



MUSLIM AMERICANS IN
PUBLIC SERVICE (MAPS)



2022

ANNUAL REPORT

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A WORD FROM MAPS' 2022 EXECUTIVE TEAM

If 2021 was the year Muslim Americans in Public Service (MAPS) was the born, 2022 was the year MAPS learned to walk. This year's successes are many. Among these, we count our many career panels, hundreds of hours of free professional development services, in-person networking events, partner collaborations on policy issues affecting Muslim Americans, rapid expansion of MAPS across the United States and much, much more.

Our biggest success however, is the trust we are gaining from members of our community. We remain committed to the development and growth of all Muslim Americans and we are so honored by the love, trust, and sincerity of everyone we have worked with this year. We hope that this report highlights a few of those efforts and previews what we hope 2023 will bring.

We hope to see you with us this year. After all, 2023 will be the year MAPS *flies*.

Sincerely,

Your 2022 MAPS Executive Board



MUSLIM AMERICANS IN PUBLIC SERVICE

Muslims have been part of America's story since our Nation's founding. From enslaved African Muslims who laid the foundations of Muslim America over four hundred years ago, to Black Muslims who pushed Islam into the mainstream, to more recent expatriates, immigrants and refugees coming from all corners of the world, Muslims are a reflection of America's diversity. Muslim American communities bring a wide range of lived experiences and traditions that have strengthened the rich fabric of this country.

Responding to the growing need of bringing together Muslims across all areas of public service, Muslim Americans in Public Service (MAPS) hopes to serve as an umbrella network of this robust, growing community of public servants and their organizations. Our initiative honors, supports, and magnifies their worthy contributions, and aims to nurture and advance the leaders of tomorrow.

MISSION

- We build community across government & civil society.
- We unlock potential by supporting conducive workplaces & professional growth.
- We cultivate the next generation of American Muslim public servants.

VISION

Our vision is to support the career, workplace, and community development of Muslim American public servants and serve as a catalyst, resource, and force multiplier for the associations that represent and support them. MAPS aims to expand and harness the rich, collective contributions of Muslim Americans across public service sectors to build a more just and equitable United States

MAPS 2022

EXECUTIVE TEAM

MAPS owes its success to so many individuals. Some of the individuals below may have moved onto other roles but each played an integral part in our 2022 efforts.



Ahmad Maaty
Chair



Raheel Abubakar
General Secretary



Nadia Hassan
Vice Chair



Hassan Sheikh
Outreach Director



Asad Nawaz
Professional
Development
Director



Alisha Rajan
Policy
Director



Tamim Chowdhury
Program
Director



Mariam Ali
Communications
Director

BOARD MEMBERS AT-LARGE

MAPS owes its success to so many individuals. Some of the individuals below may have moved onto other roles but each played an integral part in our 2022 efforts.



Dr. Leila Hanafi



**David
Hunsicker**



Nasra Ismail



**Dr. Nader
Metwalli**



Maryum Saiffee



Muqaddas Ejaz



Rubina Halwani

DEPUTY DIRECTORS

MAPS executive team would be nothing without the support of their deputy directors and we take this moment to acknowledge and honor them!



Natasha Syed
Outreach



Sidrah Mirza
Professional
Development



Ruhan Syed
Communications



Shafaq Khan
Policy

2022: A YEAR IN REVIEW



MUSLIM AMERICANS
IN PUBLIC SERVICE

A YEAR IN REVIEW

One of the most difficult aspects of managing an organization such as MAPS is taking the time to acknowledge, record, and communicate your team's success and growth.

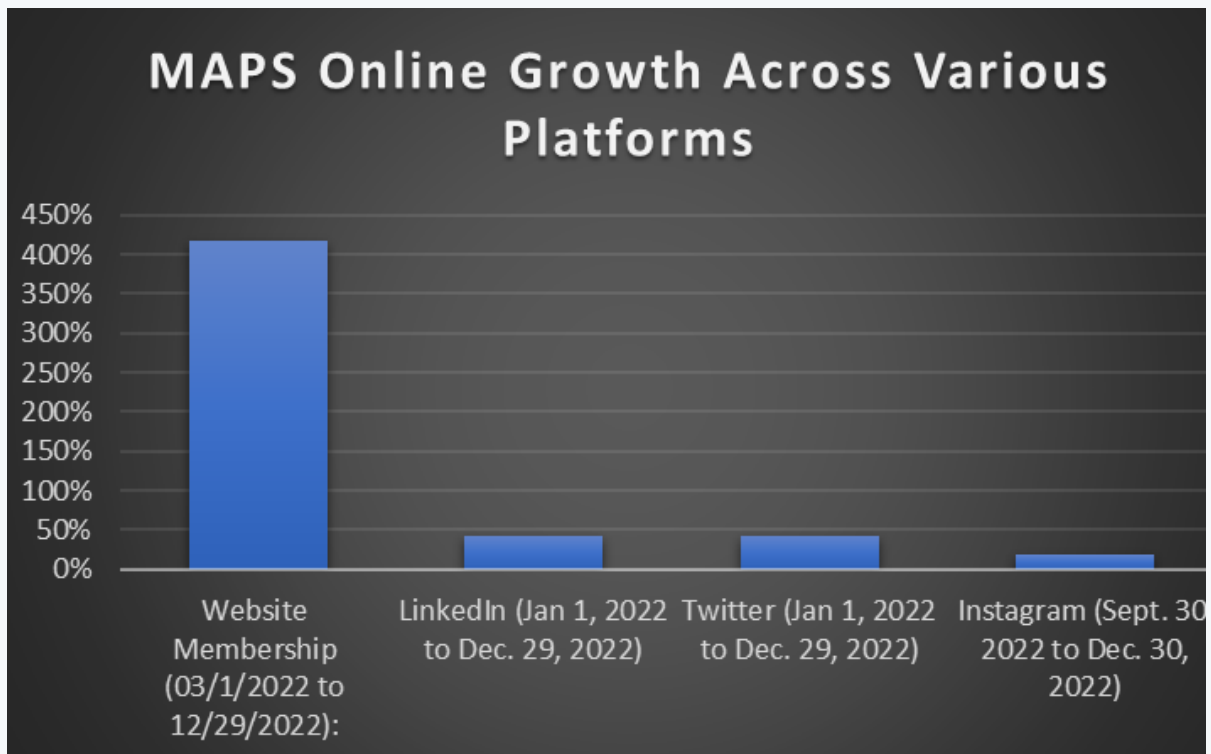
MAPS is a fully volunteer driven organization. All members of our team are extremely busy in their careers, education, or in other philanthropic endeavors. As such, a *lot* of the work that goes into MAPS goes uncaptured.

Lost are the flurries of e-mails sent back and forth after work hours. Lost are the late night strategy meetings wherein we operationalize our objectives. Lost is the record of the time we have spent on MAPS Initiatives while many of us have juggled severe personal or professional hardships.

But outside of our utilization of our time, so much of our *success* goes unmeasured. We cannot count the times our community has rallied together to assist with network building, setting up events, drafting materials for the professional development of others, or assist with phone calls. We cannot measure how much *Barakah* Allah has showed us every time a member of our community succeeds in a way they never thought possible. We cannot capture how joyful or lucky we feel knowing that we have the opportunity to create something beautiful that will outlast our efforts *Inshallah*.

What you will find on the next pages are a series of values that document our growth, some of the impact we've had on our community, and where we are hoping the future will bring us. As you read through our materials, please remember that each success we have had has been communal together. These represent the success that can come when we dedicate ourselves to the betterment of others. These values are organized in broad categories and where needed, we have provided an explanation to how we arrived at them. Please note that as with any of these calculations, there is a slight degree of variability that will be present but that we have done our best faith effort in capturing and representing the data we have.

MEMBERSHIP GROWTH



MAPS both began its foray in establishing itself across various social media platforms and expanding its presence on others. We have invested heavily into the development of our website (www.mapsnational.org) where we catalog our programs, opportunities, successes, and resources for Muslim Americans seeking public sector fulfillment. Our following on LinkedIn remains our primary platform with over 3,600 followers as of the end of 2022. While our gains across our other platforms have been modest, each of these percentages constitute a significant increase in the absolute number of followers we have gained.

MAPS 2022 EVENTS

Name	Virtual	Live	Date
Pathways to the Judiciary	X		01/14/2022
Responding to the Afghan Humanitarian Crisis	X		03/10/2022
Climbing the Federal Ladder: A Conversation with Muslim Leaders in the Senior Executive Service (SES)	X		03/10/2022
MAPS National Iftar		X	04/14/2022
The Political Appointee Process	X		05/12/2022
Pathways to Public Service	X		05/28/2022
MAPS New York & MPAC Eid Networking Event		X	06/29/2022
MAPS National & MPAC Eid Networking Event		X	07/06/2022

MAPS 2022 EVENTS

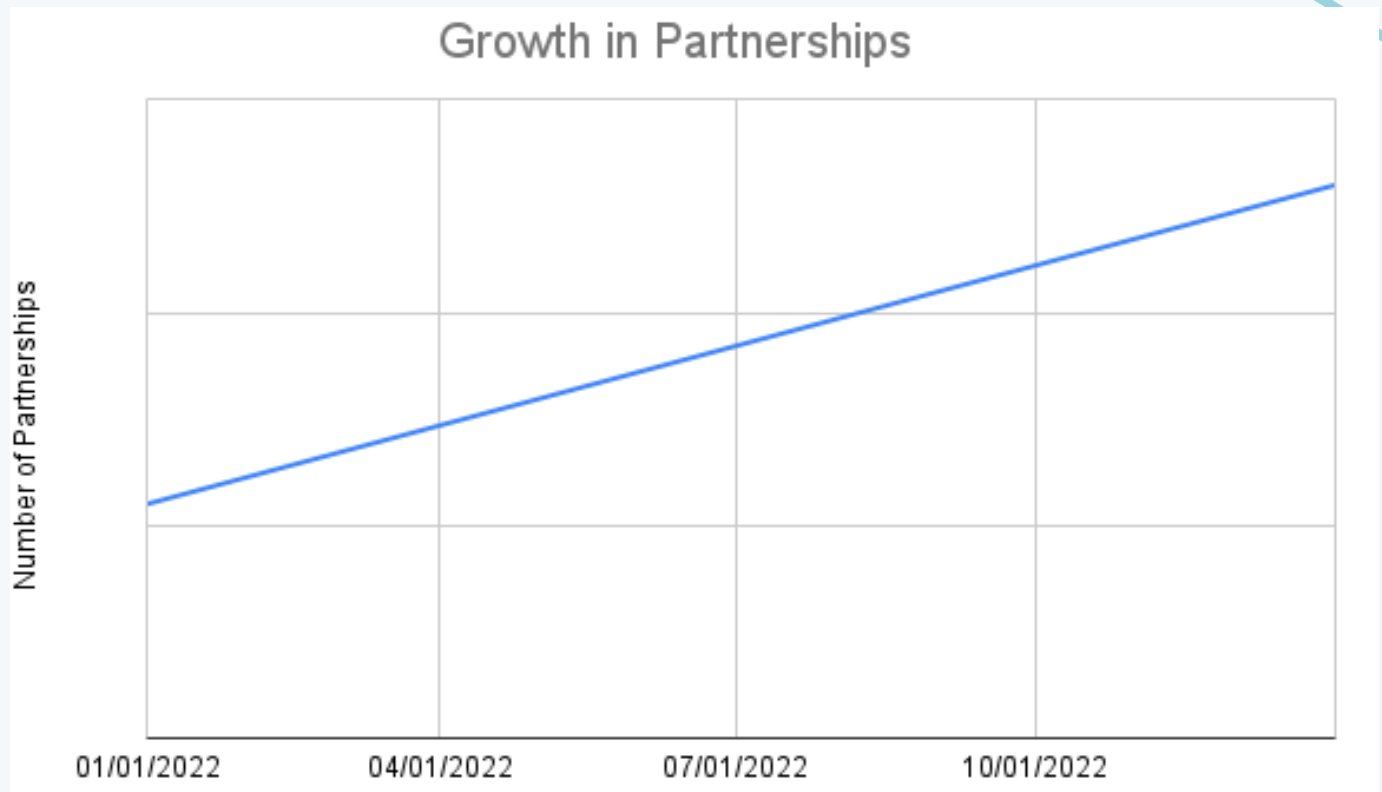
Name	Virtual	Live	Date
MAPS National Annual Fall Meeting	X		11/03/2022
Muslim Americans in Uniform	X		11/10/2022
Muslim Lawyers in Government Service		X	11/12/2022
Public Service Pathways: Public Health	X		11/19/2022
New Member Orientation	X		12/07/2022
Disability & Equity in Public Service	X		12/08/2022
MAPS Winter Networking Event		X	12/15/2022

MAPS 2022 EVENTS

Fostering a community of Muslim Americans who do public service work requires an inclusive and expansive suit of programming. Our efforts are multiple: We want to inspire Muslim Americans toward public service; we want to normalize the concept of the Muslim American in Public Service; we want to demonstrate the strength of our diversity; we want a chance to highlight the heroes in our community and we want to ensure that we create a space wherein all of us can grow, and learn from one another.

To that extent, MAPS has facilitated 15 events in 2022, targeted toward completion of the efforts we outlined above.

MAPS 2022 PARTNERS



In 2022, MAPS increased its Partnerships with external organizations by over 130%.

Our partners are many things: amplifiers, collaborators, and creators all working toward the betterment of our collective future. MAPS believes in leveraging the relationships we're forming for the constituents we represent and our partners have been critical in helping us provide the suite of services our members associate us with. On the next page, you'll find an entire list of our partners.

MAPS thanks each and every one of you!

MAPS 2022 PARTNERS

Name	Website
Advancing Muslim American Leadership (AMAL)	https://amal-leadership.org/
America Indivisible (AI)	https://www.americaindivisible.org/
American Muslim Bar Association (AMBA)	https://www.ambalegal.org/
American Muslim Elected Appointed Officials Network (AMEAON)	https://www.ameaon.org/
American Muslim Today (AMT)	https://americanmuslimtoday.com/
Asian American Federal Employees for Nondiscrimination (AAFEN)	https://www.aafen.org/
Council on American-Islamic Relations (CAIR)	https://www.cair.com/
El-Hibri Foundation	https://www.elhibrifoundation.org/
Engaging Local Government Leaders	https://elgl.org/
EquallyAble	https://equallyable.org/
Humans of Public Service (HOPS)	https://humansofpublicservice.org/
Illinois Muslim Civic Coalition (MCC)	https://www.ilmuslimciviccoalition.org/

MAPS 2022 PARTNERS

Name	Date
Inclusive America	https://inclusiveamerica.org/
Institute for Social Policy and Understanding (ISPU)	https://www.ispu.org/
Islamic Scholarship Fund (ISF)	https://islamicscholarshipfund.org/
Minaret Foundation	https://minaretfoundation.com/
Muslim Community Network (MCN)	https://mcnny.org/
Muslim Public Affairs Council (MPAC)	https://www.mpac.org/
Muslim Urban Professionals (MUPPIES)	https://muppies.org/
Muslim Women's Professional Network (MWPNN)	https://mwpnnnational.org/
Poligon Education Fund	https://poligonnational.org/
National Association of Muslim Lawyers (NAML)	https://www.naml.info/
Sikh American Legal Defense Fund (SALDEF)	https://saldef.org/
Young Leaders Institute (YLI)	https://www.youngleadersinstitute.org/
Woman of Color Advancing Peace, Security, and Conflict Transformation (WCAPS)	https://www.wcaps.org/
United Muslim American Association of Law Enforcement Professionals (UMAALP)	https://umaalep.org/

MAPS 2022 END-OF-YEAR MEMBER SURVEY

MAPS is a volunteer run, community-driven organization. Everything we do is targeted toward the development of our community and as a part of that approach, we asked our membership a series of questions as we wound down that year.

On the following page, we will provide a summary of the lessons we learned from each question we asked. Below, please find the questions that we will be briefly addressing:

- Do you prefer in-person events, or virtual events?
- What kinds of PROFESSIONAL DEVELOPMENT services would you like to see MAPS focus on in 2023?
- What kinds of POLICY issues (most of which MAPS is already working on) would you like to see MAPS focus on in 2023?
- Was there a particular activity, event, or service MAPS provided to you in 2022 that you found particularly helpful?
- Is there a particular service you would like to see MAPS develop, or expand?
- What does MAPS do well and where can MAPS stand to do better or improve?

MAPS 2022 END-OF-YEAR MEMBER SURVEY

A. Do you prefer in-person events, or virtual events?

Surprisingly, 50% of respondents to this question indicated they would prefer a hybrid approach. The majority of the events MAPS held in 2022 were virtual and we suspected some individuals may feel "burnt out" on digital communication. Indeed, nearly 44% of respondents indicated they would prefer live events. In the future, MAPS plans on incorporating a hybrid approach where possible and the promotion of in person events to facilitate communication.

B. What kinds of PROFESSIONAL DEVELOPMENT services would you like to see MAPS focus on in 2023?

MAPS offers a host of free professional services dedicated to increasing the presence of Muslim Americans across the public sector. From resume reviews to career panels to resources on pursuing specific career pathways, MAPS ensures that it is creating a robust and talented pool of Muslim American public sector talent. Overall, respondents to this survey indicated that they would like to see more information on obtaining a political appointment, more information on how to become an elected official, and more information on fellowships and internships. To this extent, MAPS has produced a video on obtaining a political appointment and has made that video available for free. We are dedicated to increasing the amount of political appointees and will work rigorously with our partners to amplify that efforts, just as we will with elected officials Inshallah. MAPS is redoubling its efforts on making sure we provide information to our youth in 2023 and will make sure that includes information on fellowships and internships Inshallah.



MAPS 2022 END-OF-YEAR MEMBER SURVEY

C. What kinds of POLICY issues (most of which MAPS is already working on) would you like to see MAPS focus on in 2023?

MAPS has had a big policy focus this year. From our work with ISPU on the publication of a toolkit for government administrators for Muslim American employees to our work with officials in the Biden administration to ensure religious protection, MAPS takes its policy efforts very seriously. Our survey results indicated to us that the concerns of our constituency are many. In summary, MAPS members indicated they would like to see us work on: Local/ School District Eid Holiday; State/ National Muslim American Heritage Month Coordination ; Federal DEIA initiatives/ Combatting Islamophobia and Anti-Muslim Discrimination; Federal Security Clearance Reform; Allowing a Shariah-compliant brokerage option in the Thrift Savings Plan (TSP--the Federal government's 401k) for Muslim Federal employees; and Sharing resources on Islam and Muslim Americans with government officials and departments .

D. Was there a particular activity, event, or service MAPS provided to you in 2022 that you found particularly helpful?

Here, a number of respondents reported that the Winter networking event was appreciated and that the professional development classes we offered were useful.

E. Is there a particular service you would like to see MAPS develop, or expand?

Here, respondents indicated a number of efforts that the MAPS Executive committee has noted, or has already begun working on including career mapping, leadership capacity building, agency specific networking and in-person networking events and public web portals for Muslim American public officials.

2023 PREVIEW

So, what do we have planned for 2023? Where do we go from here?

The theme for our first full year of operations was *establishment*. For the second year, we will focus on *refinement* and *expansion*. We will *refine* the services we already provide to ensure that they are most helpful to you, our members. We will ensure that by doing so, these events will be easily duplicated and surpassed by future MAPS Executive Members

We will *expand* the range of services we provide. This means professional development outside of the resume building and career locating services we already provide. This means effectively utilizing our partnerships to establish policy changes to benefit all Muslim Americans. This means establishing pathways to political appointments, judicial nominations, and opportunities for the youth. This means increased opportunities to network both virtually and in person.

Above all, this means a dedicated increase in the services we provide to *you*. If you aren't already a MAPS member, please consider joining us on our journey!

CONTACT US



info@mapsnational.org



<https://mapsnational.org/>



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DC, 20005

THANK YOU

Over the year, our members have told us how grateful they are for the inclusive, kind, and dedicated environment we have created. What we would like to tell our members is that our environment is a reflection of how all of us feel about you. We share your struggles, we see your successes, and we will create a community befitting of you. Thanks for being part of our journey!