



hash.peace

Advocating Sustainable Social Harmony in Singapore



the only obstacle that stands between us and a united world is **us**

www.hashpeace.com

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INTRODUCTION

Founded in 2015, hash.peace is a youth-led advocacy group interested in developing effective programs for sustainable social harmony. It is a society registered under the Societies Registration Act in Singapore (UEN number T21SS0101F).

Mission:

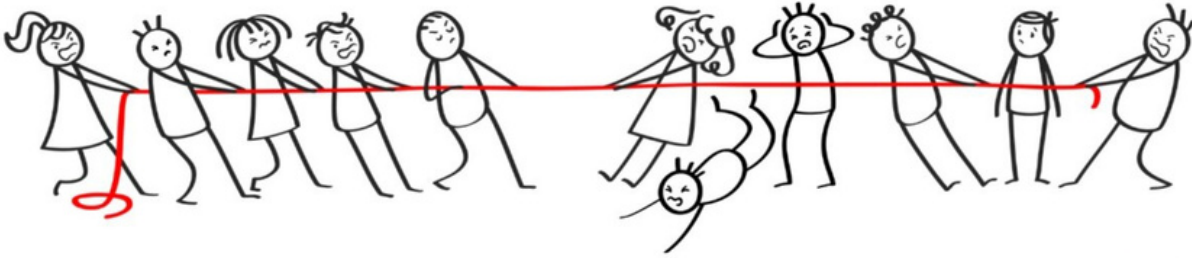
- Advocate racial and religious unity
- Build friendships that transcend differences
- Counter exclusivist and extremist mindsets in the community
- Develop cultural intelligence and critical thinking programs
- Establish a support network of peace leaders in Singapore and worldwide

Focus Areas:

- Microaggressions, racial and religious prejudice, and discrimination in workplaces, schools and other shared spaces
- Racial and religious exclusivist mindsets or behaviour that create tensions in the society
- Religiously motivated extremism and self-radicalisation that pose a threat to Singapore's social cohesion
- Negative stereotyping of racial, religious and non-religious communities that are harmful to peace and unity



PHILOSOPHY



the only obstacle that stands between us and a united world is **us**

hash.peace believes that the only obstacle to a united world is us (the different stakeholders and people). We see the importance of working with everyone who is also concerned about race-religion matters in Singapore. So, we partner with various organisations and communities to create shared spaces for inter-ethnic and inter-belief.

It takes the whole of society to develop and maintain sustainable social harmony. Multiple stakeholders have different roles to play in managing diversities and differing views in the community. Government, business entities, civil society organisations, and community leaders have specific and shared responsibilities towards peace and unity.

Without the cooperation and collaboration of everyone, our social cohesion will be vulnerable to conflicts and other forms of threats.

Founding of hash.peace

hash.peace began as a solo youth movement in December 2015. It was founded by Nazhath Faheema, a young Singaporean Tamil Muslim. She started by engaging peers and strangers from all walks of life over coffee or a meal to better understand different identities in multicultural societies.

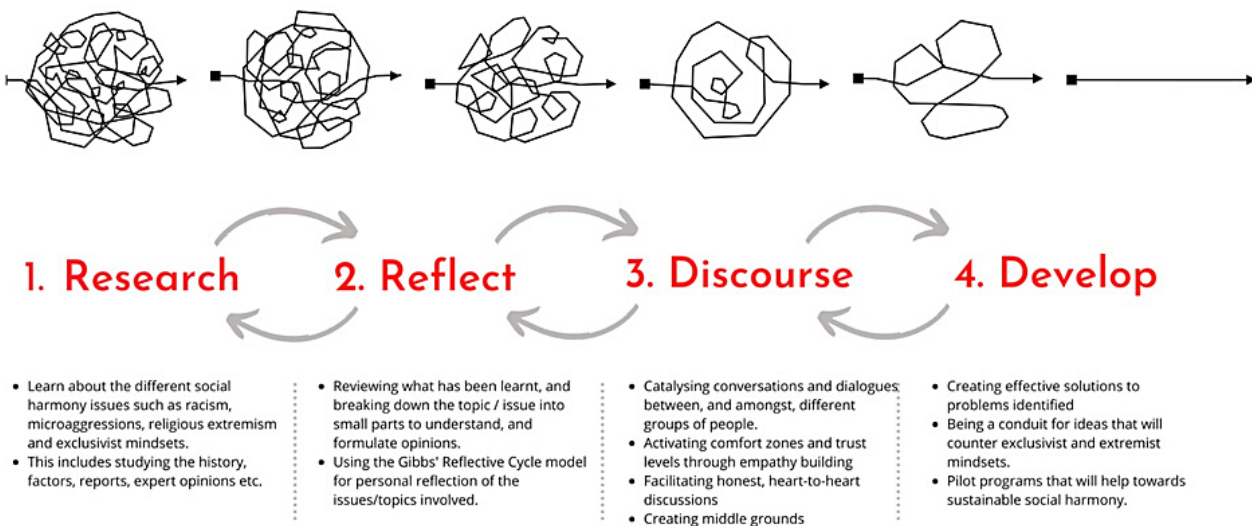
Faheema believed that young people should lead bold and balanced conversations to sustain peaceful, positive relations in the community. She also felt that such ground discussions would safeguard the community from extremist ideologies that promote hate.

The idea behind hash.peace is "one conversation at a time" to address prejudices caused by negative stereotypes and misconceived perceptions of racial and religious groups. Driven by this purpose, hash.peace developed into a youth group dedicated to social harmony.

MODUS OPERANDI

hash.peace promotes responsible advocacy of social harmony through the R2D2 model that encourages and motivates research, reflection, discourse, and development as a course of behaviour. This model applies both at an individual and group level.

hash.peace members are committed to the R2D2 as a modus operandi for our work and engagements.



More about R2D2 at <https://www.hashpeace.com/modus-operandi>



EXECUTIVE COMMITTEE



Nazhath Faheema
Founder & President

Nazhath Faheema is a social harmony activist. She is the Founder and President of hash.peace. She is engaged in conducting inter-ethnic and inter-belief interactions and raising awareness about religiously motivated extremist and exclusive ideologies since 2015. Faheema worked as a full-time General Manager in a Singaporean NGO focusing on inter-religious work and is currently a postgraduate student at S Rajaratnam School of International Studies pursuing MSc Asian Studies.

Faheema is also the Chairperson for Jamiyah Singapore Youth Group that is focused on the active citizenry and youth leadership development. She is also actively engaged in other volunteer work.



Leonard Sim
General Secretary

Leonard Sim is a final year student reading a Double Major in Political Science and History and a Minor in China Studies at the National University of Singapore.

As the General Secretary of hash.peace, Leonard organises hash.peace's dialogues and events which aim to bring people together in closed conversation about interfaith and social harmony issues. He also represents hash.peace and Singapore internationally, being a member of the Higher Committee for Human Fraternity, and part of the Singapore Delegation to the ASEAN Interfaith Youth Camp 2020.

Leonard also actively volunteers with OnePeople.sg, having been one of the organizing members for the 2019, 2020, and 2021 HarmonyWorks! Conference. Through his work, he is thankful to be one of the selected OnePeople.sg Youth Advocates to attend the International Conference on Cohesive Societies (ICCS) in June 2019.

EXECUTIVE COMMITTEE



Aathira Unnithan
Treasurer

Aathira Unnithan is a Process Engineer in a bio pharmaceutical company. She is also a key member in the Sree Narayana Mission (Singapore) Youth Committee.

Aathira has always been interested in learning about the various faiths, ethnicities and cultures that make up our diverse social fabric. She loves sparking conversations regarding race and religion, and hopes to get people to think deeper about the issues.

She helps hash.peace with efforts to breaking stereotypes, creating platforms and accessible resources regarding the various faiths and cultures, so as to help everyone have a better understanding about each other, are some things she helps hash.peace with.



Ding Jie
Committee Member

Ding Jie is a chemist by training, currently working in a research laboratory at A*STAR. He also founded Starter Culture, a food biotechnology company investigating food and fermentation.

Outside of work, he is the Vice President of the Humanist Society (Singapore), an organisation advocating for non-religious voices, defending secular spaces, and championing interfaith harmony. Ding Jie is interested in identity, culture, and of course, food.

Ding Jie helps the hash.peace team in the various engagements concerning managing of diversity.

EXECUTIVE COMMITTEE



Sooty Heng
Committee Member

Sooty is an educator with a passion for civic education, holistic learning and philosophy. He volunteers as a facilitator to champion diversity, interfaith harmony and mental health.

He helps hash.peace in offering advise and assistance with dialogue facilitation, and youth civic engagement for social harmony. He is involved in efforts targeting school stude

Sooty enjoys conversation and especially music making as a way to get to know people. His favourite places include public pianos littered around the island.



Didi Amzar
Committee Member

Didi Amzar is a second-year undergraduate pursuing a Double Major in Political Science and English Literature at the National University of Singapore (NUS).

Being an advocate of social harmony, he dedicates himself in studying various socio-political theories and research within the fields of diversity and inclusion, particularly related to race and gender. Believing in open civic discourse, he serves as the Editor-in-Chief of Post Script, the student-run publication of the NUS Political Science Society.

Beyond academia, Didi is actively involved with advocacy and community groups that contribute to Singapore's social cohesion. As a member of hash.peace, he assists with public policy research and facilitation of hash.peace's conversation series. He also volunteers in OnePeople.sg, having been part of the organising teams for OnePeople.sg Model United Nations 2019 and HarmonyWorks! Conference 2021, as well as its team of facilitators for the Explorations-in-Ethnicity workshops.

CORE PROGRAMS LAUNCHED IN 2021

Living with Racism (LWR)

LWR is a series of dialogue sessions that seek to uncover the lived realities and experiences of individuals within multi-racial Singapore. It aims to create a safe space where such personal stories can be shared amongst peers and meaningfully acknowledged. This will in turn help to foster solidarity and cohesion amongst our different communities, where we can come together and be a source of comfort for one another.



Objectives:

- Create a space where individuals from diverse backgrounds within Singapore can come together and safely share their stories of discrimination/prejudice amongst peers
- Facilitate discourse shaped around the lived experiences of participants and engage in discussions about the day-to-day realities of living in multi-racial Singapore
- Foster greater solidarity and cohesion amongst the different communities in Singapore by encouraging empathy and restorative practices



Intra-Ethnic Conversations (IEC)

IEC is a program which aims to unpack the diversities within the different ethnic communities in Singapore. It aims to foster meaningful conversations for participants to share and learn more about the differences within larger racial groupings (i.e. CMIO). Participants will learn more about the lives of the Hokkiens, the Cantonese, the Sikhs, the Bugis, the Eurasians, and more. This is a 'Diversifying Diversity' effort by hash.peace.

Objectives:

- Raise awareness about the different ethnic communities within the CMIO framework, which will prevent negative stereotyping, implicit bias and microaggressions
- Facilitate the discourse about commonalities and differences between communities from the same racial grouping

CORE PROGRAMS LAUNCH IN 2021

Managing Diversity



Managing Diversity is a series of forums that seek to bring together different perspectives on managing diverse societies. Societies rely on various stakeholders that work in tandem to shape societal issues, from government to businesses, to community leaders, to non-governmental organisations.

Each stakeholder is both affected by societal issues, and able to effect change in society. There thus presents a need for multiple stakeholders to be able to effectively discuss their perspectives and network solutions together.

Objectives:

- To build a platform where different stakeholders come together and work together on societal issues.
- To analyse different approaches from different societies and stakeholders and discuss what works and does not work
- To draw learn the different theories and approaches of managing diversity and applying them to our society, or recommend for different contexts.

ANNUAL FLAGSHIP PROGRAMS LAUNCHED IN 2021

In 2021, hash.peace launched two annual flagship programs - the Conversation Series and the Year-End Forum.

hash.peace Conversation Series

hash.peace Conversation Series (HPCS) is a series of events that aim to look at the multi-faceted ways in which inter-racial and inter-religious issues affect us. In line with Racial Harmony Day in July, HPCS seeks to build the space for critical conversations about our Racial and Religious Harmony.



hash.peace Year-End Forum

hash.peace Year-End Forum (YEF) serves as a platform to review the various issues concerning the inter-ethnic and inter-belief relations that have been a subject of concern in the current year. It follows from the hash.peace Conversation Series held in July, as well as other initiatives undertaken by hash.peace over the past year.



HIGHLIGHT OF ACTIVITIES IN 2021

10 Mar 2021

Public Statement About Attempted Attack on Jewish Synagogue in Singapore



Hash.peace

Published by Nazhatha Faheema · March 10 ·

...

hash.peace members are disturbed to hear the news about a Singaporean Muslim youth who has been detained for planning attack on Jews leaving Maghain Aboth Synagogue.

hash.peace honorary member, Mustafa Rasheed, reflects on our visit to the synagogue in August 2018, during which we learnt about Singapore's Jewish community.

"We stand in solidarity with our Jewish Brothers and Sisters. We will not allow nor tolerate any form of radical ideology to shake the peaceful fabric of our society in Singapore. I encourage my peers to make some effort in learning about the different faith communities in Singapore. This will help forge better understanding and develop friendships. We are so thankful for the dedicated men and women at the internal security department for keeping us, our families and all members of our society safe. Our home our Singapore!", says Mustafa Rasheed.

#hashpeace #Counterextremism



S'pore youth ISA detention: Online extremist influence not limited to young people, says Shanmugam

These youth cases show that the threat of radicalisation is reaching younger people, the minister said. "The Internet (and) what's available - it causes them to go astray. Not because of any fault of the religious authorities, but they are not exposed enough to the real teachings of religion."

"Whether it's Islam or Christianity or any other religion, none of them tell you to go out there and kill people!"

Instead of good teachings that teach for people to treat other religions with care and to protect them, what comes through is some on the Internet in violence, he told reporters at Maghain Aboth Synagogue in Maxwell Street shortly before ISD announced that a 20-year-old Singaporean man had been detained for making plans to kill Jews leaving the synagogue.

Self radicalised over several years

Sim, who was also self-radicalised, had developed an interest in the Israeli-Palestinian conflict some time in 2014, after viewing a video of Palestinian children being crushed by Israeli fighter jets.

He said. "His subsequent online research from the Israeli-Palestinian conflict convinced him that Israel was oppressing Palestinians and also inspired his hatred for Israel."

In 2015, he started supporting Hamas' military wing, the Izz al-Din al-Qassam Brigades (IAB), after watching a book glorifying the group's exploits.

"This is another reminder to us on the importance of digital literacy, where we need to be critical about the things we see online. As the world leaps forward in digitalization due to the COVID-19 pandemic, we need to be more vigilant than ever to reduce the spread of extremist ideology, and to develop critical thinking and digital literacy skills in our youth. Radical ideology is not limited by race, religion, or any other identity markers and can take many forms.

We need to step up our efforts both online and offline to combat against radical ideologies that have no place in our society"

- LEONARD SIM
General Secretary, hash.peace
11.03.2021



On 26 August 2018, hash.peace visited the Maghain Aboth Synagogue. They met with Rabbi Netanel Rivni and learnt about Judaism and Jewish community in Singapore.

"We stand in solidarity with our Jewish Brothers and Sisters. We will not allow nor tolerate any form of radical ideology to shake the peaceful fabric of our society in Singapore. I encourage my peers to make some effort in learning about the different faith communities in Singapore. This will help forge better understanding and develop

hash.peace shared standing in solidarity with the Jewish community in Singapore. In this statement, hash.peace honorary member Mustafa Rasheed reflected about the hash.peace visit to the synagogue in August 2018.

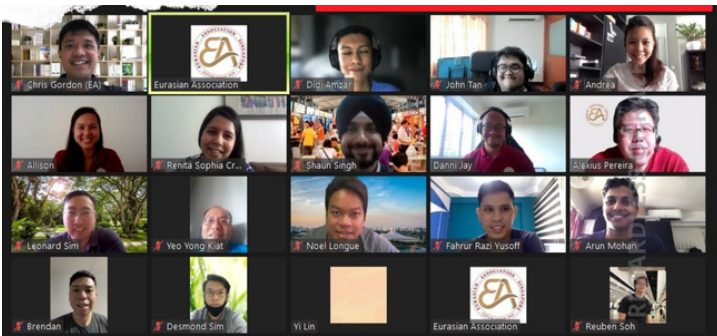
hash.peace's General Secretary Leonard Sim also shared his opinions. He emphasised the need to step up both online and offline efforts to combat against radical ideologies that have no place in our society.

HIGHLIGHT OF ACTIVITIES IN 2021

20 Feb 2021

"Let's Talk about Race & Religion"

Organised by Eurasian Association



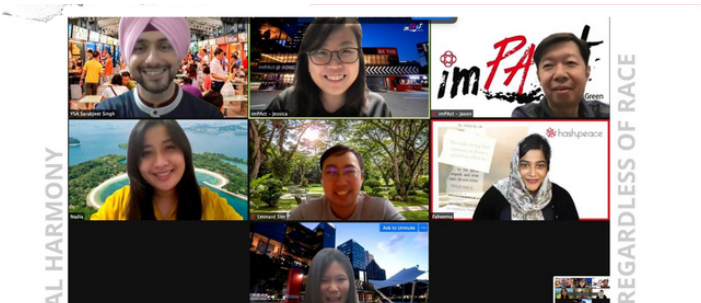
hash.peace General Secretary Leonard Sim participated in this discussion hosted by Eurasian Association. He raised some critical questions about race and religion.

- How do we hold dialogues about race and religion?
- What are the basic principles to be upheld in such dialogues, so it becomes a safe space for diverse views?
- What are the bias blindspots in our multi-religious and multi-racial society? Why is it difficult to talk about such aspects of our diversity?
- How should people from the majority groups engage with these discussions? Eg: How can the Chinese engage in the discussion about Chinese privilege?

24 Mar 2021

"Embracing Racial Diversity in Singapore"

Organised by impact Hong Lim Green



hash.peace members Nazhath Faheema and Leonard Sim joined Nadia A. Samdin (Member of Parliament for Ang Mo Kio GRC Cheng San - Seletar) in a discourse about "Embracing Racial Diversity in Singapore", moderated by Sarabjeet Singh (President for Young Sikh Association - Singapore).

- Is a Singaporean first identity, over race and religion, possible or practical? But, what is a Singaporean identity?
- Do the citizens and residents from minority races always bear a sense of burden to prove their Singaporean identity?
- Do we need to have a re-definition of what a Singaporean is, beyond identity markers such as race or religion?
- How do the national media and other alternative narratives shape the knowledge and experience of diversity in Singapore?
- What can we do to improve the diversity experience?

HIGHLIGHT OF ACTIVITIES IN 2021

March to April 2021

Youth Dialogues About Allowing Muslim Nurses to Wear *Tudung* (Islamic Headscarf) with Uniforms

hash.peace organised a series of youth dialogues with members and friends to discuss the parliamentary debate allowing Muslim nurses in Singapore to wear the *tudung* with their uniform. These sessions aimed to provide youths with multi-sided views on the issues. The team also researched and reflected about the effect of this debate on racial / religious harmony in Singapore.



HIGHLIGHT OF ACTIVITIES IN 2021

24 April 2021

Inaugural Intra-Ethnic Conversations & Book Launch

organised by hash.peace

Hash.peace organised the inaugural Intra-Ethnic Conversations with the support of Young Sikh Association - Singapore, The Eurasian Association, Singapore, Sree Narayana Mission and OnePeople.sg. The event, held via a Zoom video meet, was attended by over 45 people from different ethnic backgrounds.

Mdm Rahayu Mahzam, MP for Jurong GRC, and Board Member-Chairperson for Youth Wing, OnePeople.sg graced the event as Guest of Honour. Chairman of Sikh Advisory Board, Singapore, Mr Malminderjit Singh joined as a special guest.

The event hosted four tracks of intra-ethnic conversations that featured Singaporeans from the Chinese, Malay, Indian and Eurasian communities. Speakers were from different ethnic communities that included Hokkien, Teochew, Cantonese, Tamil, Malayalee, Sikh, Javanese, Bugis, Irish-Eurasian and Kristang-Eurasian. They shared about the language, heritage, food culture and also festival traditions.

The conversations concluded with the launch of "Aman Goes to School", a children's book authored by Sandeep Singh. The book tells the story of a young Sikh boy facing challenges in trying to fit in his school; and how he draws inspiration from his grandmother's stories to overcome his fears.



A Diversifying Diversity effort by:



With the support of:

HIGHLIGHT OF ACTIVITIES IN 2021

2 May 2021

Screening of The Sikh Road

hosted by Young Sikh Association

Members and friends of hash.peace from diverse racial/religious backgrounds attended the screening of *The Sikh Road* - a short film produced by Young Sikh Association - Singapore together with National University of Singapore geography department.

Members learnt about the history of the Sikh community in Singapore - how the Sikhs became a vibrant part our nation's multicultural landscape. The film made the members reflect about the challenges and strengths of being a minority community. They also understood how the Sikhs adapted their traditions and cultures to suit the local living context, without compromising their values.



HIGHLIGHT OF ACTIVITIES IN 2021

10 July - 7 August 2021

hash.peace Conversation Series 2021

organised by hash.peace

The inaugural Conversation Series looked at the multi-faceted ways inter-racial relations can affect people in Singapore. Through the lens of three differently themed events, the series explored essential questions like how racial issues affect our mental well-being or how businesses can enable racial/religious diversity initiatives in their workplaces. This month-long effort was concluded through a Closing Dialogue with Dr Janil Puthuchery, Senior Minister of State for Ministry of Communications & Information and Ministry of Health, and Chairman, OnePeople.sg, and Mr Alvin Tan, Minister of State for Ministry of Culture, Community & Youth and the Ministry of Trade & Industry.

LIVING WITH RACISM

Part 1: Our Mental Wellness
Saturday, 10 July 2021, 10am - 11.30am

Part 2: The Hard Realities
Sunday, 18 July 2021, 11am - 12.30pm

MANAGING DIVERSITY

The Role of Business Sector
in maintaining social harmony
Wednesday, 21 July 2021, .pm - 8.30pm

INTRA-ETHNIC CONVERSATIONS #2

Our Indian Community
an extension of the 1st intra-ethnic conversations on Chinese, Malay, Indian and Eurasian communities in Singapore
Sunday, 25 July 2021, 11am - 12.30pm

in support of SGIHarmony

a series of Zoom video-meet conversations looking at the multi-faceted ways in which inter-racial and inter-belief issues affects Singapore's social harmony

CLOSING FORUM

- Are we still going in the right direction?
- What is the "right direction"?
- Where do we want to see ourselves in the future?

Stay tuned for information about the closing forum during which hash.peace team will share insights from the conversations and discuss the ideas/solutions to develop sustainable social harmony in different parts of the society.

A youth-led social harmony effort supported by:



HIGHLIGHT OF ACTIVITIES IN 2021

10 & 18 July 2021

Living with Racism #1 & #2

organised by hash.peace

The inaugural edition of LWR focused upon the mental well-being of individuals who are affected by racial discrimination and prejudices on a day-to-day basis. The second edition of LWR uncovered the painful truths and uncomfortable realities of racial tolerance and harmony in Singapore, that have especially been thrown into question recently due to the recent spike in public racist incidents.

hash.peace partnered with Mental ACT, a non-profit community organisation that champions Mental Health programmes and services in the Indian Community.



Participants sharing heartfelt messages & words of encouragement, not only for each other, but also to those who emotionally struggle with racism in their everyday lives.

Supported by:

HIGHLIGHT OF ACTIVITIES IN 2021

14 July 2021

ST Webinar on "How Singapore Can Tackle Racism Meaningfully"

organised by The Straits Time

General Secretary for Hash.peace, Leonard Sim joined Minister for Culture Community and Youth, Mr Edwin Tong, grassroots activist and youth advocate at OnePeople.sg Mr Hafez Sorouri, Nominated MP and Member of National Youth Council Dr Shahira Abdullah and news editor and digital editor at Tamil Murasu Tamilavel in A special edition of The Big Story, The Straits Times Connect webinar, moderated by Singapore editor Zakir Hussain."

Leonard shared his thoughts on how we can better educate young people on race relations. He also shared about hash.peace's efforts to work with business sector.



HIGHLIGHT OF ACTIVITIES IN 2021

21 July 2021

Managing Diversity #2: The Role of Business Sector

organised by hash.peace

The second edition of Managing Diversity looked deeper into commitment from business owners and investors towards social harmony, workplaces and their policies and practices on racial/religious diversities in the workplace.

Speakers:

- Victor Mills, Chief Executive of Singapore International Chamber of Commerce
- Bianca Stringuini, Head of People Experience and Engagement at KPMG Singapore
- Devadas K., Chief Executive Officer of Future-Moves Group
- Nazhath Faheema, Founder & President for hash.peace

Moderator:

Leonard Sim, General Secretary for hash.peace



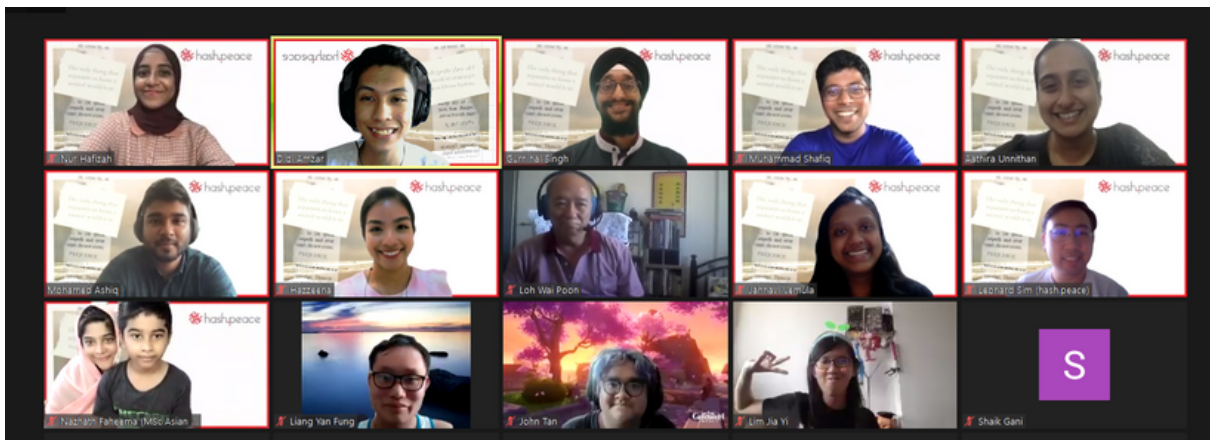
HIGHLIGHT OF ACTIVITIES IN 2021

24 July 2021

Intra-Ethnic Conversations #2: Our Diverse Indian Community organised by hash.peace

The second edition IEC followed up from the first IEC with the aim of further exploring the diversity of the communities that would conventionally be viewed as “Indian” or “South Asian”.

IEC #2 further developed and built members' cultural knowledge to break stereotypes. Similar to the first IEC, IEC #2 had guest speakers to share about the commonalities and differences in Language, Food & Festive Celebrations.



HIGHLIGHT OF ACTIVITIES IN 2021

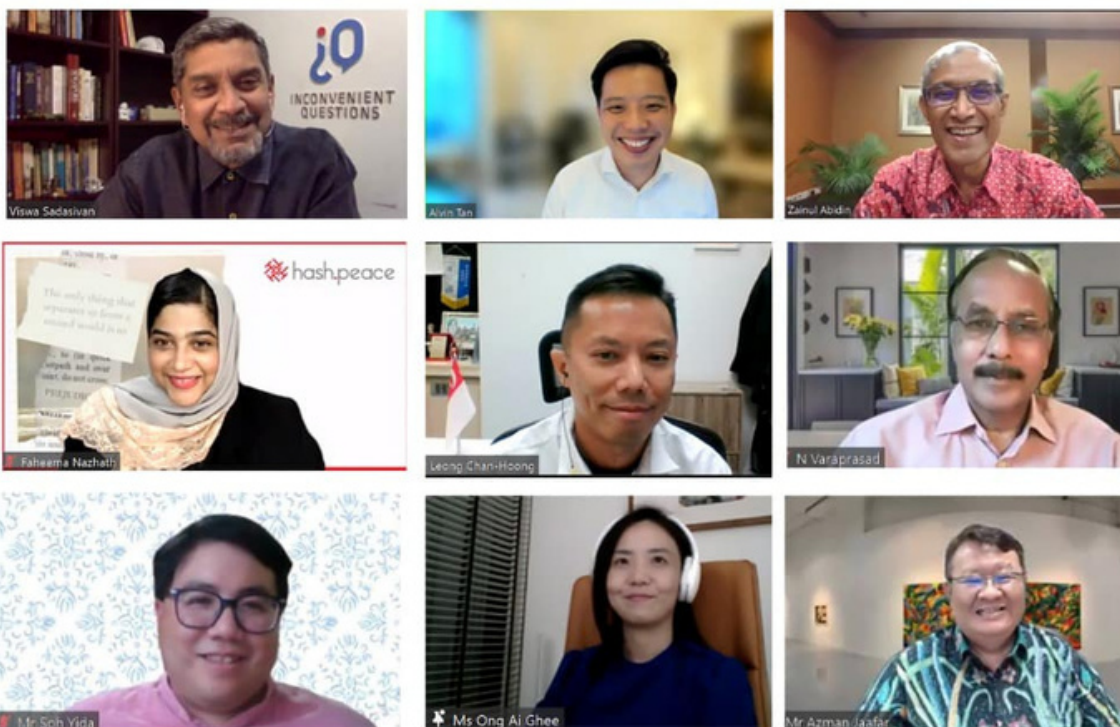
29 July 2021

"Regardless of Race"

organised by Inconvenient Questions (Strategic Moves & NUSS Graduate Club)

Founder and President for hash.peace, Nazhath Faheema joined a robust and honest discussion about Race & Religion at the Inconvenient Questions forum hosted by Strategic Moves in collaboration with NUSS (the National University of Singapore's Graduate Club) with Mr Alvin Tan (Minister of State for MCCY & MTI), Mr Zainul Abidin Rasheed (Former Senior Minister of State for Foreign Affairs), A/P Leong Chan-Hoong (expert on ethnic Issues and national, SUSS), Mr Viswa Sadasivan (Former Nominated Member of Parliament; Chief Editor, IQ) and esteemed members of NUSS.

The panel discussed issues such as intergenerational gaps and how our policies and community partnerships have shaped our multi-racial nation. Faheema shared about the accumulative burden of being a minority across various issues in day-to-day Singapore. She also talked about how hash.peace as a youth group is helping to navigate such issues.



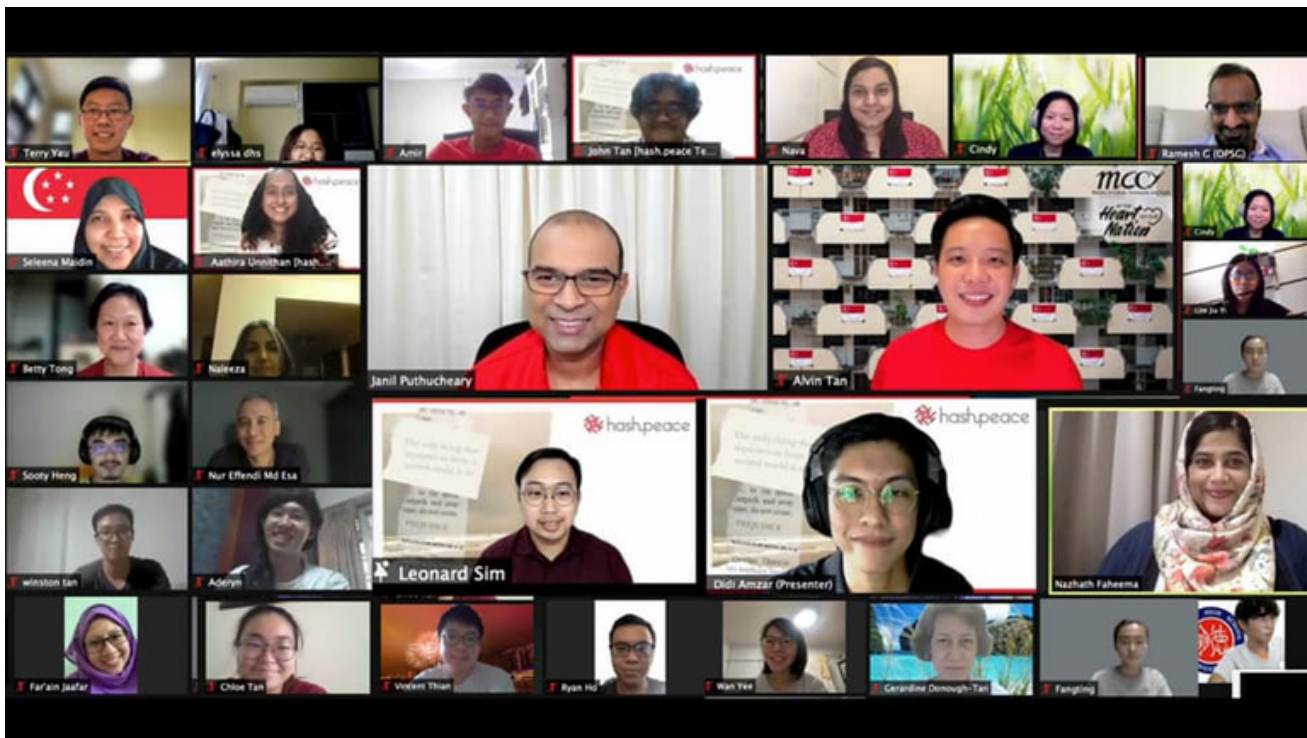
HIGHLIGHT OF ACTIVITIES IN 2021

7 August 2021

hash.peace Conversation Series 2021 Closing Dialogue

organised by hash.peace

The inaugural hash.peace Conversation Series concluded through a Closing Dialogue with Dr Janil Puthucheary, Senior Minister of State for Ministry of Communications & Information and Ministry of Health, and Chairman, OnePeople.sg, and Mr Alvin Tan, Minister of State for Ministry of Culture, Community & Youth and the Ministry of Trade & Industry. There was an enriching discussion on the state of race relations - from historical perspectives to current realities and our path forward. The session brought to fruition a month-long hash.peace conversation series which tackled issues of racism and mental health, role of business sector in creating harmonious workplaces, and intra-ethnic relationships.



Supported by:



HIGHLIGHT OF ACTIVITIES IN 2021

5 August 2021

"Solidarity Statement for Thiruben"



hash.peace

STANDING IN SOLIDARITY

I am deeply disheartened to see that Thiruben, a fellow Singaporean had to justify his Singaporean identity. Yet, this is not an isolated incident. It is a lived experience and reality for a lot of our friends from our minority communities. **This should not be the case.**

I am sorry and disappointed that a fellow Singaporean family had to go through such vile and vicious attacks. This is not acceptable. We need to do better, and we need to be better. **We need to expand our hearts and our minds, and support each other. We must not support narrow-minded ways of thinking that seek to divide and exclude segments of our society.** We have spoken out against the use of certain economic policies as a guise to cover one's xenophobic and racist sentiments, and we will continue to do it. We cannot allow this poison to continue spreading throughout our society.

On Racial Harmony Day, hash.peace organised the Managing Diversity - The Role of the Business Sector as part of our hash.peace Conversation Series 2021. There are two key takeaways I had from the session.

First, our social cohesion is predicated on social inclusion and this is existential to our survival as a nation. **It is not an option, it is our only path.**

Another takeaway is that **rights is not like a pie, where if you have a piece, then someone else cannot have it. It is not a zero-sum game, inclusion begets economic growth.** Singaporeans of all communities, races, religions, gender and sexual orientation, contribute to our social fabric, economy and growth in various ways. Every person is a valued member of our society. Singapore can only flourish when we embrace our diversity. If we start to question it, we divide, and we fall.

My hash.peace members and I are here to listen, and to support. Take care, stay safe, and stay harmonious.

- Leonard Sim
General Secretary, hash.peace

hash.peace General Secretary Leonard Sim reflected on the racial prejudice projected onto Thiruben. He cautioned members of society to stand against narrow-minded ways of thinking that seek to divide and exclude segments of our society.

13 August 2021

Human Fraternity Youth Day Message

Organised by Human Fraternity, United Arab Emirates



INTERNATIONAL YOUTH DAY

by being a leader and advocate for social harmony
وذلك لكوني قائداً ومناصرًا للولائم الاجتماعية

0:39 / 1:22

Human Fraternity

hash.peace General Secretary, Leonard Sim, was featured in this International Youth Day tribute by Human Fraternity in United Arab Emirates. Leonard said that he hoped to promote human fraternity in the society, by being a leader and advocate for social harmony.

HIGHLIGHT OF ACTIVITIES IN 2021

14 August 2021

Straits Times Interview on Race & Religion

hash.peace President Nazhath Faheema and General Secretary Leonard Sim were interviewed by Senior Political Correspondent from The Straits Times on maintaining racial harmony for a new generation of Singapore. The article was published in Straits Times on 14 August 2021.

Race and religion

Strengthening efforts to maintain harmony for a new generation



Grace Ho
Senior Political Correspondent

WHAT WAS SAID

Recent racist incidents illustrate how issues of race and religion can easily divide society. It is helpful to air and acknowledge issues of race and religion in a candid and respectful manner.

It took several generations of sustained effort for Singapore to bring the different races and religions together. The resulting social harmony was the fruit of mutual understanding and compromise by the majority as well as the minorities. The country has to continually adjust this delicate balance to maintain harmony as society evolves.

The Government has a duty to manage issues of race and religion

tary of advocacy group hash.peace, says it is important to keep an open mind on policy frameworks and approaches such as the CMIO model as the country is much more diverse now than during its early years of independence.

"We should gear towards a more open understanding of what 'Singapore' and 'Singaporean' mean," he says.

Ms Nazhath Faheema, founder and president of hash.peace, says deeper conversations among different communities can take place in neighbourhood estates, and it is the depth and strength of such relations that can make or break social harmony. "I am more inclined to say that systems like EIP may benefit our racial harmony. However, we must evaluate its efficacy... and pay more attention to the grievances of minorities in the purchase and sale of their flats," she says.

Another issue is casual discrimination. Microaggressions can take place daily and often go unreported, as they may not be serious enough cases of harassment. It is hard for the Government to constantly establish new laws or set

on behalf of Singaporeans, but requires their support and trust.

WHAT CAN BE DONE

Racist incidents have come to the fore in recent months. Longstanding policies, such as the Ethnic Integration Policy (EIP) and CMIO (Chinese, Malay, Indian, Others) model of ethnic classification, have also come under public scrutiny.

Others note that Special Assistance Plan schools place a heavy emphasis on Chinese language and culture, and their students have fewer chances to mix with peers of other races.

The Government has explained that the EIP ensures neighbour-

standards for such incidents; moreover, everyone's threshold is different, says Mr Sim.

This is where civil society can play a part in partnership with the Government – hash.peace, for example, aims to start a care group for those who need an outlet to speak and be heard.

A key risk lies in social media, which has allowed people to speak more freely but not necessarily more responsibly. It also amplifies issues to do with race that crop up, giving them wider publicity.

As Prime Minister Lee Hsien Loong noted in his National Day message: "Many more happy inter-racial interactions happen every day, but these seldom go viral."

Mr Sim says it is important to keep an open heart and mind during conversations. He adds: "A person might not be able to communicate their thoughts sensitively, but it does not mean that they have ill intentions or are intentional in their dismissal of others."

"We should also not be hypocritical in our actions, where we speak of education, and learning from each other's experiences and mis-

take, yet deny someone (the chance to learn) how to be better just because they made a mistake."

Indeed, the need for better understanding and accommodation, as well as openness to the diversity of views on issues of race and religion, was a key takeaway from several recent forums on the topic, organised separately by The Straits Times and its sister publications.

At a forum on race relations organised by feedback unit Reach and Lianhe Zaobao on July 24, Home Affairs and Law Minister K. Shanmugam noted that antagonism and extremism have crept into discussions on race here, and warned against this tit-for-tat approach.

Expressing sadness at the antagonistic tone of some of the participants' questions, he added: "Have a care in making these points, because it may come across as pushing very hard. And when the Chinese community pushes hard, it's a scary thing for the minorities."

Ms Faheema says having candid and productive talks involves recognising the cumulative effect of direct or indirect racial stereotyping, bias, prejudice and discrimination,

especially among minorities. "We have to recognise, acknowledge and identify the truth in this. You do this by asking them what they feel and listening to them."

Policy makers and community and business leaders must do better to reduce people's negative experiences in multiracial and multi-religious settings, she says. "Do compromises (over identities, beliefs or cultures) cause unhappiness that may grow as grievances over time? How can such negativity be handled?"

Answering these questions requires close observation of micro-level settings such as schools, workplaces and neighbourhoods, she says. An example is whether some workplaces have more decorations for Christmas and Chinese New Year than for Hari Raya and Deepavali.

"If so, perhaps we can do more to increase visibility of the festivals celebrated by the minority communities," says Ms Faheema.

"The key performance indicator ought to be the depth and width of knowledge about the different identities we live with."

KEEP AN OPEN MIND

We should gear towards a more open understanding of what 'Singapore' and 'Singaporean' mean.



MR LEONARD SIM, general secretary of advocacy group hash.peace, on how it is important to keep an open mind on policy frameworks and approaches such as the CMIO (Chinese, Malay, Indian, Others) model as the country has grown to be much more diverse.

HIGHLIGHT OF ACTIVITIES IN 2021

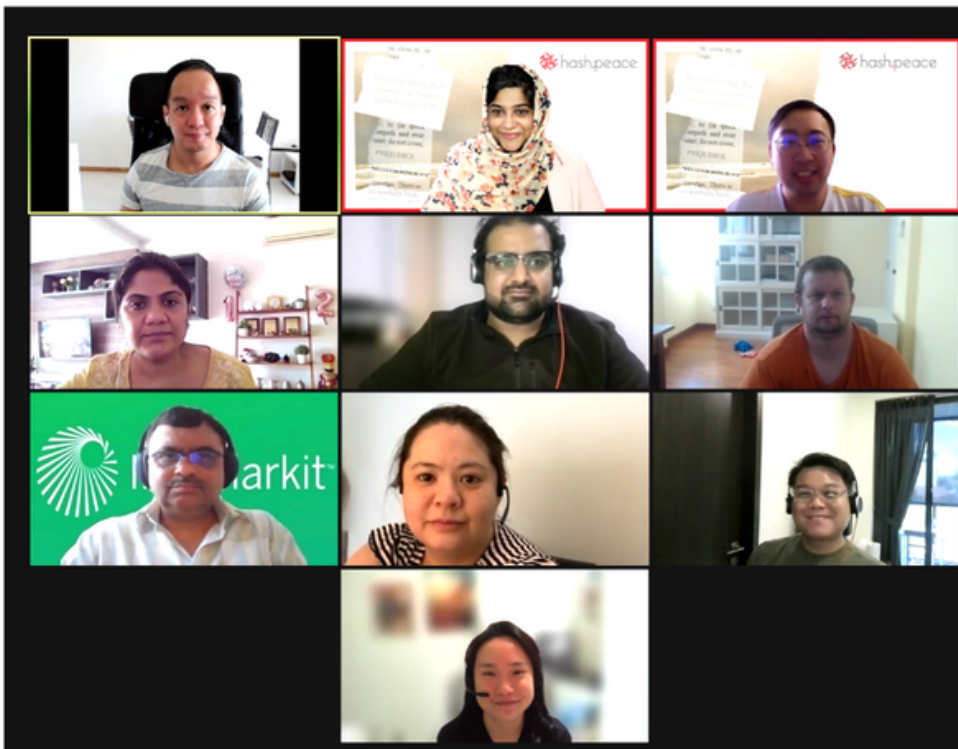
20 August 2021

Managing Diversity Dialogue with IHS Markit Employees

organised by hash.peace with IHS Markit

hash.peace helped to facilitate a dialogue on how employees can champion efforts to better understand and relate with the diverse identities at workplaces. The session involved reflecting on essential questions such as the need for deepening inter-cultural understanding in office settings.

Participants shared their experiences and thoughts about how people can get to know more about the race and faith of their colleagues. hash.peace shared some our experiences in this regard. The dialogue ended with a list of ideas for activities, which employees can initiate to manage diversity and promote social harmony at workplaces.



Creating awareness about the different ethnic festivities
eg: Diwali in IHS Markit

When does curiosity cross lines and become and offensive?

- When people ask where you are from and we press on to affirm certain stereotyping?
- When an identity is imposed

Diversity potluck!

Food brings people together
Sharing of food from different cultures

Deepening Inter-Ethnic & Inter-Belief Understanding at Workplaces?

- Is this relevant to building positive workplace culture?
- Is it important for human resources management?
- Who does it help? How?

Human Library To Learn About Identities in Office

This will help to ease the hesitation of asking about each others

Companies taking a stand against prejudice and discrimination

This builds are culture and habit

How can Employees champion efforts to better understand and manage diversity @ workplaces?

Introducing Identities

What is your race, religion/belief, culture or other identities?(Or, is it too taboo to talk about at workplaces)

HIGHLIGHT OF ACTIVITIES IN 2021

2 November 2021

Dialogue with Senior Leaders from the Singapore Public Service at the Leaders in Administration Programme

organised by Civil Service College

Founder & President Nazhath Faheema was invited to dialogued with senior leaders from Singapore's civil service about hash.peace's advocacy work. The discussion covered the following:

- identifying fault lines for Singapore's social cohesion in the coming years
- varying concerns of issues such as minority voices, chinese privilege, religiously motivated extremism and hate narratives
- navigating online juries and cancel culture
- creating constructive offline conversations from the online marketplace of opinions



HIGHLIGHT OF ACTIVITIES IN 2021

12 December 2021

Visit to Eurasian Heritage Gallery

organised by hash.peace in partnership with Eurasian Association

hash.peace was grateful to received a personalised tour at the Eurasian Heritage Gallery by docent, Gerardine (who was also previously a speaker at Intra-Ethnic Conversations).

Whilst there, both members and friends of hash.peace got the opportunity to learn more about the Eurasian community in Singapore, particularly its historical roots, unique culture, traditions, as well as their many contributions to Singapore's development and achievements. The Singaporean Eurasians themselves represent how diverse and complex our own identities can be within multi-racial Singapore, hailing from different generations and even combining various cultures/ethnicities over time.

The learning journey ended with us enjoying sugee cake and tea, a wonderful accompaniment to our post-tour reflections and deeper conversations on Singapore's Eurasian community. We were also grateful to have been joined by a media crew from Mediacorp, who had filmed the tour and featured hash.peace on Channel 5 News Tonight on a piece regarding the government's upcoming Maintenance of Racial Harmony Act.



HIGHLIGHT OF ACTIVITIES IN 2021

20 December 2021

Launch of hash.peace Society and inaugural Year-End Forum *organised by hash.peace*

Hash.peace hosted an inaugural year-end forum commemorating the founding of the group's mission. On this day, hash.peace officially launched as a registered society in Singapore. Minister for Culture, Community and Youth, and Second Minister for Law, Mr Edwin Tong, joined about 90 youth advocates and community leaders from various civil society organisations dedicated to strengthening racial and religious harmony in Singapore. The event was held in a hybrid format, with some participants attending physically and others joining through Zoom conference.

The forum began with a keynote lecture by Mohamed Imran Mohamed Taib, founder and Board member of the Centre for Interfaith Understanding - CIFU. This was followed by a dialogue with Minister Edwin Tong about "***The Role of Civil Society in Leading the 'Right' Direction for Sustainable Social Harmony in Singapore***". hash. peace's, Nazhath Faheema and Leonard Sim joined the panel discussion.

The discussion focused on inter-ethnic and inter-belief relations that have been a subject of concern in 2021. Mr Edwin Tong urged a partnership between the government and advocates for social harmony.

During this occasion, hash.peace also expressed appreciation to the community partners who helped in the group's work in 2021.



PARTNERS & SUPPORTERS IN 2021

- Eurasian Association
- Facebook Singapore Pte Ltd
- Madrasah Aljunied Al-Islamiah
- Mental ACT
- Ministry of Culture, Community & Youth
- OnePeople.sg
- Singapore International Chamber of Commerce and Industry
- Singapore Chinese Cultural Centre
- Sir Manasseh meyer International School
- Sree Narayana Mission Youth
- Young Sikh Association



STATEMENT OF ACCOUNT 2021

FY2021

INCOME

MEMBERSHIP SUBSCRIPTIONS	\$95.00
GOVERNMENTS GRANTS	\$0.00
DONATIONS (in cash)	\$1,790.00
DONATIONS (in kind)	
Nazhath Faheema for operational expenditure from Jul to Dec 2021	\$1,033.43
OnePeople.Sg for Zoom Subscription for 1 year	\$214.92
TOTAL INCOME	\$3,133.35

EXPENSES

<u>Bank Charges</u>	\$30.00
<u>Operating Costs</u>	
Accounting System - Quickbooks	\$356.00
Email & Productivity Tool - Google Suite	\$250.98
Domain - Squarespace	\$26.08
Website Hosting - Square space	\$195.34
Mailing List System - Mailchimp	144.44
Zoom Subscription for one (1) year	\$214.92
Online Collaborative Tool - Padlet	\$60.60
Total Operating Costs	\$1,248.36
<u>Project & Activities Costs</u>	
Inaugural hash.peace Conversation Series	\$113.42
Living with Racism	\$350.00
hash.peace Launch and Inaugural Year-End Forum	\$7,056.08
Total Project Expenses Projects	\$7,519.50
TOTAL EXPENSES	\$8,797.86
DEFICIT	-\$5,664.51



BALANCE SHEET AS AT 31 DECEMBER 2021

ASSETS

Cash at Bank	\$1,719.92
Cash at Hand	\$0.00
TOTAL	\$1,719.92

EQUITY AND LIABILITIES

EQUITY

Deficit for the year	<u>-\$5,664.50</u>
	<u>-\$5,664.50</u>

LIABILITES

Creditors

Nazhath Faheema (<i>Projects</i>)	\$7,062.60
Nazhath Faheema (<i>for Zoom Subscription</i>)	\$214.92
Leonard Sim (<i>Projects</i>)	\$106.90

TOTAL **\$7,384.42**

TOTAL EQUITY AND LIABILITIES **\$1,719.92**

AUDITORS' REPORT

1. We have completed our audit on the accounts of the hash.peace (Society) for the period ended **31 December 2021** and have obtained all the relevant information and explanations required.

2. In our opinion, the Balance Sheet and the Income & Expenditure Statement have been properly drawn up so as to show the true and fair view of the state of society's affairs at 10 March 2022 and of the results for the year on that date.



Mohamed Ashiq
Honorary Auditor

Mustafa Rasheed

Mustafa Rasheed
Honorary Auditor

hash.peace

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