

2016 ANNUAL REPORT



CAIR
NEW YORK

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LETTER FROM BOARD CHAIR ZEAD RAMADAN



This past year saw a six fold increase in anti-Muslim discrimination, harassment, and hate crimes in New York. Indeed, we at CAIR-NY have received threats ourselves. In this era, where hate groups seem to be energized and empowered by anti-Muslim political rhetoric and policies (such as the Muslim ban), CAIR-NY will never be deterred from defending justice and the liberties of Muslims and other New Yorkers. Our resolve is only growing stronger. We have also been energized, generating and creating collaborations with other law firms, legal centers, universities, interfaith groups, and like-minded elected officials and NY local leaders who work with us, hand-in-hand, to protect those unjustly attacked or discriminated against. We must increase our own capacity by adding another attorney, media specialists, and other vital staff. Of course, we cannot afford to do this vital work without staff and an office that is ready to stand for you. As the premier Muslim legal defense organization in New York, we ask that you continue and increase your support as we must grow to meet the unprecedented numbers of cases of discrimination and attacks on our families. You, our community, are our main source of financial sustenance and we need you to be there for us. We look forward to continued dedicated service to you, as you should always know that you can count on CAIR-NY to be there for you.

May Allah protect us all, and Jazakum Allah Khairan.
Zead Ramadan
Chair, Board of Directors

LETTER FROM EXECUTIVE DIRECTOR AFAF NASHER

Salam alaikum wa rahmat Allah / Greetings of peace and God's Mercy.

Like you, the New York chapter of the Council on American-Islamic Relations witnessed the ascension of Donald J. Trump to the presidency. In response, CAIR-NY immediately began preparation to challenge the Muslim travel ban and registry, provided free legal representation for victims of hate crimes and work discrimination, advocated for students being bullied at schools, and fought against unjust profiling and surveillance of our community. In 2016, CAIR-NY also underwent important changes to build our capacity. In May, I transitioned from Board President to Executive Director and Brother Zead Ramadan was elected as our Chairman. In June, our office relocated to Astoria, Queens. In August, we welcomed Albert Cahn, Esq. as our Legal Director.



The groundswell of community support was also seen in the thousands of New Yorkers that mobilized with us in rallies and protests. Messages of solidarity were received and volunteers rolled into our small office ready to lend time, expertise, and an energized hope for a better tomorrow. I am humbled to be part of a dedicated team that believes in fighting for what is right, fighting for true American principles of equality, and fighting for the guaranteed freedom to practice our faith without discrimination.

We envision a future in which Muslim Americans are fully empowered and recognized as vital members of the New York community. In 2017 we look forward to seeing you on the frontlines, and appreciate your ongoing support.

Sincerely,

A handwritten signature in black ink that reads "Afaf Nasher". The signature is fluid and cursive.

Afaf Nasher, Esq.
Executive Director, CAIR-NY

LETTER FROM LEGAL DIRECTOR ALBERT FOX CAHN



Assalamu Alaikum,

A young mother and baby assaulted in broad daylight, men murdered blocks from their Ozone Park mosque, children attacked for wearing hijabs to school; these were just a few of the assaults we witnessed against Muslim New Yorkers in 2016. Last year, Muslims in New York and across the country witnessed a historic spike in anti-Muslim harassment, discrimination, and hate crimes. As I reflect on the tumultuous events of 2016, I'm amazed to think of what has transpired in my short time with the organization.

Last year, I was proud to join CAIR-NY as our chapter's first full-time attorney. When I was offered the position months before the presidential election, I had no idea what lay in store. 2016 was a trying time for CAIR-NY and those we advocate for, but the year also had many positive milestones for our organization. I'm incredibly moved by CAIR-NY supporters who enable us to provide free legal services to Muslim New Yorkers.

Numerous law firms came forward to partner with CAIR-NY in the second half of 2016. As I write this letter, over a dozen firms have contributed pro bono legal services through our office. Our staff assists with matters ranging from employment discrimination, to bullying, to travel delays, and, of course, hate crimes. We continue to bring lawsuits that will expand constitutional protections and ensure the rights of Muslim New Yorkers to freely practice their faith.

Our legal department has also expanded government outreach efforts, testifying on a range of matters before the New York City Council, including the passage of a resolution against anti-Muslim discrimination. Our office continues to engage lawmakers on local, state, and federal levels to address issues such as surveillance of Muslim New Yorkers. In 2016, we began to represent community members who are approached by the FBI, Department of Homeland Security, or the Joint Terrorism Taskforce, and this work continues to grow. We also dramatically expanded our Know Your Rights curriculum, providing training on bullying, hate crimes, employment discrimination, and FBI visits. We've conducted trainings at Masajid, schools, and companies across New York. We have repeatedly intervened when police were slow to investigate anti-Muslim attacks to ensure these crimes are prosecuted as serious felonies, even petitioning for the involvement of the U.S. Department of Justice.

The Muslim community will continue to face a challenging climate, but we at CAIR-NY will continue to build the staff and resources needed to make sure that no Muslim New Yorker ever suffers injustice in silence.

Sincerely,

A handwritten signature in black ink, appearing to read "Albert Fox Cahn". The signature is fluid and cursive, written over a light-colored background.

Albert Fox Cahn, Esq.
Legal Director of CAIR-NY

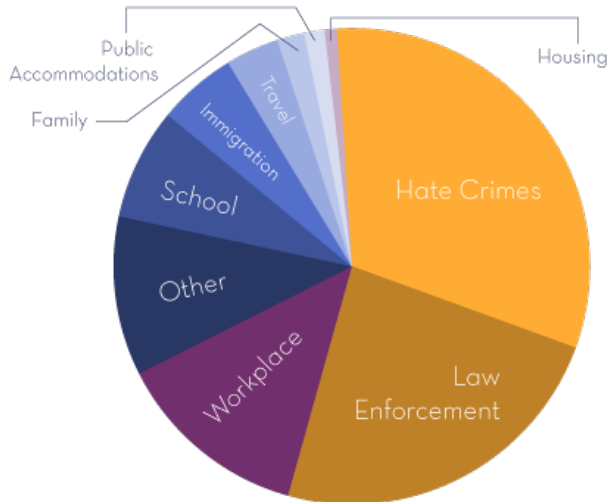
ABOUT THE CIVIL RIGHTS DEPARTMENT

CAIR-NY has answered hundreds of calls seeking legal aid or assistance. During the first stages of handling a complaint, we look for evidence of anti-Muslim bias, discrimination, harassment, or, in the case of criminal activity, motive. We interview the complainant and research each case thoroughly to determine if our legal services are necessary. When merited, we take cases ourselves or refer clients to pro bono legal services who have partnered with CAIR-NY. All of CAIR-NY's and CAIR-NY's partner services are completely free of charge.

THE MOST COMMON ISSUES HANDLED BY OUR DEPARTMENT INCLUDE:

- Employment Issues: Wrongful termination, failure to hire, coworker or employer harassment
- Schools and Students: Bullying, anti-Muslim materials, religious accommodations
- Harassment and Hate Incidents: verbal and physical attacks, mosque vandalism, hate crimes
- Denial of Religious Accommodation: failure to provide reasonable accommodation for religious practices
- Travel-related Issues: No-fly cases, TRIP complaints, invasive screening, immigration rights
- FBI: Law enforcement intrusion, inappropriate questioning or contact

HATE AND BIAS INCIDENTS REPORTED TO CAIR-NY IN 2016

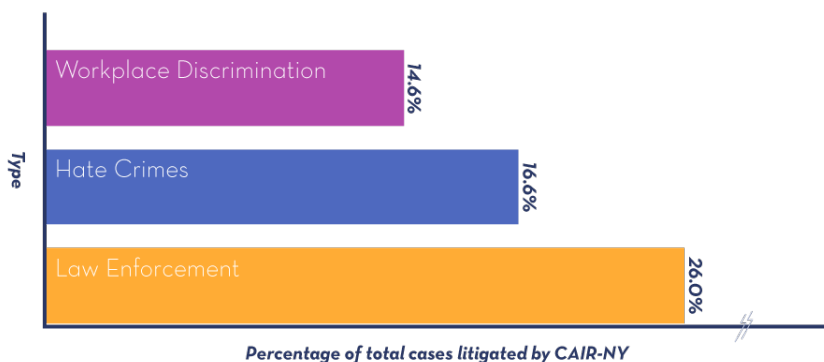


CAIR-NY received 242 complaints of hate crimes and bias incidents in 2016. As the charts to the left demonstrate, over half of complaints reported to CAIR-NY were ultimately taken by CAIR-NY attorneys who represented and advocated on behalf of plaintiffs and defendants.

TYPES OF BIAS REPORTS IN 2016:

- Hate crimes: 28.7%
- Law enforcement: 23.4%
- Workplace: 11.9%
- Other: 11.5%
- School: 8.2%
- Immigration: 6.1%
- Travel: 3.3%
- Family: 2.9%
- Public accommodations: 2.5%
- Housing: 1.5%

TOP TYPES OF BIAS INCIDENTS LITIGATED BY CAIR-NY



COMMUNITY OUTREACH

#REGISTERMEFIRST

During Donald Trump's campaign the now-President suggested repeatedly that Muslim American citizens should be entered onto a registry and tracked. In response, CAIR-NY has launched the website www.registermefirst.com and corresponding #RegisterMeFirst hashtag. On the website, Muslim allies can identify their location in the US and demonstrate their allyship with the Muslim American community by telling the Trump administration that they'd rather register themselves than allow Muslims' rights to be violated. The website then generates a map showing where in the US Americans have registered as a peaceful show of force against the Trump administration's attempts to divide our diverse American community.

KNOW YOUR RIGHTS WORKSHOPS

CAIR-NY's most direct form of community outreach is often its Know Your Rights (KYR) trainings, which teach Muslim New Yorkers a variety of skills to defend themselves against Islamophobia legally and safely. Know Your Rights trainings can address a variety of potential conflict areas, including law enforcement, bullying in schools (including by teachers/administrators), immigration, and recently, Donald Trump's Muslim travel ban. Every KYR training covers basic information such as holistic descriptions of how Islamophobic discrimination usually presents itself, the prevalence of discrimination in a given field backed up by reputable statistics, mechanisms to report discrimination, and recourse should discrimination occur. One of our most solicited Know Your Rights trainings covers defense against unfinished discriminatory action by law enforcement. The workshop educates community members on how to respond to FBI visits, and what constitutional protections should be invoked by someone being questioned. CAIR-NY stages these trainings at a variety of public and private venues to ensure saturation and accessibility across the community. A typical site for KYR trainings might be a Masjid, community center, public school, or private workplace.

#RegisterMeFirst

Fight

FAQ

Materials

#RegisterMeFirst

If they want to register American Muslims, they'll have to #RegisterMeFirst.

A Muslim registry is unconstitutional, ineffective, and un-American. It's happened once before. It didn't work then. It won't work now. Join the 6353 Americans that have already committed to keeping it from coming back.

FIGHT THE REGISTRY

VOTER REGISTRATION DRIVES

For New Yorkers seeking to improve the lives of Muslim Americans, registering to vote is crucial. CAIR-NY led the way in registering Muslim citizens to vote by launching a website, nymuslimsvote.com, that offered visitor tools to check their registration status, confirm the location of their polling place, gave warning of upcoming election deadlines, and provided information on local government candidates with attention to how candidates fared when it comes to supporting Muslim civil rights.

ENGAGING COMMUNITY OFFICIALS

What better way is there to forcefully advocate for the needs of the Muslim community than by contacting community officials directly? CAIR-NY had great success in this endeavor in 2016, particularly in New York City, where we pushed an anti-Islamophobia bill to passage through the New York City Council. In October, members of CAIR-NY joined Muslim leaders to testify at City Council hearings on Resolution 1230-2016, which shored up protections for Muslim New Yorkers against Islamophobia in the wake of a surge of hate crimes. Following CAIR-NY's testimony, the resolution was adopted by New York City Council unanimously.

CHALLENGES AND TRIUMPHS

In 2016, CAIR-NY expanded its outreach to the New York Muslim community. We responded to some troubling new developments in our state, including a divisive campaign and election, increased Islamophobic rhetoric from state and federal officials, and multiple hate crimes targeting Muslim New Yorkers. However, thanks to the passion of the community and our committed partners and advocates, we have been able to meet many of 2016's challenges with commensurate vigor.



ELECTION 2016

The 18th year since the establishment of the New York chapter of the Council on American-Islamic Relations witnessed the ascension of Donald J. Trump to the presidency. Trump's calls for a "Muslim ban" and his habitual mischaracterizations of Muslims as "terrorists" provoked an immediate 87.5% increase in anti-Muslim hate crimes in the days following his announcement, per a study by California State University-San Bernardino's Center for the Study of Hate and Extremism.

In response, CAIR-NY has amplified its work defending the civil rights of Muslim New Yorkers, holding public leaders and media outlets accountable for anti-Muslim rhetoric and organizing Muslim communities and allies to resist policies that unjustly target the Muslim-American community.

Among CAIR's strategies are an increased number of Know Your Rights trainings, organizing two major protests against the Trump administration's Muslim ban, and robust hiring practices including a new Executive Director, Afaf Nasher, Esq.; and new Legal Director, Albert Cahn, Esq. to meet the stronger public need for CAIR-NY's services.



CHALLENGES AND TRIUMPHS (CONT.)

SIKHS CAN FINALLY WEAR TURBANS IN UNIFORM AT THE NYPD

After decades of outright discrimination against the Sikh officers of the New York Police Department, 2016 was the year that male Sikh police officers were finally granted the right to follow the edicts of their religion by wearing beards and turbans. The decision by the NYPD belonged to an ongoing effort by that department to diversify its ranks and improve relations between the police and New York City religious enclaves.



CAIR PRIORITIZED BY DONORS AFTER PRESIDENTIAL ELECTION

CAIR, including CAIR-NY, was one of a small number of nonprofit groups that publications such as Bustle listed as one of the most effective groups to donate to in light of Donald Trump's election. CAIR subsequently received a major influx of donations which was covered by the New York Post, which wrote that Trump's win "fuel[ed a] surge of...donations to liberal groups" like the ACLU, NARAL, and, of course, CAIR.



VOTER PROTECTION PARTNERSHIP

In 2016, CAIR successfully forged a partnership with the Lawyers' Committee for Civil Rights Under Law to ensure that Muslims who are American citizens could vote in the Presidential election without fear of reprisal or discrimination at the polls. The Lawyers' Committee for Civil Rights Under Law is the United States's largest nonpartisan coalition committed to protecting voters' rights. CAIR-NY's Albert Fox Cahn summarized the partnership's importance, stating, "We need to ensure that every voter can exercise his or her rights."

BULLYING IN SCHOOLS



Islamophobic bullying often targets students for their clothing, such as hijab, or wrongfully identifies Muslim students as security threats. In New York, bullying in schools can quickly escalate to dire consequences for Muslim victims of bullying because schools and the NYPD share a close relationship. Boys might be called jihadis or terrorists, after which they are further victimized by security personnel. CAIR-NY's anti-bullying program is therefore vital.

REACHING WOULD-BE BULLIES

In 2015 CAIR-CA conducted a landmark survey of nearly 500 students that determined approximately half of all Muslim schoolchildren have been bullied on the basis of their faith. CAIR-NY has since responded to this report by focusing on reaching potential bullies in schools — which can include fellow students, parents, and even teachers — by conducting bullying workshops in public and private schools both religious and secular. The educational workshops, to which parents are invited, have been segmented into Pre-K to second grade, third through sixth, and sixth grade and up to ensure that classrooms receive information that specifically targets their age group and particular social pressures. The typical anti-bullying seminar identifies what

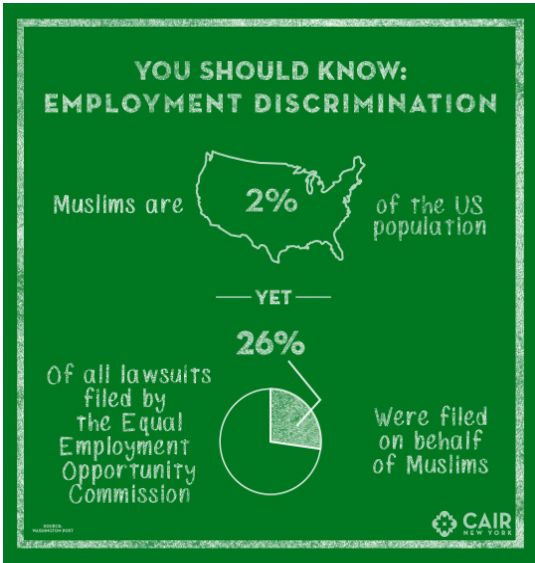
anti-Muslim rhetoric sounds like, bullying's different forms, what bystanders can do if they catch bullying in the act, state laws about bullying, and what action schools are required to take when they encounter bullying. Additionally, parents are informed of their legal recourse should a school not sufficiently address bullying of any kind.

ADVOCATING FOR VICTIMS OF BULLYING

Sometimes, preventative measures are not enough and, sadly, the school fails to support Muslim students in the way they deserve. In these cases, CAIR-NY steps in by advocating for the rights of Muslims students in court or in the court of public opinion. One example in which the latter was necessary was in the wake of a student's recitation of the Pledge of Allegiance in Arabic over the loudspeaker in 2015— routine, considering that the recitation was part of a foreign language program which had been reciting the Pledge in a different language every day of the week. After the school issued an unnecessary and inflammatory apology, CAIR-NY stepped in to remind administrators of the bullying repercussions of their behavior.

EMPLOYMENT DISCRIMINATION

One of the areas where CAIR-NY is called on to defend Muslims most often is employment discrimination. Muslims make up 2% of the US population, yet 26% of all lawsuits filed by the Equal Employment Opportunity Commission (EEOC) were filed on behalf of Muslims. In 2016, New York State received slightly more discrimination charges on the basis of religion than the rest of the nation, with 4.8% of all EEOC charges in NYS filed on the basis of religious discrimination. CAIR-NY addresses three pressure points in particular: hiring discrimination, failure to provide reasonable accommodation, and workplace harassment on the basis of religious affiliation.



HIRING DISCRIMINATION

Hiring discrimination is one of the most insidious ways bigotry injures Muslims' livelihood and wellbeing. All too often Muslim candidates for jobs hit a glass ceiling or are outright blocked from access to careers because they don't fit a company's guidelines for dress presentation or other ambiguous signifiers of "American" identity. Women in hijabs and men with beards, for example, might be rejected from employment opportunities due to ambiguous categories like "company fit." Title VII of the Civil Rights Act of 1964 prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex or national origin. CAIR-NY represents targets of hiring discrimination to ensure Title VII is rigorously upheld.

The United States has prohibited workplace discrimination on the basis of religion since 1964. For more information read Title VII of the Civil Rights Act of 1964, or email info@cair-ny.org.

REASONABLE ACCOMMODATION

Employers are legally mandated to provide "reasonable accommodation" to ensure that people of all faiths -- including Muslims -- can participate in a work environment without infringing on their own religious beliefs. In the Muslim community, reasonable accommodation usually includes providing employees time for daily prayer during work hours or permitting Muslim employees to refrain from handling or selling alcoholic beverages. One area where CAIR-NY saw progress in 2016 was a major victory for the upholding of reasonable accommodation statutes: as of December, 2016, Sikh officers in the New York Police Department may now legally wear religiously-mandated turbans and beards without fear of reprisal by the NYPD.



The NYPD's mandate that Sikh NYPD officers be allowed to wear beards and turbans was a major victory in 2016

WORKPLACE HARASSMENT

The final form of employment discrimination CAIR-NY regularly addresses is workplace harassment. Employees might be harassed by coworkers or even their employers. CAIR-NY has represented victims of workplace harassment in multiple contexts, including hostile work environments in which employees "caught praying" become targets of private security firms and are escorted out of their own workplaces or begin to be surveilled by their employer more aggressively.

HATE INCIDENTS AND ISLAMOPHOBIA

Unfortunately, while 2016 saw a number of great successes for CAIR, we also witnessed an alarming number of hate incidents in our state. From vandalism to verbal assault to threats to murder, Muslims in New York faced a number of frightening events, reminding us of the threat of Islamophobia that we work to combat.



OVERVIEW OF LITIGATION

In 2016, CAIR-NY assisted with 182 cases, including 34 hate crime incidents, 50 law enforcement violations, and 45 school and workplace discrimination cases. These cases spiked dramatically in the period leading up to and directly following the 2016 Presidential Election, with many targeting Muslim women and children. Travel and immigration were also important impetuses for Muslim New Yorkers to sue in court, with almost 20 total cases taken by CAIR-NY behalf of the Muslim community. CAIR-NY also worked closely with the Queens District Attorney's office to prosecute Oscar Morel for the murder of an Imam and his assistant who were attacked outside their Masjid (see below). This high-profile case successfully became top priority in the District Attorney's office, with CAIR-NY's advocacy and assistance.

DEATH OF IMAM ALA UDDIN AKONJEE AND TARA UDDIN MIAH

Imam Ala Uddin Akonjee and his associate Tara Uddin Miah were executed in broad daylight on Saturday, August 13 in the Queens neighborhood of Ozone Park. Both victims wore Islamic attire and had just finished prayer services at the local mosque at the time of the shooting on the corner of Liberty Avenue and 79th Street. CAIR-NY quickly became an important advocate for the victims. "We are pleased with the swift actions of the NYPD, which led to the arrest of the alleged perpetrator of this inhumane act of violence," said Afaf Nasher, executive director of CAIR-NY. "While we are encouraged by the charges filed, we strongly urge law enforcement, prosecutors and the mayor to keep their promise of a thorough investigation, which includes the possibility of a bias motive for the killings." CAIR-NY continues to represent the families of both victims of this horrible hate crime.

HARASSMENT ON THE MTA

According to police, a uniformed MTA officer – who wears an Islamic head scarf (hijab) – was assaulted by a man who yelled, “You’re a terrorist and you shouldn’t be working for the city.” The alleged attacker reportedly shoved the MTA employee down a flight of stairs, injuring her knee and ankle. The NYPD and New York State Division of Human Rights are investigating the attack as a bias incident. Earlier that month, an 18-year-old Muslim woman on the MTA was harassed by fellow passengers who shouted, “Donald Trump! Donald Trump!” “You f***** terrorist! Get out of this country! You don’t belong here!” and “Get that f***** thing [hijab] off your head!”



A TOURIST'S BLOUSE SET ON FIRE IN MIDTOWN

The victim, a 35-year-old woman outside Valentino clothing boutique in midtown Manhattan, was attacked by a man at 9 o'clock at night who set the woman's blouse on fire. The woman reported that she could feel something warm on her left arm before realizing her shirt was on fire. A man standing next to her had started the fire using his cigarette lighter. The NYPD's Hate Crime Task Force has investigated the event. CAIR-NY was instrumental in bringing the perpetrator to justice and elected to offer a \$1,000 reward for anyone who could identify the woman's assailant and bring him to arrest and conviction for assault.



HATRED IN THE BRONX: A MAN ASSAILED AND BEATEN, BLAMED FOR "ISIS"

A 43-year-old Muslim man was assaulted in the Bronx by teenagers who shouted, "ISIS, ISIS!" The man was seemingly targeted because he was wearing a shalwar kameez, the traditional Muslim pants and tunic set worn across South Asia. The victim was walking with his nine-year-old niece when the teenagers punched him several times in the head. After the man fell to the ground, they began kicking him. The man was subsequently admitted to a hospital for the severe bruises to his head and face. CAIR-NY immediately called on the FBI to investigate the incident as a hate crime, accelerating the investigation already being followed by the NYPD's Hate Crime Task Force. "Attacks on American Muslims will not be tolerated...[P]erpetrators of such attacks will face the full weight of the law," said Sadyia Khalique, then operations administrator of CAIR-NY.

MEDIA ENGAGEMENT

In 2016, with a little unwanted help from the Trump campaign, CAIR-NY achieved new highs of media saturation. CAIR-NY was mentioned in major press outlets in New York and nationally over 200 times between January and December 2016, according to internal metrics. Unfortunately, many of these media engagement moments were occasioned by hate crimes or violent political ideology. Examples include coverage on local news channel NY1 of the Muslim store owner who was assailed by a man making anti-Muslim threats; an article in Latinx daily *El Diario* of an imam who was attacked in Queens; and a story on PBS about the Bangladeshi community's re-evaluation of its relationship with the NYPD. Throughout all our media engagements, CAIR-NY seeks to change the narrative with which popular and news media treat the Muslim community. That means challenging portrayals of Muslims as security threats, but also encouraging the media to recognize the incredible strength, resiliency, and love that exists throughout the Muslim community in New York.



MEETING HATE WITH RESPECT AND LOVE

One way CAIR-NY has successfully changed narratives about the Muslim community in New York has been by responding in positive ways to the antics of hate groups and Islamophobic political coalitions. In April of 2016, Pamela Geller, who runs Stop the Islamization of America (SIOA), which has been designated a hate group by the Southern Poverty Law Center, announced that she would be making an appearance at Brooklyn College to discuss putative “free speech censorship” supposedly being waged against Geller. Geller’s blog has been cited glowingly by extremists such as Anders Brevik, a white supremacist terrorist who killed over 70 people in Norway. Geller has practiced her right to free speech by spewing anti-Muslim rhetoric including claiming that Hitler was inspired by Islam and that Muslims fornicate with goats. CAIR-NY successfully met the threat of violence against Muslims studying at Brooklyn College that might otherwise have been occasioned by Geller’s appearance by releasing statements to the press highlighting Geller’s hateful misappropriation of free speech and launching a campaign for students to send polite letters to Brooklyn College’s president expressing concern about the safety of Muslim students during and after Geller’s appearance, and highlighting that white supremacist and anti-Muslim groups like SIOA as the security threats that Muslims Americans are often claimed to be.



ISLAMOPHOBIN GUM

In 2016 CAIR launched a comedic advertisement for “Islamophobin gum,” a product that suppresses irrational fear of Muslims. The commercial, publicized around the Republican National Convention, was widely shared and brought levity to a serious and timely issue during and after the 2016 Presidential election. Since its release in May, the stereotype-challenging video has been viewed almost 122,000 times and was covered by publications such as *The Huffington Post*, *ABC News*, and *Quartz*.

SOCIAL JUSTICE COALITION BUILDING

CAIR-NY had what is perhaps its busiest year ever in the wake of Donald Trump's Presidential campaign and election. Muslim rights advocacy has been successful nevertheless, thanks to our wonderful strategic partners. Partnerships are wide and diverse, some of which are represented below. Organizations include faith-based coalitions from a variety of religious traditions including Hinduism, Judaism, Christianity and Sikhism; Muslim organizations; civic engagement partners; immigration coalitions; grassroots partners; legal teams; and independent first-time activists.

RISING ABOVE ISLAMOPHOBIA WORKSHOP WITH MAS-QUEENS

In January CAIR-NY partnered with MAS-Queens to offer a Rising Above Islamophobia workshop for the Muslim community in Queens.

NEW YORK CITY "I AM MUSLIM" CAMPAIGN

"I Am Muslim, I Am NYC" is a campaign launched in January by Mayor Bill De Blasio to increase the visibility and inclusivity of Muslims in New York City. The next month, Long Island School District made the historic decision to include Muslim and Hindu holidays in their school calendar. In December, we also lauded the New York Police Department's (NYPD's) decision to allow Muslim and Sikh officers to grow out their beards and wear turbans while in uniform.

LEGAL SUPPORT NETWORKS

One of CAIR-NY's missions is to generate networks of legal support for the Muslim and immigrant community in New York. We met this need by holding multiple trainings to ensure that our network of legal partners is properly informed about the issues specific to targets of Islamophobia. Trainings typically include dozens of attorneys from private firms, public agencies, and bar associations. Through these trainings CAIR-NY is equipped to address and defend against a broad range of legal problems that the Muslim community may face, with emphasis on rapid response to crises such as the Muslim Travel Ban likely to be generated by the Trump administration.



PUBLIC FUNDRAISING RESPONSE

The groundswell of community support in 2016 is evident in the thousands of New Yorkers that mobilized with us following the shooting of the Queens imam and in rallies around the city denouncing Trump's policies of hate. CAIR-NY received over \$146,120 in donor contributions over 12 months, a 4% increase from 2015.

FINANCIAL DISCLOSURE

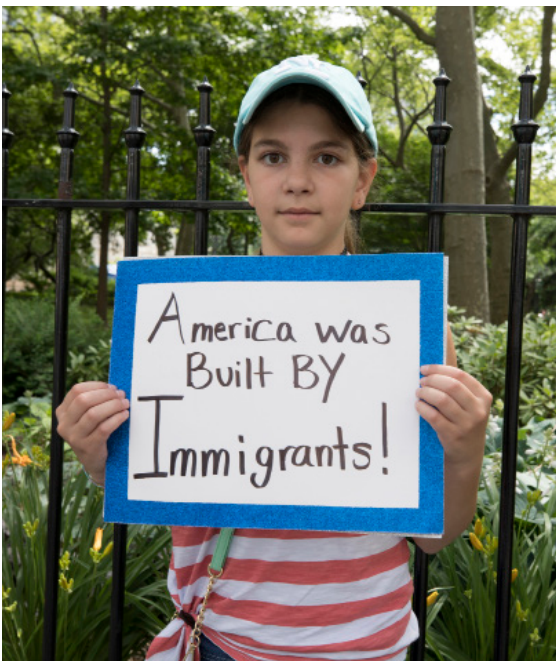


CAIR-NY would like to thank its generous donors for their continued support of civil rights for Muslim New Yorkers. We are a lean 501(c)(3) nonprofit that runs mainly on contributions from individual donors like you!

Your donations pay for our staff, materials, trainings, internship stipends, and more. As a result, we are committed to transparency and have made a complete outline of our revenue and expenditures to ensure that all CAIR-NY partners feel satisfied that their money is being spent economically and in important ways with minimal overhead costs. CAIR-NY is incredibly proud of its partners for the financial support they have made to ensure the smooth function of our legal and advocacy services. Similarly, we are proud to show what can be accomplished with financial support from our fellow New Yorkers.

Below you will find a complete disclosure of our financial status in 2016, including donations, net revenue, and the allocation of expenses to payroll, rent and utilities, fundraising, staff training, and more.

Thank you again for your generous donations. We couldn't provide pro bono legal services or advocacy for the Muslim community without you.



\$ Total 2016 Donations: \$146,120

\$ Net 2016 Revenue: ~\$37,000

2016 Expenses

Payroll	\$82,000
Rent & Utilities	\$6,531
Operational Costs	\$6,510
Fundraising Expenses	\$5,090
Printing, Mail & Advertising	\$4,962
Internship Stipends	\$2,818
Staff Training	\$596
Miscellaneous	\$710

Calendar Year January 2016-December 2016



STAFF AND VOLUNTEERS

CAIR-NY significantly grew its staff in 2016 in order to better meet the needs of the Muslim community in New York. We are proud to announce that we added two new directors, Afaf Nasher and Albert Fox Cahn, in addition to an Outreach and Volunteer Coordinator and an Operations Coordinator, all of whom are integral to the smooth functioning of the CAIR-NY office.

BOARD MEMBERS

In 2016 CAIR-NY was served by twelve Board Members, representing diverse Muslim communities and a variety of professions. Each board member plays an important role in the overall success of the organization. Together, the Board of Directors help to fulfill the organization's mission with strategy and fundraising efforts.

STAFF

CAIR-NY's Executive Director, Afaf Nasher, graduated St. John's University School of Law in 2005 and practiced corporate litigation in a private firm for several years. She began her career with CAIR-NY as a Board Member, then President of the Board, and presently as Executive Director.

Albert Fox Cahn currently serves as CAIR-NY's Legal Director. Mr. Cahn previously worked as an associate in the Antitrust/ Competition practice of Weil, Gotshal & Manges LLP, where his work included antitrust counseling for mergers and acquisitions, criminal and civil investigations by the US Department of Justice, and class action litigation. He is CAIR-NY's first full time attorney and leads the way to growing legal capacity and pro bono services.

CAIR-NY's civil rights team is assisted by Marium Khawaja, Outreach and Volunteer Coordinator, who is building bridges between CAIR-NY, Islamic institutions, and coalition partners; and Nivia Martinez, Operations Coordinator, the "glue that holds the office together."

LEGAL INTERNS

2016 saw an expanded internship program with interns serving during both Fall and Spring semesters as well as during the Summer term. In addition to legal research and briefing, client intake and management, and document analysis for the Civil Rights Department, interns assisted in the development of tools like Know Your Rights workshops for the Muslim community, wrote blog posts and articles about their experiences, and completed research projects on a variety of topics.

VOLUNTEERS

CAIR-NY has been blessed with a huge surge of volunteers who offer their time, expertise, and passion to serve the community and our nation. From graphic designers, to lawyers, to teachers, the depth of their dedication has been incredible!



Volunteers keep CAIR-NY running



CAIR-NY Staff from left to right: Nivia Martinez, Albert Cahn, Afaf Nasher, and Marium Khawaja

THANK YOU

For more than 20 years, the Council on American-Islamic Relations has fought for the civil rights of American Muslims. The New York chapter is one of the busiest of CAIR's thirty-five nationwide affiliates, defending, representing, and educating nearly one million Muslims in the New York area.

CAIR-NY works to ensure that the constitutional rights of Muslim Americans are indispensable to a just and holistic understanding of the United States constitution.

CAIR-NY wishes to express our special gratitude to Johannah King-Slutzky, whose dedication as a volunteer was essential to the creation of this annual report. Appreciation is also extended to our sister chapter, CAIR-OK and others who assisted. Thank you!

PLEASE DIRECT QUESTIONS ABOUT THIS REPORT TO

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