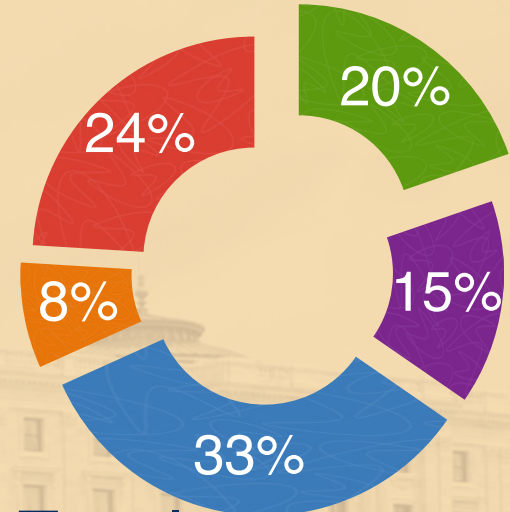
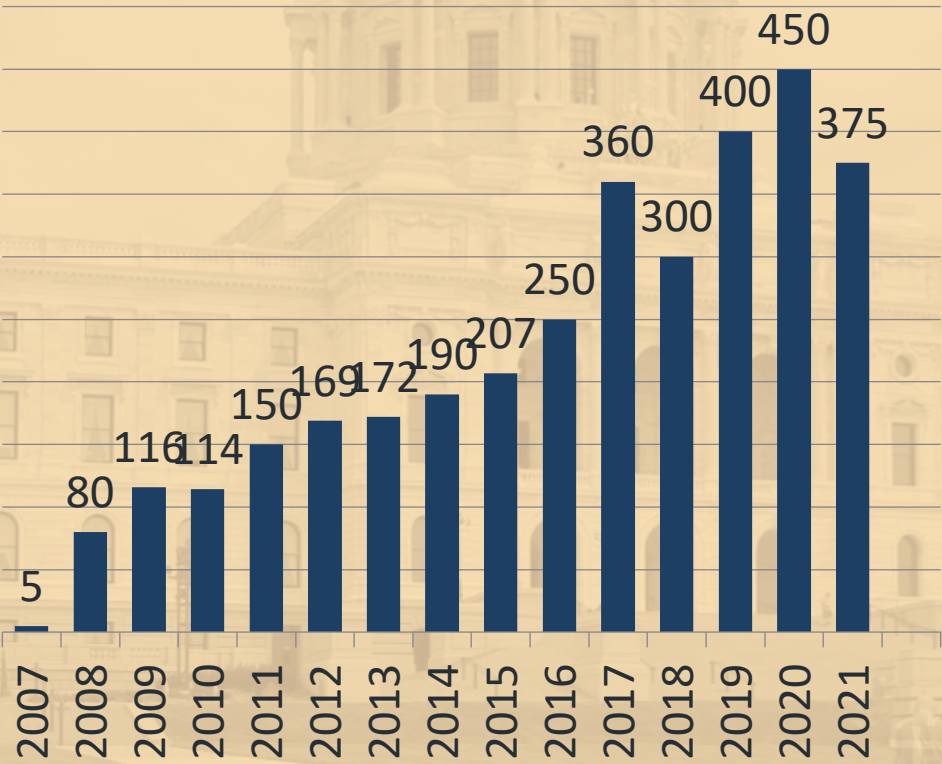


Islamophobia
Challenging misconceptions and hate through community events and workshops.

CAIR-MN SERVICES



Civil Rights
Defending civil liberties for all Minnesotans. Facilitating religious accommodation.



- Employment
- Government/FBI

Copyright CAIR-MN



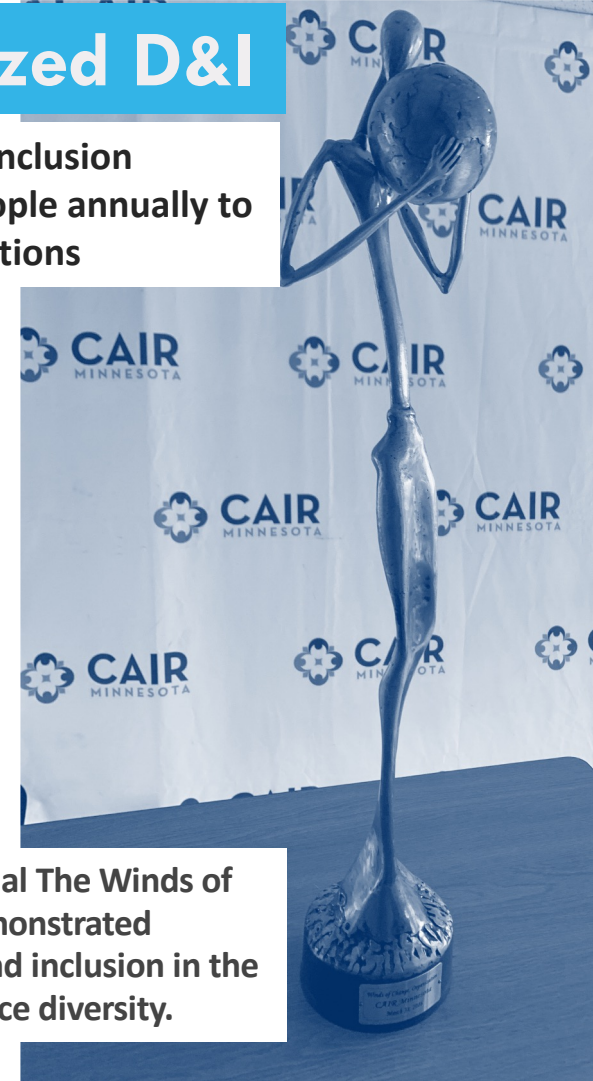
Medtronic

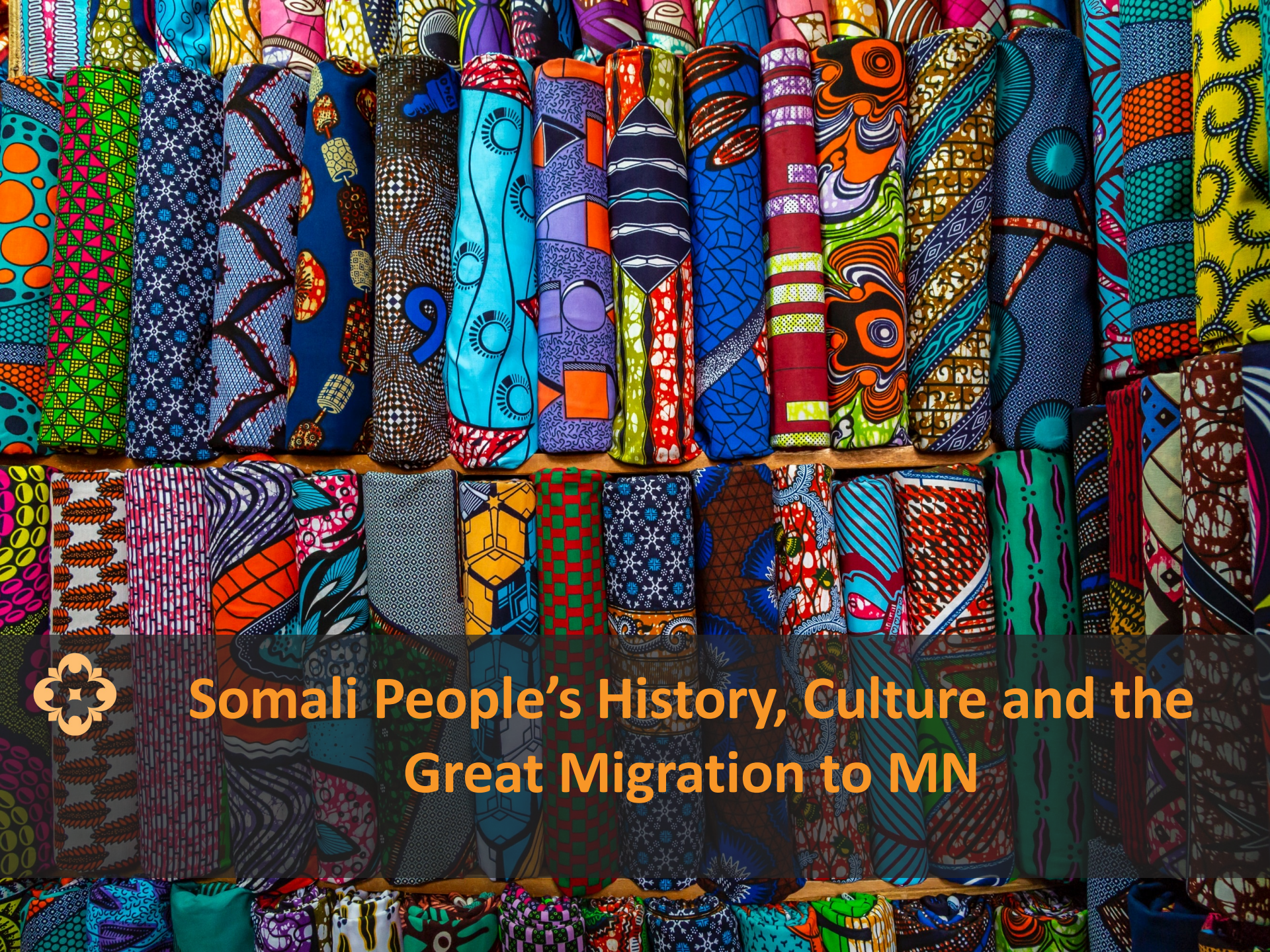
Nationally Recognized D&I

CAIR-MN Provides Diversity and Inclusion Training to average of 5-7,000 People annually to Minnesota and National Organizations



2016 – CAIR Minnesota Awarded the National The Winds of Change Award for organization that has demonstrated sustained support for advancing diversity and inclusion in the workplace and raised awareness of workplace diversity.



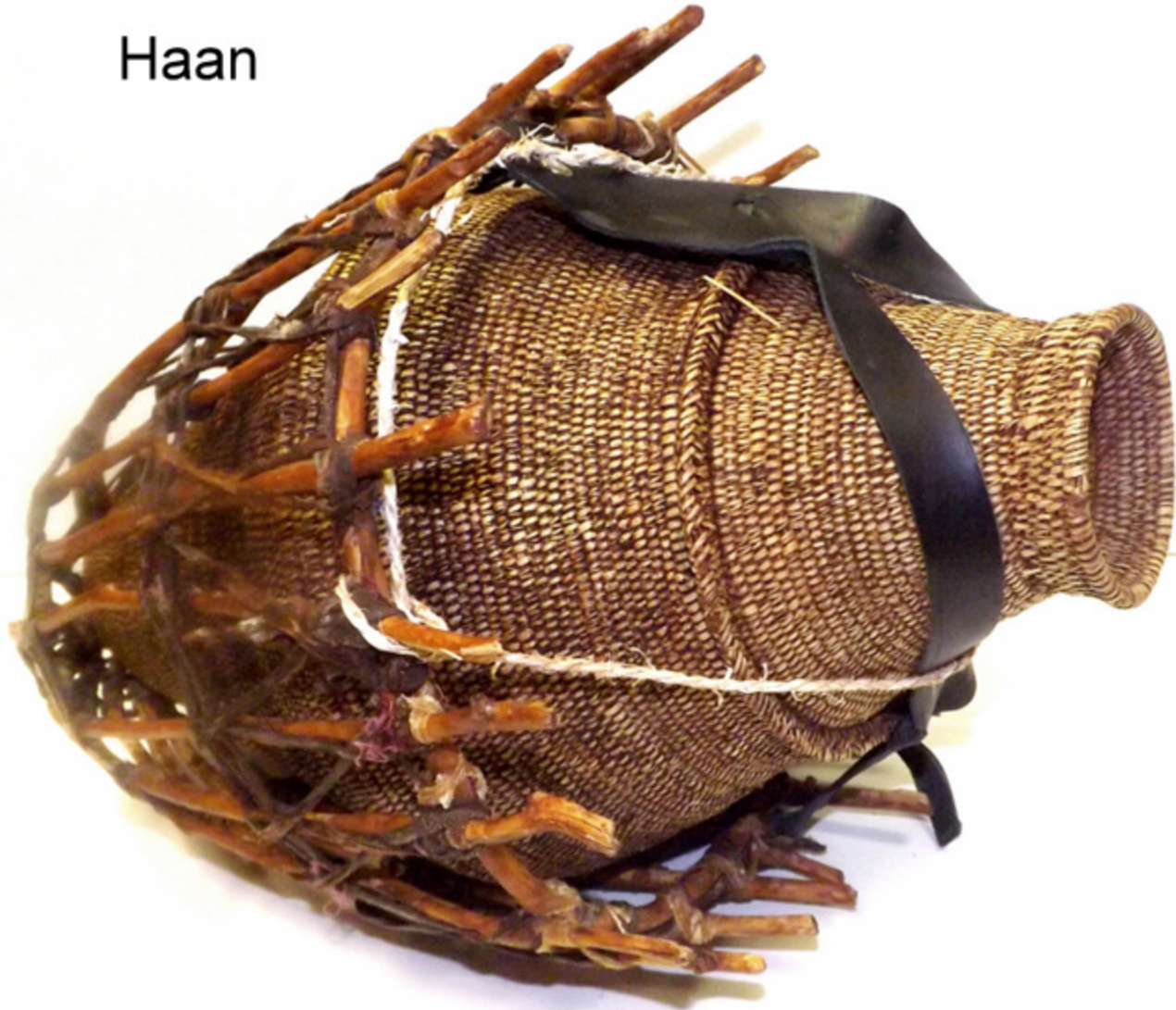


Somali People's History, Culture and the Great Migration to MN

Biirjiko



Haan



Wadaan



Diil Gori ah





dabqaad

Kool



Hadhuub

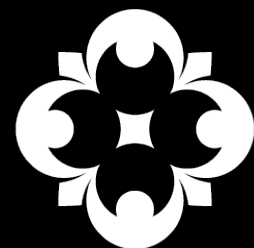


Ma'a-wiis



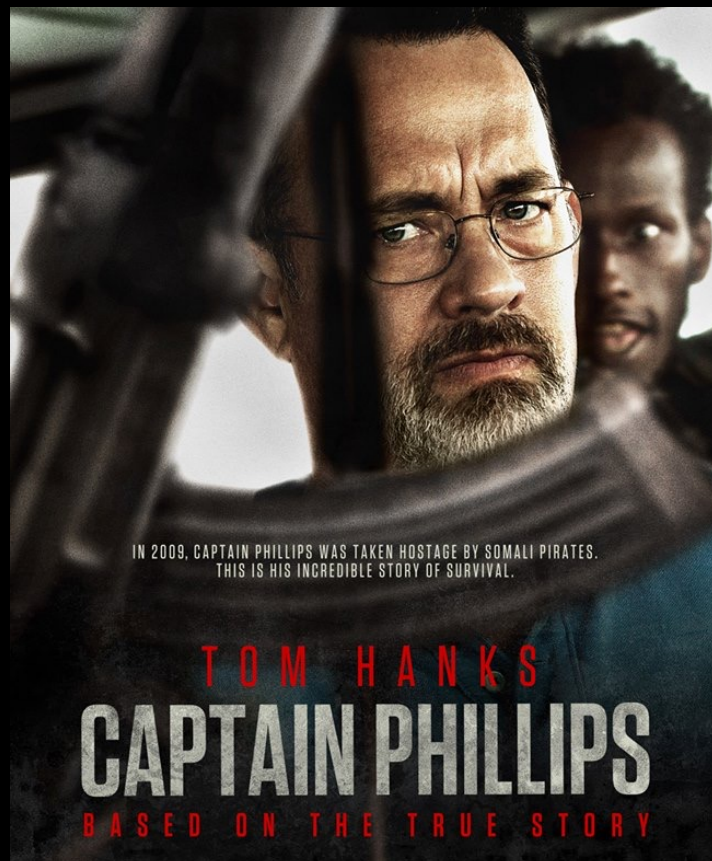


Frankincense



Somali People's History, Culture and the Great Migration to MN





IN 2009, CAPTAIN PHILLIPS WAS TAKEN HOSTAGE BY SOMALI PIRATES.
THIS IS HIS INCREDIBLE STORY OF SURVIVAL.

TOM HANKS
CAPTAIN PHILLIPS
BASED ON THE TRUE STORY

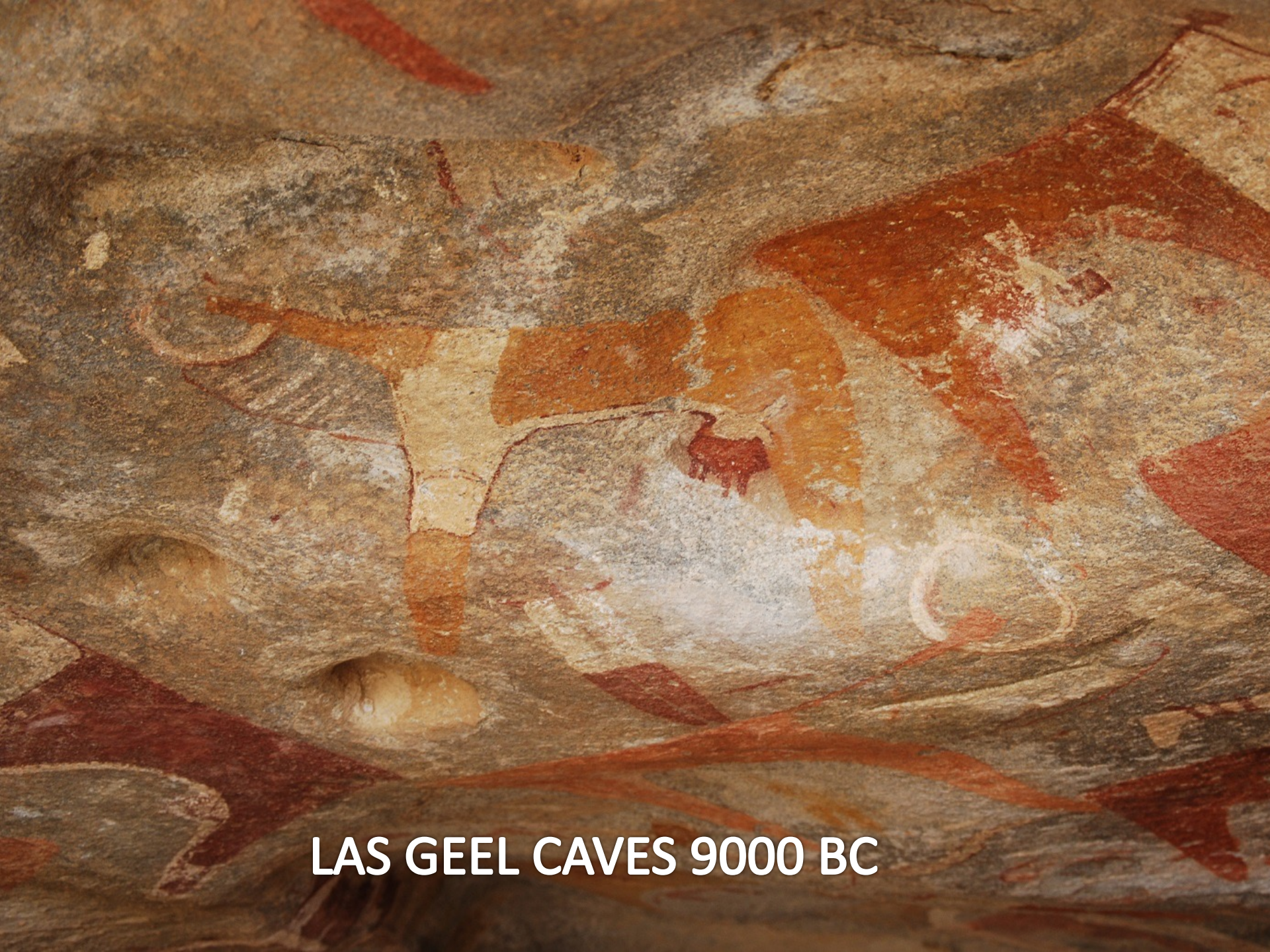


LEAVE NO MAN BEHIND

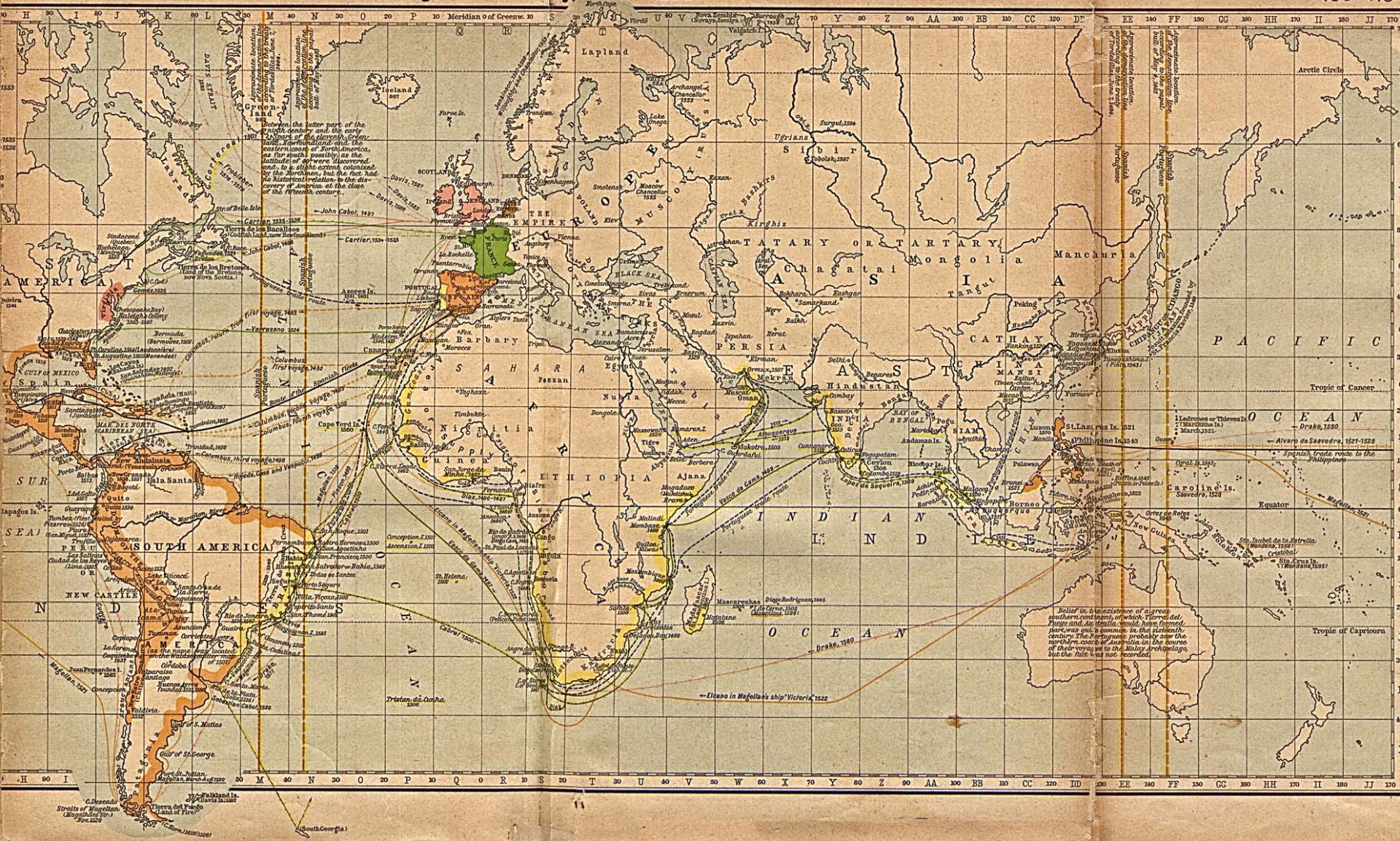
A JERRY BRUCKHEIMER PRODUCTION A ROULEY SCOTT FILM

BLACK HAWK DOWN

REVOLUTION STUDIOS AND JERRY BRUCKHEIMER FILMS PRESENT A ROULEY SCOTT FILM A JERRY BRUCKHEIMER PRODUCTION IN ASSOCIATION WITH SCOTT FREE ENTERTAINMENT STARRING JOSH HARTNETT TRAVIS MILK DUNK

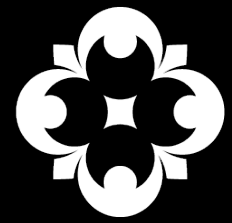


LAS GEEL CAVES 9000 BC



HISTORY

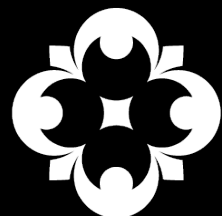
Geographical Advantages World Trade routes





HISTORY

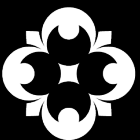
- Somali Geographic Location
- Influence from the Far East





Culture

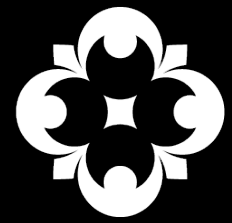
- Somali Geographic Location
- Influence from the Far East
- Food and Clothing

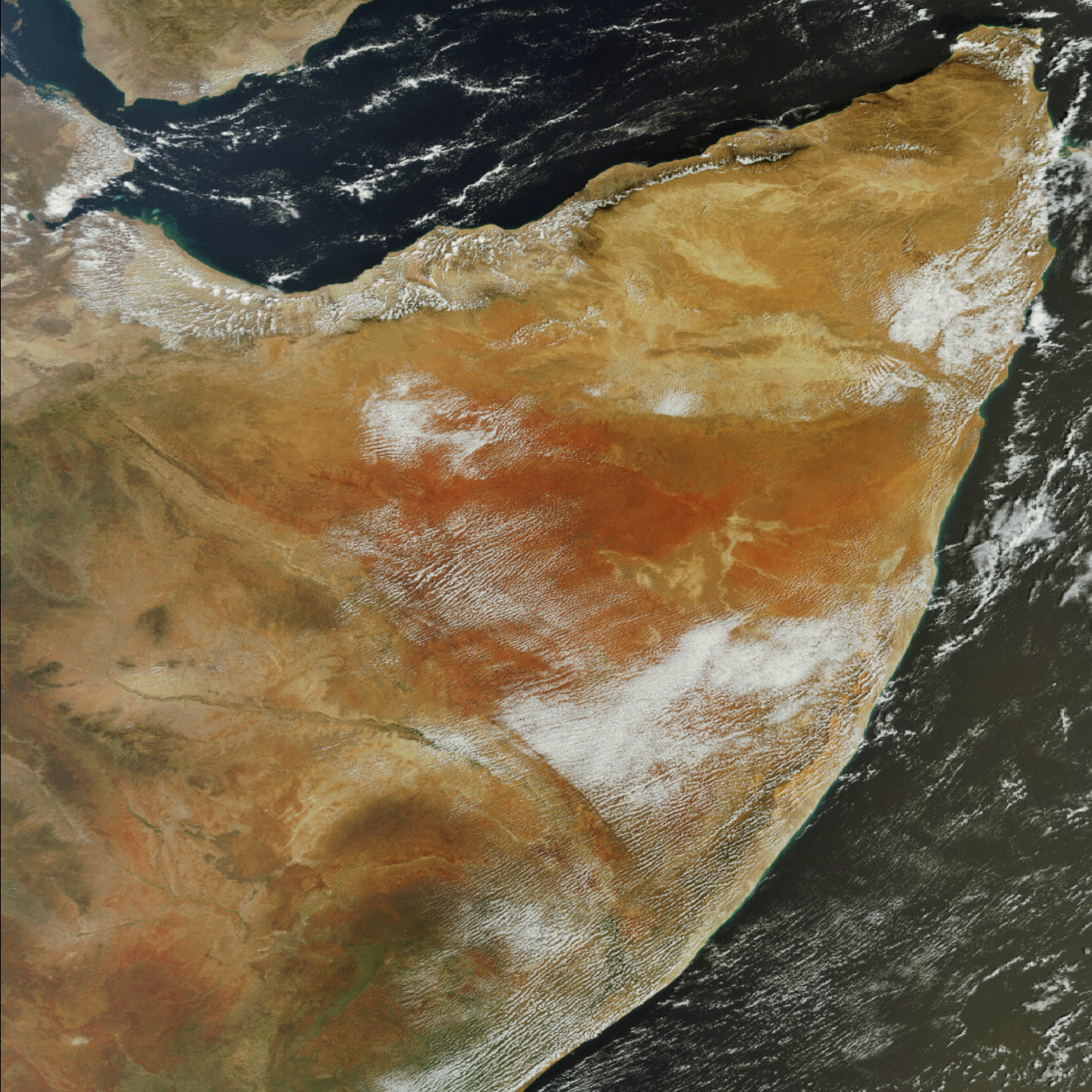




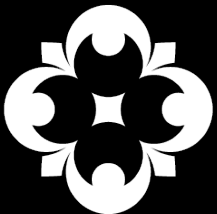
@KulanPost.com

SOMALI FOOD





Geography

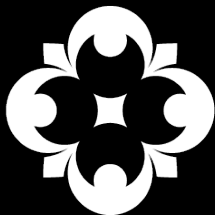






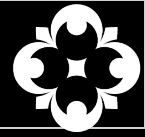
Geography





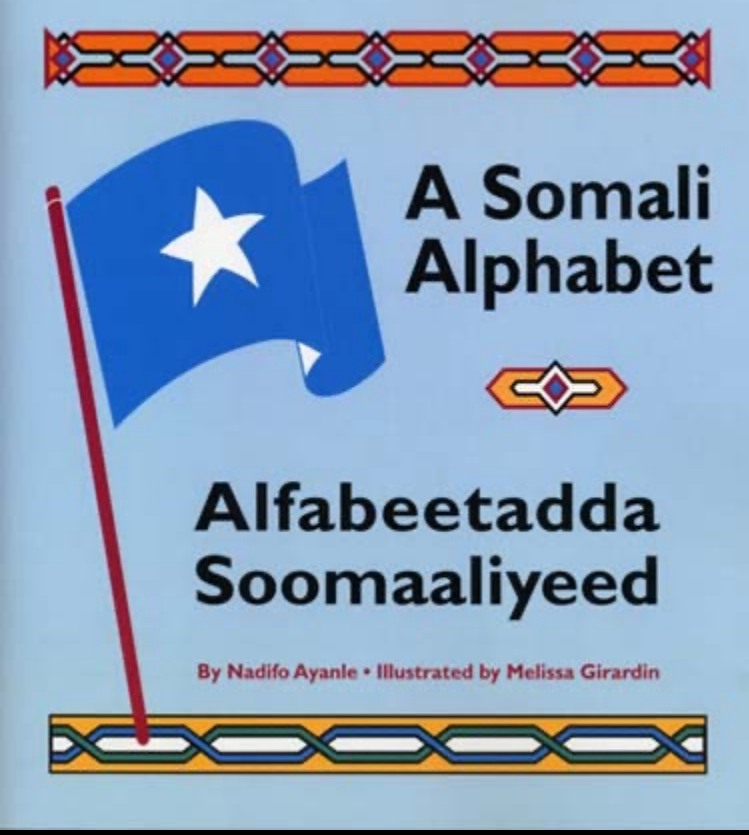


Language



- 1972 adopted Latin orthography
- Spelling Confusion

Somali	English
Letter X	Letter H
Letter C	Letter A'



FAR SOOMAALI	FAR SOOMAALI	FAR SOOMAALI
1) <u>SHIBBANE</u>	2) <u>FURAHA</u>	3) <u>CODADKA</u>
B T J X KH	x . Xiddig	<u>SHAQAL GAABAN:</u>
D R S SH DH	c . Calan	A - a : Arday
C G F Q K L	q . Qaanso	E - e : Ey
M N W H Y	sh . Shimbir	I - i : Ii
b t j x kh	dh . Dhalo	O - o : Orgi
d r s sh dh	kh . Khad	U - u : Ui
c g f q k l		<u>SHAQAL DHEER:</u>
m n w h y		AA - aa : Baal
		EE - ee : Gees
		Ii - ii : Wiil
		OO - oo : Loox
		UU - uu : Suun

Names:

Xali = Hali

Maxamud = Mahamud

Cali Cali = Ali Ali

First name	Middle name father's name	Last name Grandfather's name
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Oral Poetry and Somali Nationalism

The case of Sayyid Maḥammad 'Abdille Hasan

Said S. Samatar



Somali Oral Tradition



Press esc to exit full screen



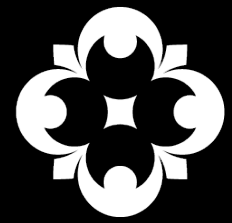
ALJAZEERA

ifg

▶ ⏪ ⏩ 0:00 / 1:17

CC HD

Colonization of Somalia



Independence

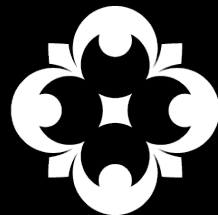
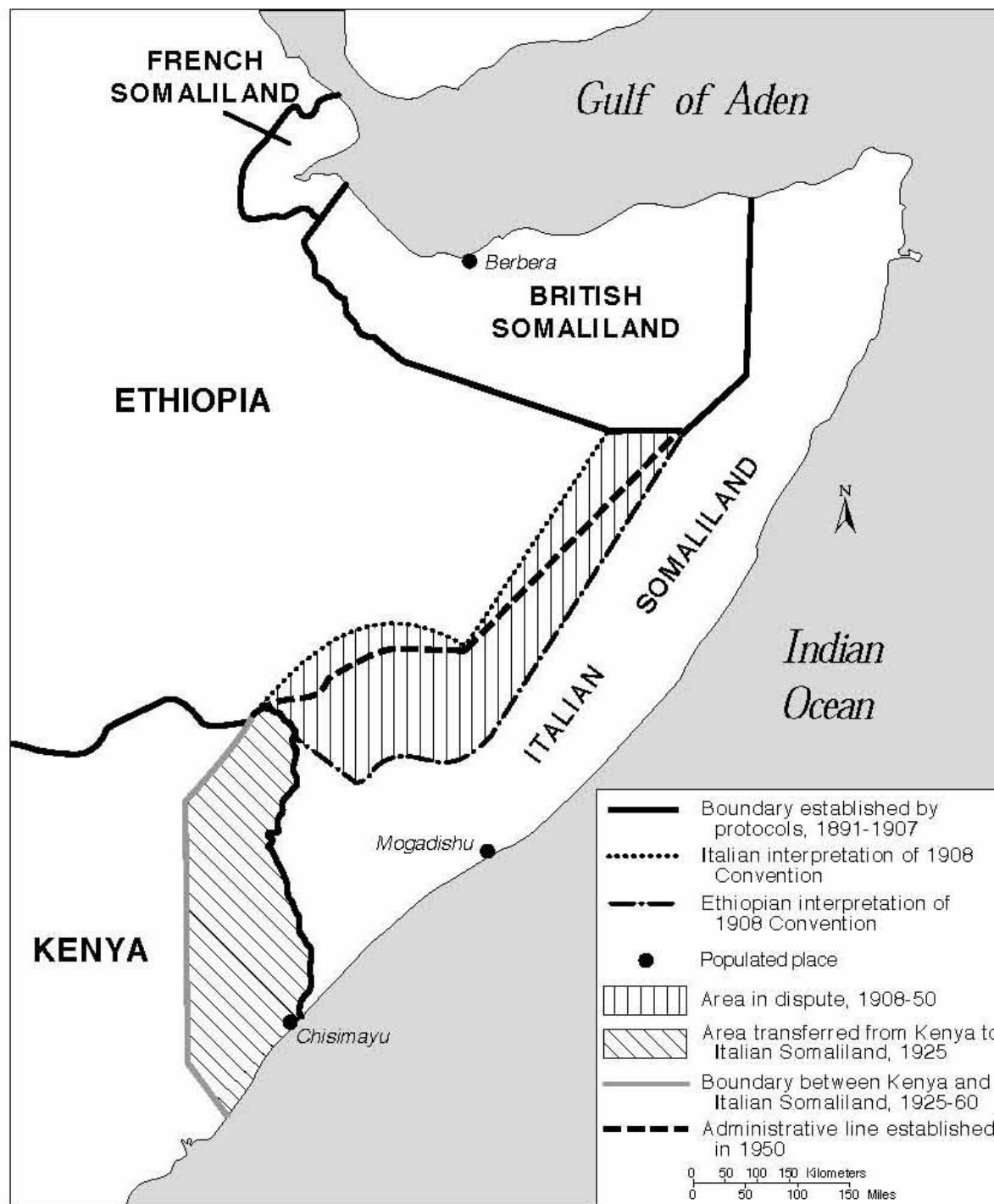
1960

British North

Italian South

French North

West







1000 E
1000

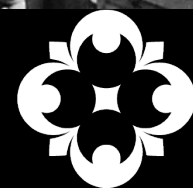
D... - ... beyond

Antenna ...

MAIN STREET

Mogadiscio - Corso Somalia

Mogadishu the capital of Somalia 1960





US Peace Keeping
Mission

“Black Hawk
Down” or
Battle in
Mogadishu

Civil War
1990-20??

Clan based Civil War



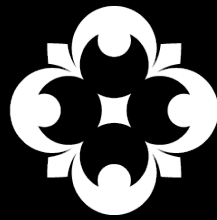


Migration

UN Based Refugee
Camps

- Ethiopia
- Kenya
- Djibouti

Resettlement in the
developing world

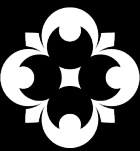




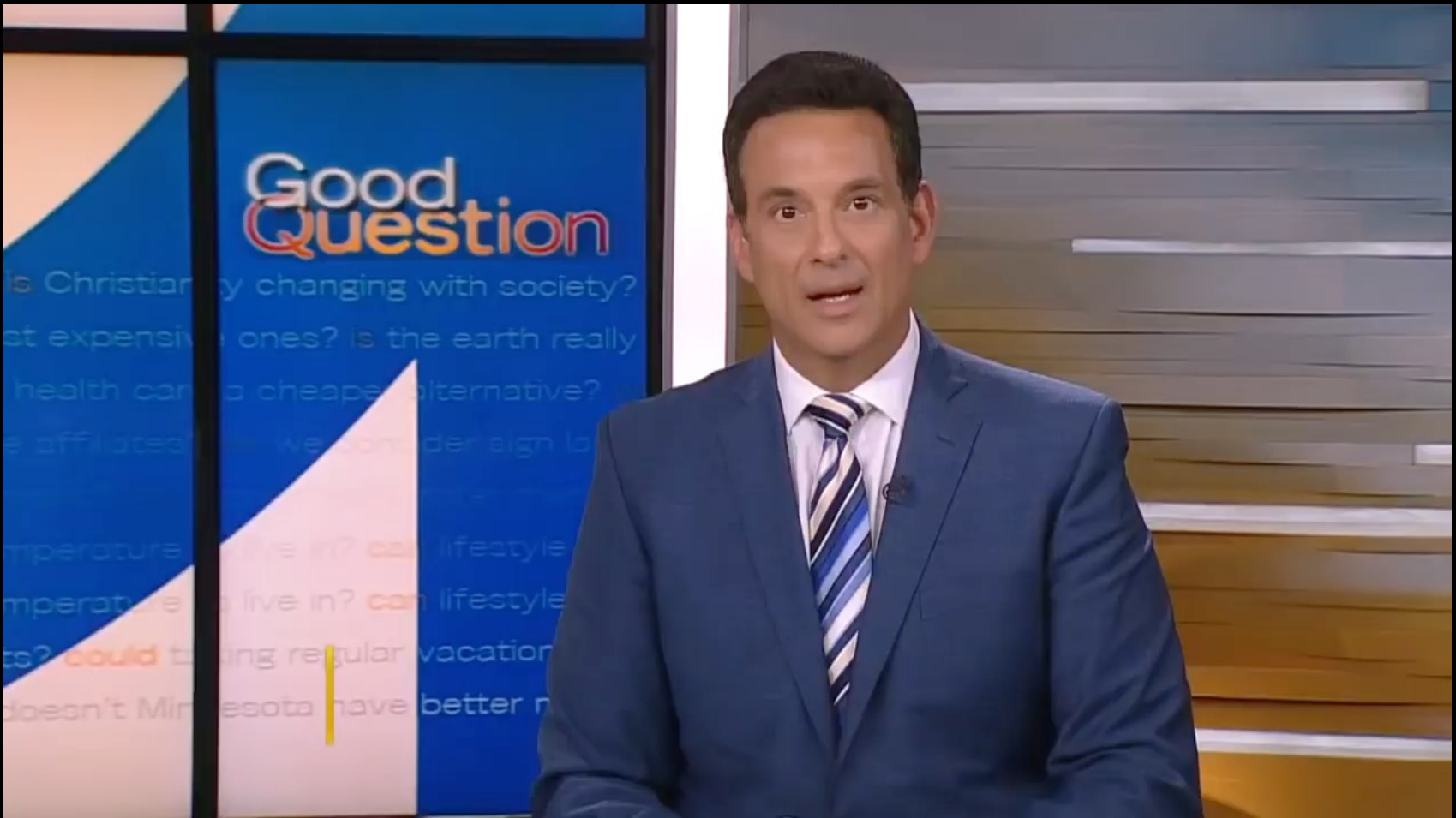
WHY? Minnesota?

- Great State!
- Great Weather!
- 90's Good Welfare
- Low Skilled Jobs
- Nomadic Culture!

http://www.kare11.com/news/news_article.aspx?storyid=1024223



Why? Minnesoota!



Somalis in the US 2008-2012



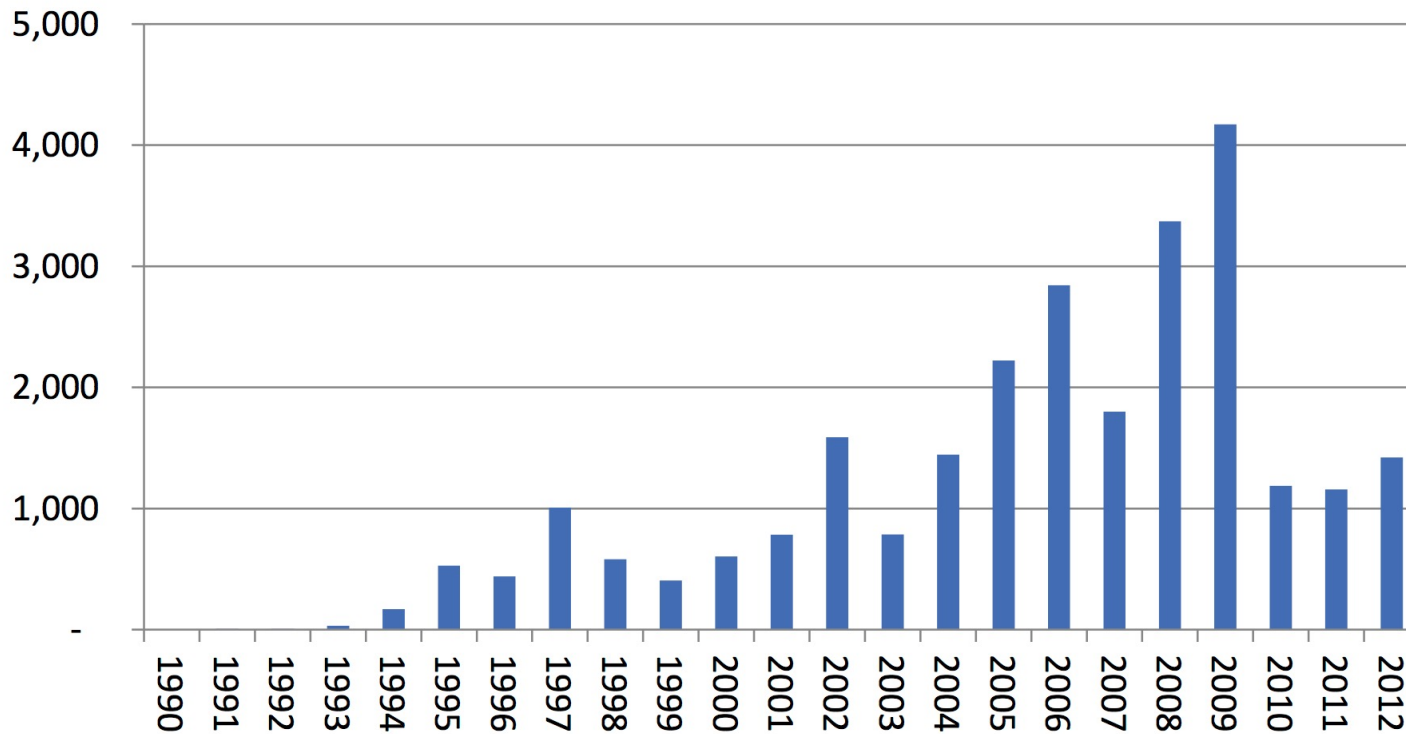


The Economic Status of Minnesotans 2018



A Chartbook with Data
for Minnesota's Largest
Cultural Groups

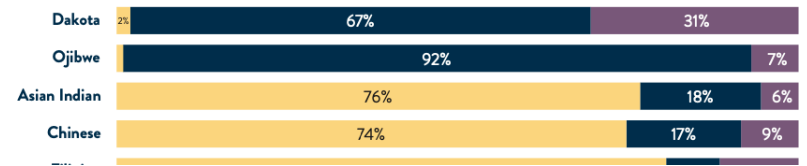
Somali Arrivals in Minnesota 1990-2010



Birthplace

One's birthplace gives clues to the story that follows. Minnesota-born individuals have many shared experiences with each other, having been shaped by Minnesota institutions and communities. Those born in other states may have come to Minnesota to reunite with family, for higher education, or for job prospects. Immigrant populations bring traditions and languages from across the world into their neighborhoods and workplaces, and may also bring insights and connections

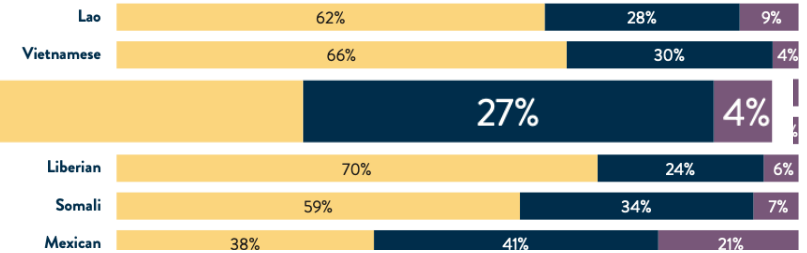
Figure 2a: Minnesota's Cultural Groups, By Birthplace



Somali



Figure 2b: Minnesota's Foreign-Born Population, By Cultural Groups



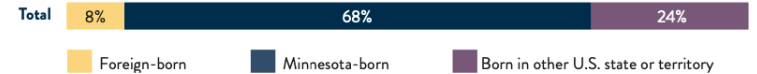
Ethiopian



Foreign-born

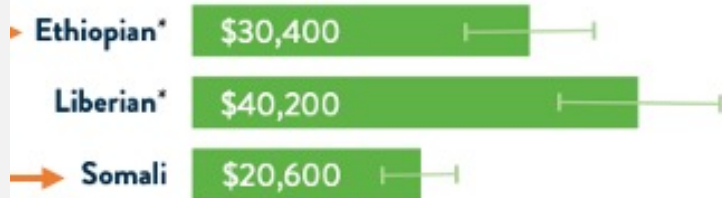
Minnesota-born

Born in other U.S. state or territory



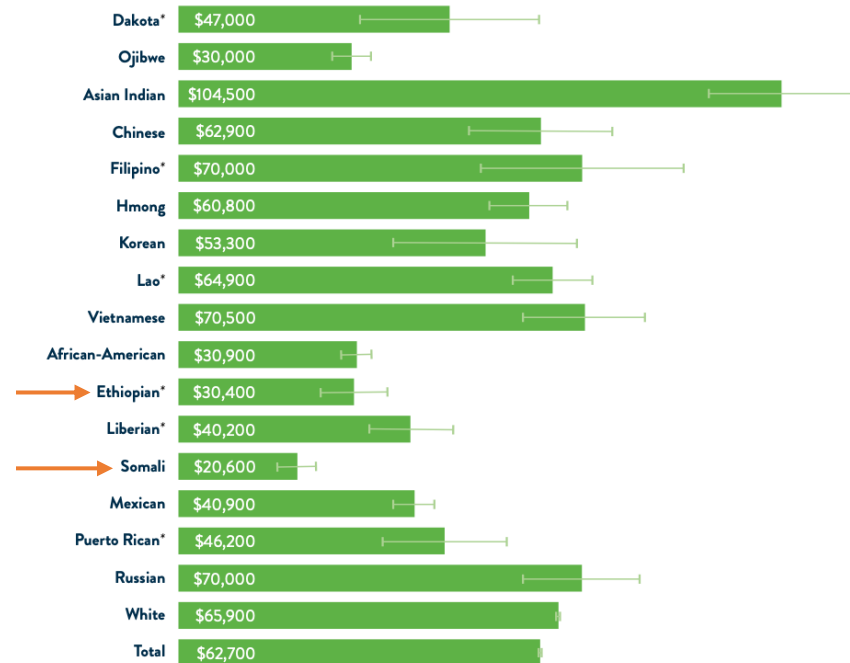
Median Household Income

The median (midpoint) income of households indicates the resources available to the “typical” household of a group. Half of households earn more than the median, while half earn less. Unlike the poverty measure, median household income is not adjusted for household size. Therefore, a higher share of one-earner households will serve to pull the median lower for that group. Additionally, higher incomes will not stretch as far when there are more household members to support on that income. Minnesota’s Somali households have the lowest median income of any cultural group represented here, at about \$21,000, followed by Ojibwe or African-American households (similarly situated at about \$30,000).



*Indicates a value for which there were fewer than 150 survey respondents in the universe, resulting in suppression within the Data Supplement. See Technical Notes for more information about data suppressions.

Figure 17 : Median Household Income (In 2016 Dollars)

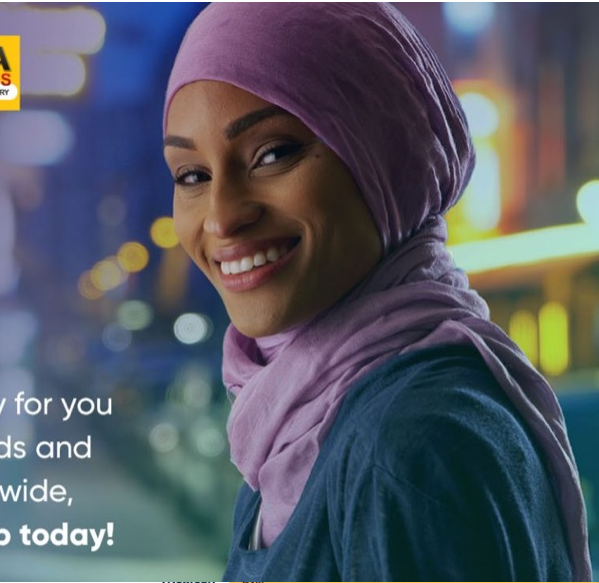


People Living in Poverty and Near Poverty



Send money safely to Somalia!

We've launched in Somalia, so it's easy for you to send money transfers safely to friends and family. Join millions of customers worldwide, **download the latest version of our app today!**



Somali

49%
31%

■ % in Poverty (100% FPL)
■ % Near Poverty (100-199% FPL)

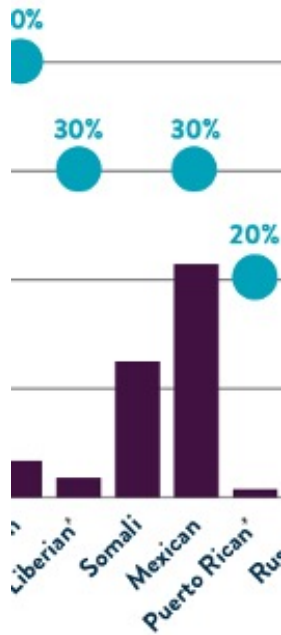
American
Ethiopian
Liberian
Somali
Mexican
Puerto Rican
Russian

American	31%
Puerto Rican	21%
Russian	9%
White	8%
Total	11%
	15%

■ % in Poverty (100% FPL)
■ % Near Poverty (100-199% FPL)

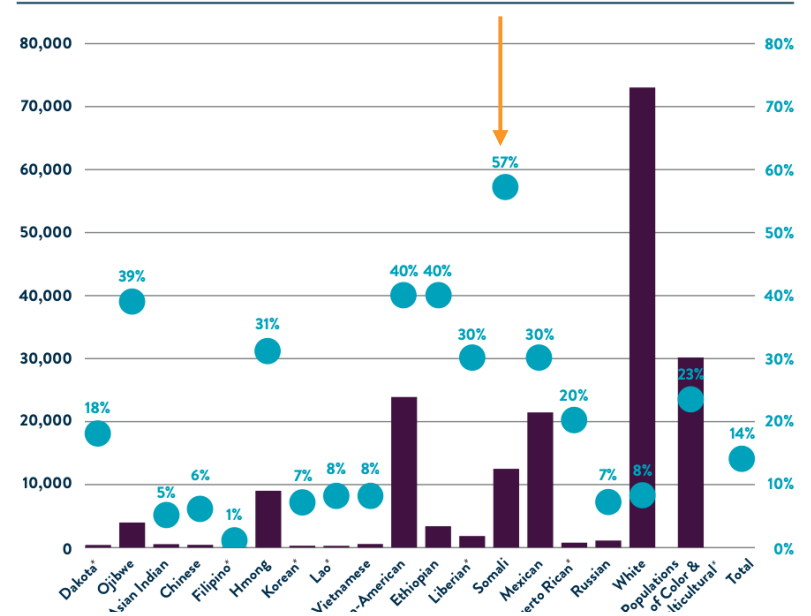
57%

Children Under Age 18 Living in Poverty



Families living in poverty are more likely to experience hunger, homelessness, and poor physical and mental health. Compared to peers in higher-income households, children in poverty are far more likely to struggle in school, and less likely to graduate high school, putting them at risk of economic insecurity as adults. Children in poverty are also more likely to live in neighborhoods with higher levels of crime and violence. The cumulative experience, duration, and impacts of poverty on the lives of Minnesota's children will pay a heavy price for our state in terms of a stronger, better educated workforce.

Figure 19: Number and Percent of Children Under Age 18 Living in Poverty



Percent of Children Under Age 18 Living in Poverty

Number of Children Under Age 18 Living in Poverty

verty

Households by Owners and Renters

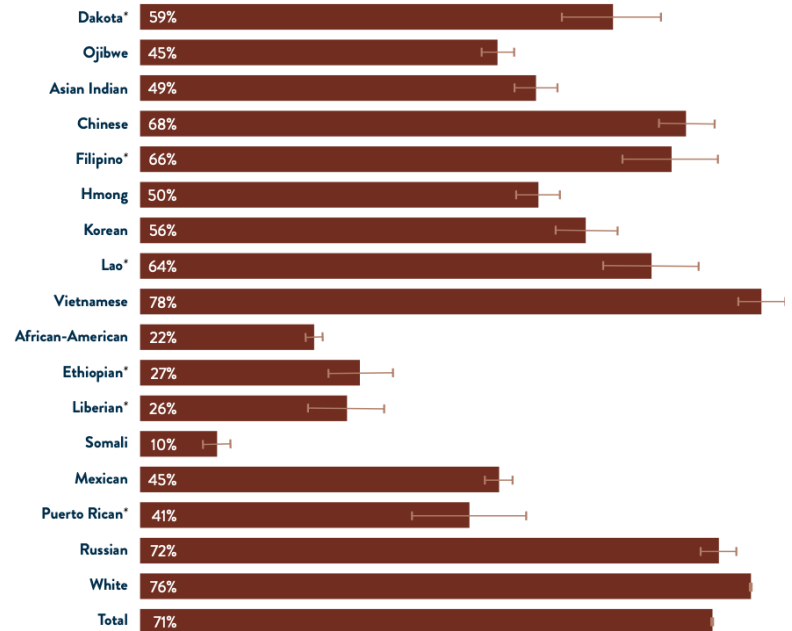
A house is often the largest financial asset held by many households. Householders who rent rather than own have no opportunity to accumulate economic value in their home, while most homeowners will realize advantages in the long-term as their home's value exceeds their investment. Many homeowners also pay a fixed principal and interest payment, while renters are more vulnerable to increases in rental rates at their same home. While income disparities between various groups are well-documented and oft-discussed, the addition of assets (such as owning one's home) to get a total picture of net worth greatly widens the disparities between groups.

Somali

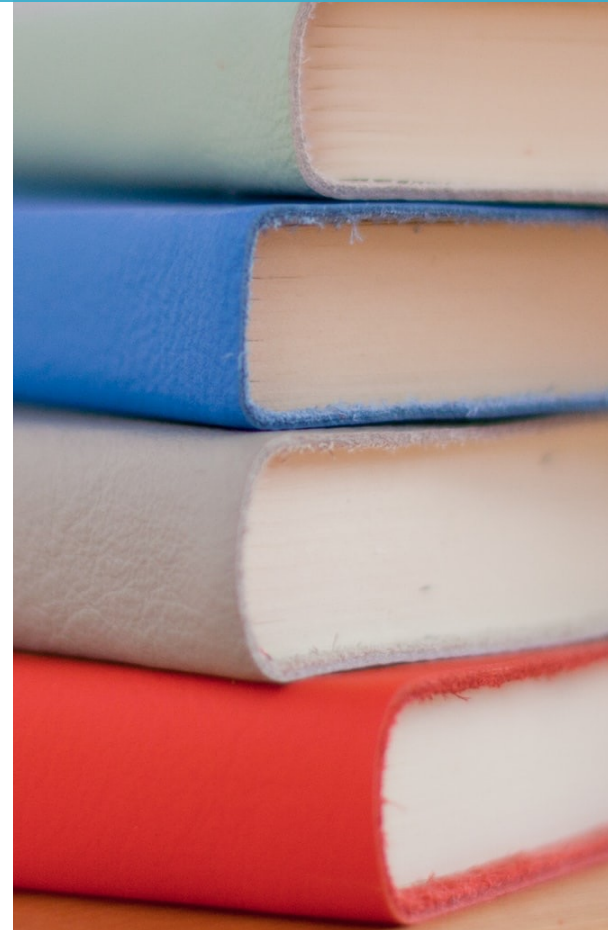


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Figure 21: Share of Householders Who Own Their Home



**EDUCATIONAL ACHIEVEMENT
GAPS ARE OUR COLLECTIVE
PROBLEM.**









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SOMALI STUDENT ACHIEVEMENT IN MINNESOTA

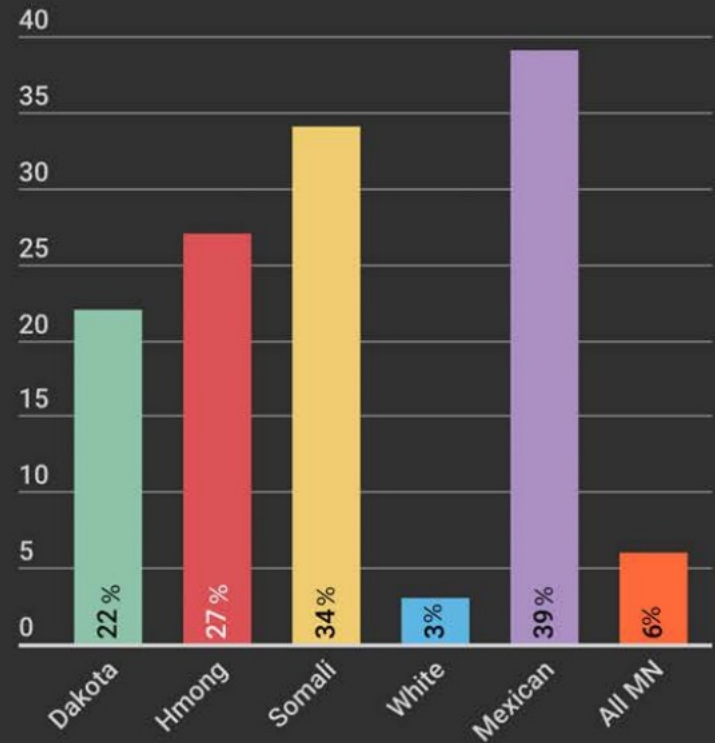
A Report on the Largest East African Community in Minnesota



Minnesota
Education Equity
Partnership

AUGSBURG
UNIVERSITY®

Share Without a High School Diploma/GED, Ages 25-64
Source: MN State Demographic Center. 2016



One out Three Somali families choose Charter

Recommendations to Strengthen Somali Student Achievement:

- (1) Culturally Responsive and Relevant: The curriculum, practices, and school environment must reflect the student body and experience for students to feel powerful in owning their education, especially for SLIFE
- (2) Multiple Literacies Approach: Integrate literacy and native language development at any age to establish a linguistic foundation for English learning and strengthen identity.
- (3) Teachers and Parents Together: Families are interested and willing to engage in their children's education and teachers can develop a strong team with families.
- (4) Diversify Teacher Workforce: Students are more engaged when they see a teacher who looks like them and understands their experience, so barriers must be addressed that prevent more Somalis from pursuing the career.



Islamophobia



An irrational fear, hatred, and hostility toward Islam and Muslims perpetuated by negative stereotypes resulting in bias, discrimination & the marginalization of Muslims from social, political, and civic life.



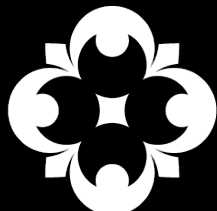
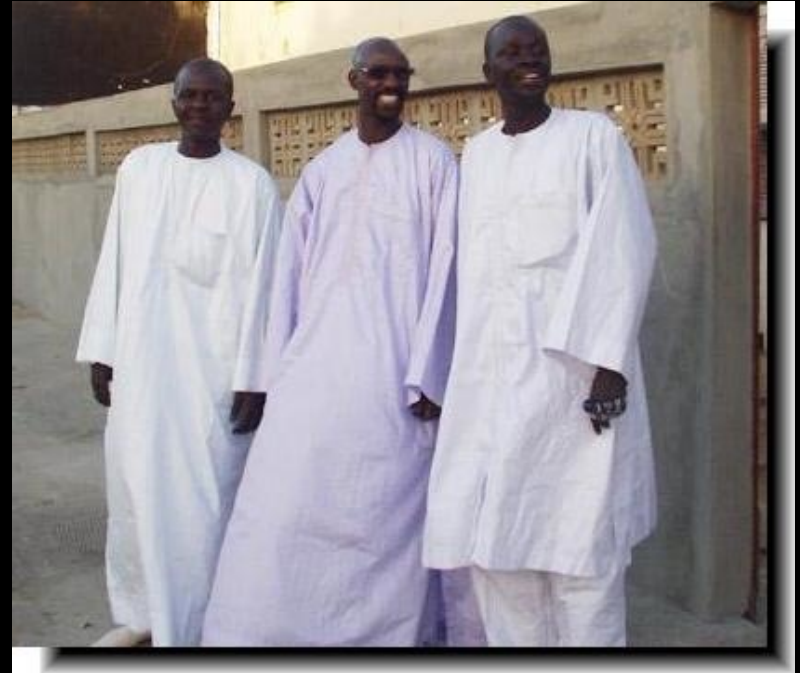


Importance of Teachers



Mental Health Challenges for Somali Refugees

- Depression
- Traumatic Memories
- Insomnia
- Anxiety
- Loneliness/Isolation
- PTSD
- Headaches/Stomachaches

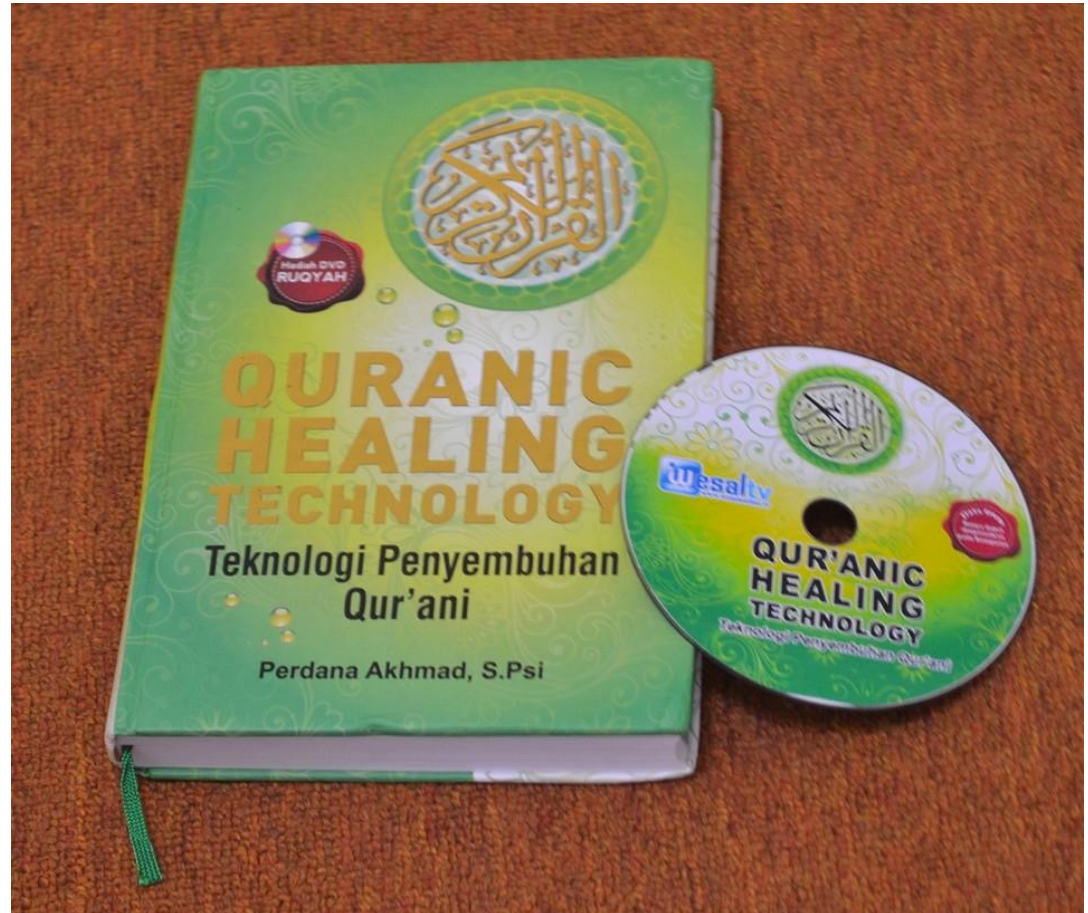


Very little
conception of
mental health
issues, “someone
is either sane or
insane”



Quranic Healing

or other
Medicine Men
are used at
times to treat
Mental Illness

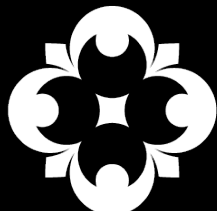
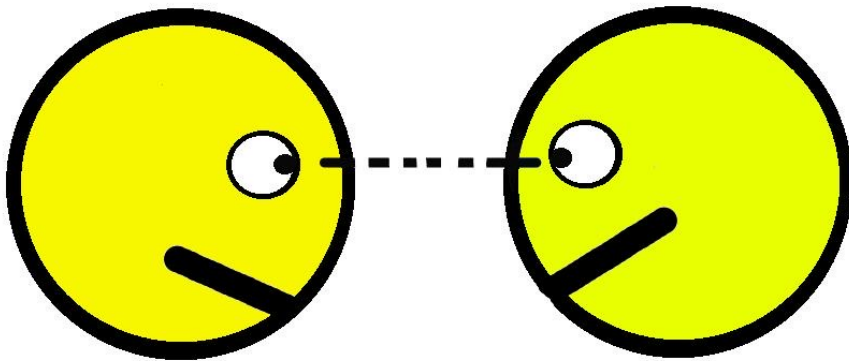


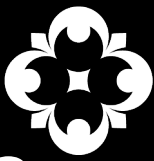
Cross Cultural Gaps



- One finger calling someone vs using your whole hand
- Eye contact
- When can u hug a Somali?

Eye-Contact

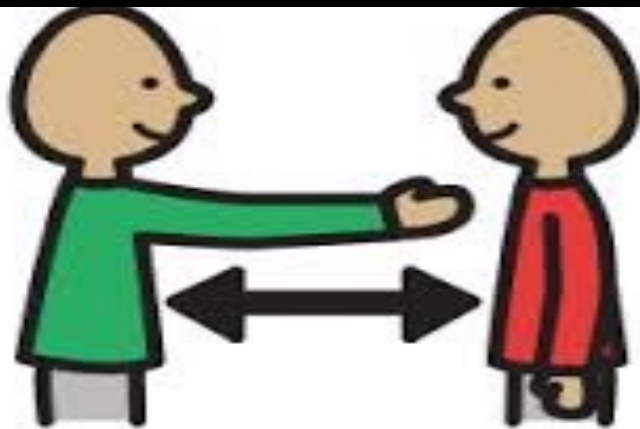




Personal Space



- Gender and Age specific
- Hand Shakes or Hugs
 - Best advice, let them lead.

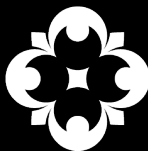
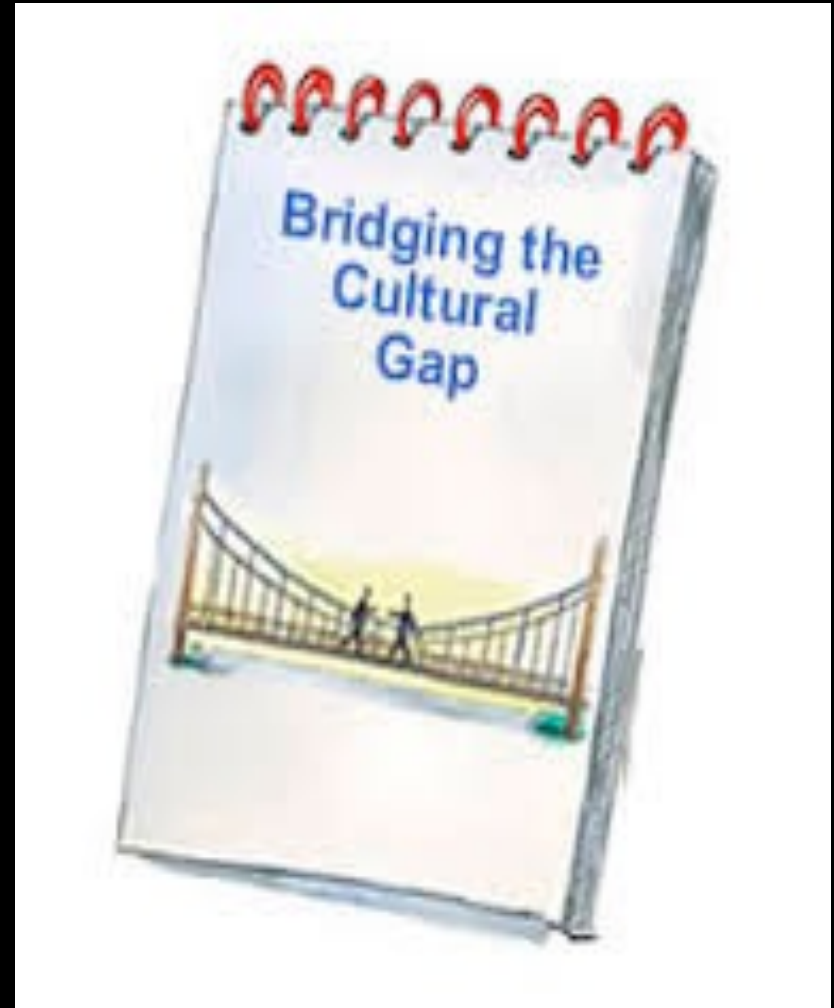


Now I know what to do!



CULTURAL GAPS

- Dogs
- Don't believe in the nodding
- Lack of communication

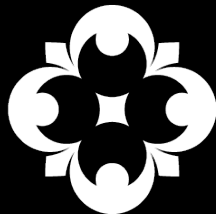




Business

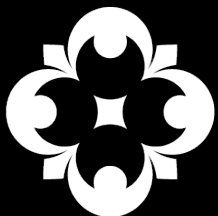
- Taxi Companies
- Malls

**African
Development
Center**
of Minnesota





Somali Malls in the Twin cities



\$244 Million EXPORTS TO AFRICA

\$183 MILLION MN TAXES

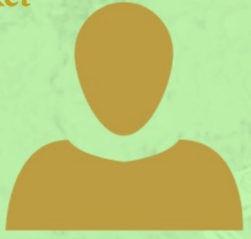


2000+ FIRMS, MN

\$1.6 Billion INCOME

281 Million Ethnic Market

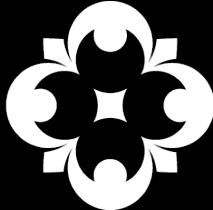
70% VOTED



\$37 BILLION LIFETIME EARNING POTENTIAL OF CURRENT STUDENTS



\$166 Million MN CHARITIES/ AFRICA





SOMALI NOW

- New Government
- Still Challenges





Then & Now

The Home Visit

what to keep in mind

1. Taking Shoes off by the door.
2. May be offered food or drink (often they are icebreakers)





CAIR
MINNESOTA



\$ ADDITIONAL INCOME **INCOME VERIFICATION**

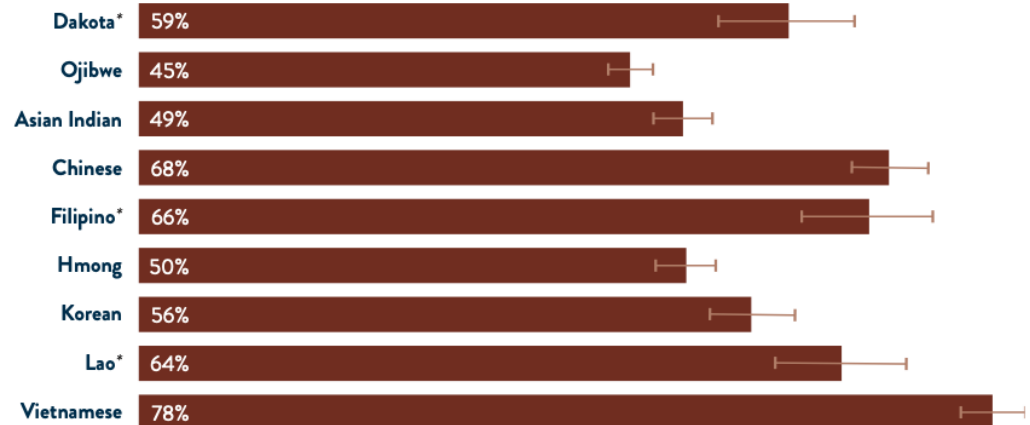
family saving and family fundraising can explain unexpected income or purchase including expensive trips or other unusual purchase



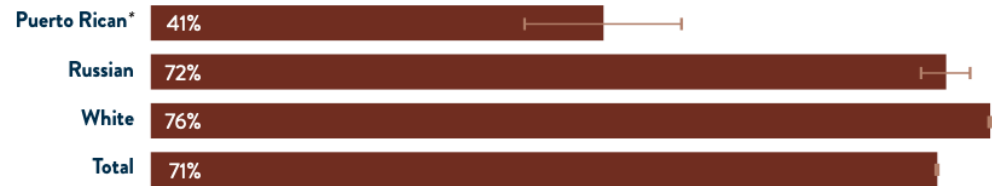
Households by Owners and Renters

A house is often the largest financial asset held by many households. Householders who rent rather than own have no opportunity to accumulate economic value in their home, while most homeowners will realize advantages in the long-term as their home's value exceeds their investment. Many homeowners also pay a fixed principal and interest payment, while renters are more vulnerable to increases in rental rates at their same home. While income disparities between various groups are well-documented and oft-discussed, the addition of assets (such as owning one's home) to get a total picture of net worth greatly widens the disparities between groups.

Figure 21: Share of Householders Who Own Their Home



Somali



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Guidance Residential's Declining Balance Co-Ownership Program Cont.

SHARIA-COMPLIANT

(Declining Balance Co-ownership Program)



The home buyer and Guidance agree to be co-owners in the property



The two parties buy the home, and the ownership in the property is determined by each party's down payment



The home buyer makes monthly payments to Guidance. Part of the payment is a utility fee for full use of the home, and the rest is a payment to increase the buyers ownership in the property.



Over the course of the arrangement, the home buyer purchases all of the Guidance's ownership stake and becomes the sole owner of the property.

CONVENTIONAL MORTGAGE



The home buyer arranges a loan from a bank or mortgage company according to a fixed or floating interest rate.



The home buyer purchases the home



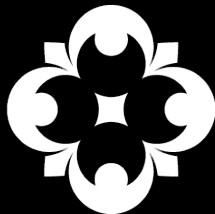
The home buyer makes monthly payments to repay principal and interest on the loan.



Over the course of the loan, the home buyer repays the debt in full.

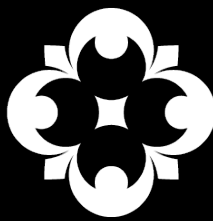
Key Recommendations

1. Trainings and follow up trainings!
2. Build connections with local community organizations. Mosques in your area tend to be a great place to start that relationship. Local leaders perhaps, the local imam.
3. Deeper connection with your clients/employees
4. Hiring Somali Staff (not just interpreters)
 1. *(don't position them to be a replacement for a comprehensive training)*





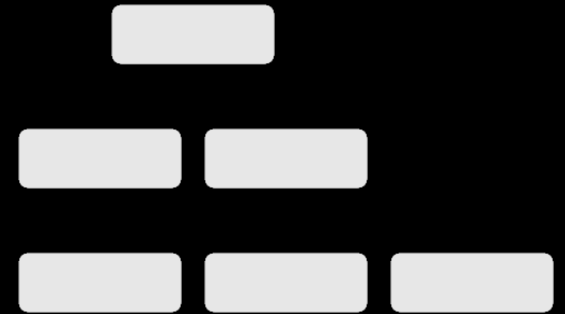
Islam



- Somali's are 99% Muslims
- Understanding Islam and Muslims a key to Understand Somali culture



Explaining the Process



MENTAL



HEALTH

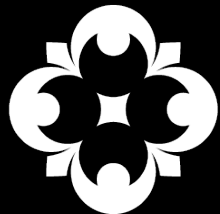
November: 2011

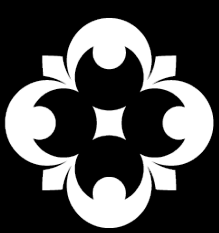


Question & Answers

Suaal & Jawaab

- e-ska waran How are you?
- Fii ana hay Doing good
- Maalin wanaag-san
 - Good day





THANK YOU!



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