I, Aaron Dworkin, wanted to share the news of the founding of our personal family foundation in the most efficient way possible.

Separate from my work at the Sphinx Organization, I am excited to announce the launch of the Dworkin Foundation! We are a private foundation dedicated to making a positive difference in society. The foundation was seeded by and continues to be supported by annual gifts from the Dworkin family. We focus on providing small grant support and serving as a catalyst to emerging non-profit organizations that have a clear mission to impact communities through significant initiatives. Our primary activity is our DIG (Dworkin Ignition Grants) Awards program. Our key areas of focus are Diversity, Legal Justice, Equal Rights for LGBT communities and Equal Access to quality healthcare, food and fitness. You can read more on our web site at www.DworkinFoundation.org.

I am even more excited to share that we have already selected our Inaugural DIG Awards recipients! I strongly encourage you to check out the absolutely transformative work being done by these important organizations led by dynamic individuals. Our Inaugural recipients are:

Free Minds Book Club and Writing Workshop: Empowering young inmates to write new chapters in their lives
Washington, DC
www.freemindsbookclub.org

Free Minds’ mission is to introduce young inmates to the transformative power of books and creative writing. By mentoring them and connecting them to supportive services...
throughout their incarceration into reentry, Free Minds inspires these youths to see their potential and achieve new educational and career goals.

INTAKE Music: Instrumentally Native Taking on the Classics
Stamford, CT
www.IntakeMusic.org

Intake’s mission is to improve the quality of life for opportunity youth by providing access to quality classical music education through the use of native instruments that represent diverse cultural backgrounds.

They strive to increase learning proficiency through educational and learning programs that leverage the discipline of classical music, and addressing our community audiences through public performances, community outreach events, and cultural advocacy.

KICK: The Center in Detroit
Detroit, MI
www.e-kick.org

Kick’s aim is to implement LGBT affirming programs, services, projects and special events; and to partner with other social justice organizations and allies with similar beliefs. In 2011 The Center in Detroit opened and provides the LGBT and allied community a safe space in Detroit in which to discuss, learn and offer support to one another.

Sow Much Good: Gardening for Life
Charlotte, NC
www.sowmuchgood.org/

Sow Much Good is committed to growing healthy communities in underserved neighborhoods by: Providing direct access to fresh, affordable food; Educating and engaging residents to adopt healthy eating habits and Advocating for the right of every person to have real food security.

Please feel free to share the news of our grant opportunities with those who you believe are transforming communities, and encourage them to apply through our web site. Following is the listing of our Board of Directors:

Chair: Aaron P. Dworkin
Vice-Chair: Afa Sadykhly Dworkin
Treasurer: Madeline Moore
Secretary: Audeen Moore
Noah Still Dworkin (ex-officio)

Take care, and Happy Holidays!

Aaron

Colleagues,
This is a request for your assistance with helping to generate a diverse applicant pool for ITCS-Merit Network’s Infrastructure Engineer (#90887). This vacancy is currently posted through January 2, 2014 on the Careers website (http://umjobs.org/) and all interested individual are encouraged for formally apply by the posting end-date.

Applicants are also highly encouraged to include in their cover letter that they became aware of this potential career opportunity as a result of diversity
outreach networking.

Thanks in advance for sharing this announcement with your internal and external networks.

Jean

**Infrastructure Engineer (#90887): ITCS - Merit Network**

**How to Apply**

A cover letter and resume are required; the cover letter must be PAGE 1 of your resume. The letter should:

(1) specifically outline the reasons for your interest in the position;
(2) outline your particular skills and experience that directly relate to this position; and
(3) include your current or ending salary.

Starting salary may vary depending on qualifications and experience of the selected candidate.

**Job Summary**

Merit Network Inc., a nonprofit corporation owned and governed by Michigan's public universities, owns and operates America's longest-running regional research and education network. In 1966, Michigan's public universities created Merit as a shared resource to help meet their common need for networking assistance. Since its formation, Merit Network has remained on the forefront of research and education networking expertise and services. Merit provides high-performance networking solutions to Michigan's public universities, colleges, K-12 organizations, libraries, state government, healthcare, and other non-profit organizations.

For more information: www.merit.edu.

(2) Positions Available

Merit Network is seeking two highly motivated candidates to join our Information Technology group. You will be part of a team providing large-scale, high-volume infrastructure and end user services to the public sector community.

* Support core IT services hosted in an environment predominantly running Linux.
* Support Zimbra-based e-mail services to ensure maximum up-time.
* Participate in pre-sales and on-going support of MeritMail (our Zimbra-based service) and other IT based services.
* Install, configure, test, debug, and document commercial and open source software.
* Develop, test, and document scripts and tools for system management and automation.
* Troubleshoot and solve problems.
* Work closely with other groups within the organization to roll out new products, services, and operational tools.
*Participate in architecture planning.

*Analyze performance trends across a variety of systems for capacity planning.

*Assist in the creation and refinement of IT policies and documentation.

*Develop and document best practice methods of administering our systems.

*Develop project plans, task lists, time lines, deployment plans and rollback procedures.

*Provide customer education/assistance and technical support as required.

*Use your experience to back up your fellow team members.

*Perform on-call support for production systems/applications, including problem investigation, escalation, resolution, and communication with our MSC.

**Required Qualifications**
* Bachelor's degree in Computer Science, a related field, or equivalent experience.

* 3+ years experience in managing and supporting UNIX systems.

* Substantial experience with Linux and/or BSD systems.

* Substantial experience with VMware.

* Substantial experience working with and troubleshooting end-user issues.

* Experience with UNIX shell scripting.

* Experience with Perl and/or Python programming.

* Experience with Postfix, Sendmail, or other MTA.

* Knowledge of LDAP and/or AD.

* Experience with Apache.

* Solid understanding of TCP/IP networking concepts.

* Excellent interpersonal, communication and organizational skills with the ability to interact effectively with employees at all levels within the organization.

**Desired Qualifications**
* Experience with network monitoring/analysis tools such as ZenOSS or Nagios.

* Experience with Puppet and Mcollective.
*Experience with Zimbra Collaboration Suite.

*Experience with Oracle, MySQL and/or PGSQL.

*Experience with NFS/CIFS file system administration.

*Experience with RabbitMQ.

**Underfill Statement**

These positions are being posted at the Intermediate level, but we will consider filling it at the Associate level depending on the qualifications of the preferred candidates.

**U-M EEO/AA Statement**

The University of Michigan is an equal opportunity/affirmative action employer.

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**Women and Leadership in the Workplace**

Tuesday, February 4th 2014

8:00 am to 2:00 pm at The Henry, Dearborn

Join for a day of elevating and empowering women business leaders of today and tomorrow!

To reserve your seat, sponsor, or exhibit call 888-277-6464

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**10 American Muslim Women You Should Know**

As we enter the last few weeks of the *Muslima: Muslim Women’s Art & Voices* exhibition by the International Museum of Women, I have found myself reflecting on the hundreds of women included in this groundbreaking exhibition.

Each and every one of these women is included because she is noteworthy — a cutting-edge artist or writer, a revolutionary who is...
upending her community’s and the world’s limited notions of what a Muslim woman is capable of doing, a pioneer fighting for women’s and girls’ rights.

As a way of recognizing the many contributions these women are making, I wanted to highlight a handful of these women in a two-part series — this first blog devoted to North American Muslim women, and a second upcoming blog celebrating Muslim women from other parts of the world.

In this snapshot of our exhibition of North American Muslim women, you’ll find a diverse group of women who’ve been able to move beyond the belittling stereotypes about Muslim women and are, instead, using their personal relationship to their faith in a positive way to actually shift the national conversation about Islam. In the process, they are transforming the world in fresh and exhilarating ways.

1. The daughter of influential Muslim American leader Malcolm X, Ilyasah Shabazz is an activist, motivational speaker, and author of the critically acclaimed autobiography Growing Up X. She produces The WAKE-UP Tour™, her exclusive youth empowerment program to mentor students throughout the country, and she participates in international humanitarian delegations. Her goal is to “empower future generations through understanding the world’s diverse cultures and historic civilizations.”

2. Farah Pandith was appointed Special Representative to Muslim Communities in June 2009. Her office is responsible for executing the Secretary of State’s vision for engagement with Muslims around the world on a people-to-people and organizational level. She reports directly to the Secretary of State. Pandith says she wants “to see young women who happen to be Muslim ... push back against stereotypes, to tell their stories in their real voices, to create alternative narratives in every way possible — because when you flood the
marketplace with alternatives, the conversation will begin to change.”

3. **Laleh Bakhtiar** is the first American woman to translate the Quran into English and the first woman to present a critical translation of the Quran in any language. She *says*, “The veil is the wrong thing to be stuck on when discussing Muslim women’s rights in Islam. In fact, in many cases, the Quran reinforces a Muslim woman’s self-esteem. And Muslim women worldwide are using the Quran to reassert their rights — rights that have been taken away from them through patriarchal interpretations and laws.”

4. Dalia Mogahed has spent years extensively researching the real lives of Muslims around the world in her former job as Executive Director of the Gallup Center for Muslim Studies, a think tank and consultancy that offers evidence-based advice on Muslim societies around the world. President Barack Obama appointed Mogahed to the President’s Advisory Council on Faith-Based and Neighborhood Partnerships. She *says*, “Muslim Americans helped thwart the majority of foiled al-Qaeda inspired terrorist plots in America. Rather than bearing collective guilt for Al-Qaeda inspired terrorism, the Muslim American community is its most formidable adversary.”
5. Azadeh Moaveni is the author of *Lipstick Jihad* and co-author with Nobel Peace Prize winner Shirin Ebadi of *Iran Awakening*. As one of the few American correspondents allowed to work continuously in Iran since 1999, she has reported widely on youth culture, women's rights, and Islamic reform for *Time, The New York Times Book Review, the Washington Post, and the Los Angeles Times*. She says, “I spent the first half of my career totally engaged with this question, how to get the West to understand us better, how to convey our reality, how to prove that we were not all chained to the stove frying onions … Now… I’m much more interested in having a dialogue with and trying to bring about some change within my own community, within the Iranian diaspora and Iranians inside Iran.”

6. In 1982, a group of women decided to start a women-run organization for Muslim women in Canada. These women established the Canadian Council of Muslim Women (CCMW) with the shared belief that Islam advocates the equality, equity and empowerment of
women. Executive Director of the CCMW, Alia Hogben’s message to “Muslims and non-Muslims is that all of us must take responsibility for the welfare of all, regardless of belief, race, or color. Without that dream we would not be passionate or committed to creating change.”

7. Maryam Eskandari is the founder and CEO of MIIM Designs, a studio comprising architects, researchers and designers, all trained in Islamic theological studies and Islamic art and architecture, which merges the theory of research with the execution of art and architecture. Eskandari says, “The architecturally designed spaces and socially negotiated places for and of Muslim women in community mosques in the United States emerge as a particularly understudied problem ... Oftentimes these retrofit buildings raise specific questions on the American Muslim identity struggling with the interwoven issues of religion and culture that are brought over from Muslim countries, such as, where do the men stand? How much space is allocated for women, and what about children?”

8. Maria Ebrahimji is the co-editor of the anthology I Speak for Myself: American Women on Being Muslim, a collection of essays written by 40 American-born Muslim women under 40. Since then, she co-founded I Speak for Myself, Inc., a book and multimedia
enterprise that focuses on publishing self-narrative collections on interfaith and intercultural issues. If that’s not enough, for her
daytime job, Ebrahimji most recently was the Director and Executive Editorial Producer for Network Booking at CNN Worldwide. One
thing she knows for sure, she says, is that “while we cannot speak for others, we can certainly speak for ourselves and share our own
stories of faith. The more stories people bear witness to, the deeper their knowledge of the ‘unknown.’”

9. A filmmaker specializing in web TV, Hala Alsalman has worked as a photo journalist in the Middle East for Time.com, Reuters, and
Current TV. She produced (wrote, directed, shot, and edited) several documentary web series for the CBC and Food Network's zany hit
show "Bitchin' Kitchen." On the TV front, she directed episodes for Investigation Discovery channel's "Outrageous Final Wishes” and
"The Will.” Set in the Montreal city subway, her comedy short, The Green Line, will leave you laughing out loud as Alsalman pits
Western garb against the niqab, asking which style of dress is more ethical, and answers this hotly contested debate with an unexpected
twist.
10. Founder and Editor-in-Chief of *Azizah Magazine*, Tayyibah Taylor has realized her vision to provide a vehicle for the voice of Muslim American women — a vehicle that portrays their perspectives and experiences and shatters commonly held stereotypes. Named as one of the 500 Most Influential Muslims in the World by the Middle Eastern think tank, The Royal Islamic Strategic Studies, Taylor says, “Don’t put limitations on yourselves. If you have a dream, an ambition, a goal, an aspiration, keep your intention and vision clear and work towards that goal. Understand … that your work and your worship can blend. If you are working with the intention of accomplishing something that reaches beyond yourself and into the world then the work becomes this wonderful form of worship. We have a very talented group of young Muslim women coming up, and I’m really excited to see what they are going to be as they become the new architects of the Muslim American community.”

I couldn’t have said it better myself. I, too, am excited about the future generation of American Muslim women and their contributions to the American community.

In the meantime, get to know these 10 North American Muslim trailblazers and the many others presented in the *Muslima* exhibition. Add your voice by tweeting to us at @IMOWomen to let us know who you would include in this list of American Muslim women to watch or leave a note in the comments below. Keep a look out for the next blog on the 10 Muslim women you should know from around the world!

*Article originally from The Huffington Post by Samina Ali.*

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Ann Arbor Deltas Fundraiser

Join the Ann Arbor Deltas for some food, fun, and goodwill.

This Friday, December 20th, 2013 from 6-9p.m.

At Potbelly Sandwich Shop, 980 W. Eisenhower Pkwy, Near Ann Arbor Saline Road

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THE ASSOCIATION OF BLACK PROFESSIONALS, ADMINISTRATORS, FACULTY & STAFF

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Photos from the Holiday Social