



Canadian Council of Muslim Women (CCMW)
Le conseil canadien des femmes musulmanes (CCFM)

PCJ499 Legal and GBV Internship Terms of Reference

Canadian Council of Muslim Women (CCMW)

About the Canadian Council of Muslim Women (CCMW):

The Canadian Council of Muslim Women (CCMW) is a national not-for-profit organization whose overarching mission is to ensure the equality, equity and empowerment of Muslim women. The story of CCMW begins in 1982 when a group of dynamic and devoted Muslim women from across Canada congregated in Winnipeg, Manitoba. Led by the late Dr. Lila Fahlman, these women sought to mobilize their passion for social justice and faith in order to enrich their communities and work towards the common good of Canadian society. For over 35 years, CCMW has proudly advocated on behalf of Canadian Muslims, encouraged civic engagement, empowered communities and promoted inter-cultural and inter-religious understanding.

CCMW initiatives include the [Legal Services Coordination program](#), the [Gender-based Violence Support project](#), the [Muslim Marriage Contract Toolkit](#), [Project Interclusion](#), the the [Digital Anti-Racism Education \(D.A.R.E.\) project](#), and the [Muslim Women Scholars Series](#).

During the past several years, the Canadian Council of Muslim Women (CCMW) has undertaken initiatives to inform Muslim women, the legal profession, community service agencies, policy-makers, and the general public about the differences between Muslim family laws and Canadian family laws and the nuanced barriers Muslim women face in accessing justice.

CCMW published [Muslim and Canadian Family Laws: A Comparative Primer](#) in English and French, as well as a series of booklets in several languages on family law topics to further its public education efforts. CCMW's previous project—[Muslim Women's Family Law and Legal Rights](#) updated these documents and disseminated them via Knowledge Sharing workshops within different cities across Canada for Muslim women, community service providers, the legal profession, and the general public.

In 2003, CCMW took the lead in establishing a coalition against religious arbitration. Composed of over 50 sister organizations, including the National Association of Women and the Law (NAWL), METRAC and the YWCA; the [No Religious Arbitration movement](#) and CCMW's work represented an array of complex issues and events. We were successful in that the Government of Ontario made a decision to disallow the use of religious family laws under the province's Arbitration Act.

CCMW advocates for one set of laws to be applied to all, regardless of faith, ethnicity, race, or culture, under the existing family law legislation. CCMW believes that the use of religious laws through private arbitration to settle family matters, under the Arbitration Act, violates the hard-won equality rights guaranteed under the Canadian Charter of Rights and Freedoms, and has the potential of creating a two-tiered, fractured justice system.

CCMW is compelled to increase access to justice for Canadian Muslim women and simultaneously increase the cultural understanding of individuals and institutions that assist Muslim women in family law counsel and/or gender-based violence.



CCMW's mission is to affirm our identity as Canadian Muslim women and promote an understanding of our lived experiences through community engagement, research, influencing public policy and striving for positive change. CCMW's vision is to maintain equality, equity and empowerment for all Canadian Muslim women. CCMW is composed of a national board that works to further CCMW's objectives at a national level as well as local Chapters made up of members whose passion and hard work advance the vision of CCMW within local communities.

CCMW's values:

- To promote Muslim women's identity in the Canadian context.
- To assist Muslim women to gain an understanding of their rights, responsibilities and roles in Canadian society.
- To promote and encourage understanding and interfaith dialogue between Muslims and other faith communities.
- To contribute to Canadian society the knowledge, life experiences and ideas of Muslim women for the benefit of all.
- To strengthen the bonds of sisterhood among the Muslim communities and among Muslim individuals.
- To stimulate Islamic thinking and action among Muslim women in the Canadian setting.
- To acknowledge and respect the cultural differences among Canadian Muslim women, and to recognize and develop our common cultural heritage.
- To promote a better understanding of Islam and the Islamic way of life in the North American setting.
- To represent Canadian Muslim women at national and international forums.

To encourage the organization and coordination of Muslim women's organizations across Canada. Yet most importantly, reflecting the principles and spirit of the Canadian Charter of Rights and Freedoms, the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Declaration on the Elimination of Violence against Women, the Convention on the Elimination of All Forms of Racial Discrimination, and the International Convention on the Elimination of All Forms of Racial Discrimination.

CCMW is guided by the following principles:

- We are guided by the Quranic message of God's mercy and justice, of the equality of all persons, and that each person is directly answerable to God.
- We value a pluralistic society, and foster the goal of strength and diversity within a unifying vision and the values of Canada.
- Our identity of being Muslim women and of diverse ethnicity and race is integral to being Canadian.
- As Canadians, we abide by the Charter of Rights and Freedoms and the law of Canada.
- We believe in the universality of human rights, which means equality and social justice, with no restrictions or discrimination based on gender or race.
- We are vigilant in safeguarding and enhancing our identity and our rights to make informed choices amongst a variety of options.
- We acknowledge that CCMW is one voice amongst many who speak on behalf of Muslim women, and that there are others who may represent differing perspectives.
- We aim to be actively inclusive and accepting of diversity among ourselves, as Muslim women.



Role or Position Objective: Legal and GBV Intern

CCMW is seeking 3 bright, passionate, self-starters for a 3-month internship from January 9, 2023 – April 6, 2023. Working closely under the guidance of the National Legal Services Coordinator, the interns will gain valuable experience in research, data management, program delivery, as well as monitoring and assessing evaluation indicators. In addition, the interns will provide vital support to victims of gender-based violence and Muslim women in need of legal counsel. This is an excellent opportunity to gain a wealth of practical experience, a deeper understanding of programming and communications activities for non-profit organizations in Canada, and to contribute to supporting Canadian Muslim women facing legal barriers and/or gender-based violence.

During the period of employment, the Legal and GBV Interns will work closely with CCMW National's executive team, board of directors, chapter members, and partner organizations. Interns will be supervised by the National Legal Services Coordinator, an experienced member of our team. The ideal candidates will have a strong interest in access to justice, combating gender-based violence, and in the advancement of equality, equity and empowerment of Canadian Muslim women.

In this role, the Legal and GBV Intern will:

- Participate in weekly Zoom meetings with the National Legal Services Coordinator
- Expand a nationwide Legal and GBV roster of service providers, community organizations, legal services, religious authorities, and resources
- Build partnerships and awareness among relevant organizations and services providers to further CCMW's objectives in both legal services coordination and in supporting survivors of gender-based violence
- Participate in the collection and analysis of quantitative and qualitative information
- Relate analysis to socio-economic outcomes such as gender equity, women's empowerment, and access to justice
- Produce content for social media, website, newsletters, and workshops
- Liaison with the National Legal Services Coordinator and the CCMW National team to support regular monitoring and reporting

Supervision: This position is supervised by Sabrine Azraq, National Legal Services Coordinator at CCMW. A work plan and a list of deliverables will be developed at the commencement of the internship and interns will report back on their progress to the National Legal Services Coordinator on a weekly basis.

Duration: 8 hours per week for 12 weeks, January 9 2023 – April 6, 2023

Location: This is a remote position.

Skills and Qualifications:

- Strong knowledge of/interest in gender-based violence research, critical race theory, strategic communications, and commitment to access to justice



- Excellent oral and written communication skills, including proper grammar, sentence structure and spelling
- Proven ability to produce quality research and disseminate the findings
- Willingness to be proactive, problem-solve and take on new challenges
- Exceptional organizational skills
- Passionate self-starter
- Experience with Google Docs, Sheets, and Slides
- Ability to work in English (Arabic, Pushto, Farsi, French, Somali, Urdu, and/or Bangla are assets)

Internship Deliverables:

Program Development and Delivery (40%)

- Expand a nationwide Legal and GBV roster of service providers, community organizations, legal services, religious authorities, and resources
- Build partnerships and awareness among relevant organizations and services providers to further CCMW's objects in both legal services coordination and in supporting survivors of gender-based violence
- Participate in the collection and analysis of quantitative and qualitative information
- Relate analysis to socio-economic outcomes such as gender equity, women's empowerment, and access to justice
- Produce content for social media, website, newsletters, and workshops
- Collect data to analyze and translate into actionable insights
- Program Monitoring and Evaluation
- Conduct research, program evaluation and track key performance indicators
- Make recommendations for changes and improvements to program delivery and measurement tracking

Final Research Project: 30%

- The Legal and GBV Interns will produce a final and comprehensive report on the outcome of both the Legal Services Coordination program and the gender-based violence program. This report will be inclusive of a comprehensive and national Legal and GBV roster that will be used to support CCMW clients in need of legal counsel and/or GBV supports. This final project will help advance CCMW's strategic goals and mission to support Canadian Muslim women facing gender-based violence and/or a lack of access to justice.

Publications: 20%

- The intern will produce at least two (2) high quality blog posts to publish on CCMW's website and socials and will contribute to our social media campaigns.

Outreach (5%)

- Support development of infographics, posters, workshops, and other documents as needed.



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Reflective Essay (5%)

- A short essay (500-1000 words) in which you describe the internship experience and reflect on its applicability to the PCJ academic program **(to be graded by the PCJ Program)**.

How to Apply:

- Please email your resume, and a brief cover letter indicating your alignment with the role to Sabrine Azraq at legalservices@ccmw.com, with the subject line [Legal and GBV Internship Application]. **Please copy pcj.program@utoronto.ca on your application.**
- Applications will be accepted until 11:59pm on November 25, 2022. A total of three positions are available for this opportunity.
- **Note:** PCJ interns will be enrolled in PCJ499H1S and receive 0.5 FCE academic credit upon successful completion of the internship.