



CAIR
NEW YORK

ANNUAL REPORT
2018



42%

Muslim New Yorkers having experienced some form of harassment



72%

Harassment, discrimination and hate crimes going unreported



95%

NYPD surveillance efforts focused on the Muslim community

“When any American’s rights are under attack, all of our rights are at risk. We must respond and we must resist.”

CAIR-NY

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Albert F. Cahn, Litigation Director

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Masum Ali

CAIR-NY offers special thanks to our dedicated group of fellows, interns, and volunteers. We are only able to achieve so much throughout the year because of the tireless hard work they so generously donate to us.



About Us

ABOUT

CAIR-NY

CAIR-NY is one of the busiest and most dynamic of CAIR's 35 nationwide affiliates, defending, representing, and educating nearly one million Muslims in the New York area.

Our Vision

CAIR-NY's vision is to be a leading advocate for justice and mutual understanding.

Our Mission

CAIR-NY's mission is to enhance understanding of Islam, protect civil rights, promote justice, and empower American Muslims.

Our Service

CAIR-NY protects the civil liberties of and empowers American Muslims. CAIR-NY serves Muslim New Yorkers through legal advocacy, education, media relations, civic engagement, and grassroots mobilization. As a first line of defense, CAIR-NY protects New Yorkers who have experienced discrimination, harassment, hate crimes, and more. We combat Islamophobia and systemic discrimination in all its forms.

Core Initiatives

- Supporting victims of hate crimes and discrimination
- Ending unjust profiling and surveillance
- Countering Islamophobic rhetoric through media relations
- Educating New Yorkers through workshops and publications
- Championing fair and just legislation and policies
- Promoting community activism and civic engagement

Message from the Board President



Dear Friends and Supporters,

On behalf of CAIR-NY, we thank you for your much needed support for our efforts to promote justice and empower our brothers and sisters living in New York and our nation. The continued attacks on civil rights, justice, and diversity at the national level made 2018 another challenging year for those committed to defending our community and all Americans.

This continued assault on the basic tenets we hold dear affects us greatly in the New York area. The regressive policies eroding our hard-earned legal standards also undermine the local progress for which our community has long fought.

In face of these growing threats, our work is more important than ever. We remain the first line of defense for members of our community confronted with anti-Muslim bigotry. Muslim New Yorkers can face the very real threats of Islamophobia, including workplace discrimination, hate speech and physical violence, mosque vandalism, unfair treatment by government officials, and discriminatory practices by law enforcement.

All we have achieved towards equal treatment under the law is precarious and vulnerable in this ambiguous environment, and we must fight more fiercely than ever to preserve and continue our valuable partnerships and alliances - those with whom we are building community bridges across the metro region, throughout the state, and with our government officials.

We know that we stand stronger when we are united against intolerance, and we honor your commitment to being a steadfast proponent and champion of our mission.

Sincerely,

Zead Ramadan
Board President

Message from the Executive Director



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

Throughout 2018, we watched in horror as our country saw unprecedented levels of hate crimes, bigoted speech, and acts of vandalism. At the same time, I have never been more hopeful for the strength and power of our organization. Although the surge in our work represents increased incidence of discrimination, our power has never been greater.

That is because this activity also means that our community is coming together to stand up for what's right, even when it's difficult, and bravely asking for the help they need. While it's true that we receive more inquiries and investigate more claims than ever, this is testimony to our collective strength. I am a witness to the courage and fortitude it can take to stand up to discrimination and claim the rights granted to all people living in America, and I am honored to serve the community in its pursuit of justice and equality for all.

CAIR-NY is particularly pleased to announce that in 2018 we reached settlements on two ground-breaking legal cases. We successfully joined with a leading labor and employment legal firm to represent a client fired for asking to pray. We also partnered with our CAIR-NJ colleagues in federal court to contest Customs and Border Protections' warrantless and unconstitutional seizure of a U.S. citizen's cell phone.

As we move forward, we expect that mounting challenges to the various effects of the Muslim Ban will become an increasing part of our day-to-day activities. The longer this Executive Order is in place, the more we will see an alarming number of cases in the extremely diverse New York region, ranging from unlawful separation of American families to egregious application of the ruling by local, state, and federal immigration enforcement.

Of course, our outreach and education activities continue to be successful and rewarding. On average, we were part of more than thirteen events each month, including twenty-eight Know Your Rights workshops. I was also proud to bring a Muslim perspective to such media outlets as The Daily Beast, Fox News, Cii Radio, and Al Jazeera.

This work can only be accomplished with the incredible team of fellows, interns, and volunteers supporting our small staff. I thank you for standing with us to defend civil liberties and create a better future.

We are here. We are proud. I am blessed.

Sincerely,

Afaf Nasher
Executive Director

Legal Services and Litigation

CAIR-NY's legal team counseled, mediated, and advocated on behalf of individuals asserting their rights in the face of religious discrimination, defamation, or hate crimes. We provided high-quality, legal services at no charge to individuals who often lacked legal representation and successfully challenged alarming incidents of workplace harassment, anti-Muslim policies, profiling by law enforcement, hate crimes, and vandalism. In the overwhelming majority of cases in which we represented people visited by the FBI, NYPD, or other law enforcement agency, we were able to secure definitive resolutions and visits were stopped.



300+

Intake calls received – people living in our community who needed our help



\$100k

Recovered for victims of employment discrimination



20

Amicus briefs, testimony, policy statements, and legal filings – standing up for the legal rights guaranteed by the Constitution and speaking out against systemic discrimination

Amicus Briefs filed

- CAIR-NY filed our support of a challenge to the 2020 Census citizenship question in *N.Y. Immigration Coalition v. Ross*
- CAIR-NY joined with many of our community partner, religious and civil rights organizations' support of DACA in *Batalla Vidal v. Nielsen* and *New York v. Trump*

Key Litigation Successes

Major employment discrimination settlement: CAIR-NY and Lloyd Patel LLP, a leading employee-side labor and employment firm, announced a \$50,000 settlement with a Queens company for wrongfully terminating a Muslim man for asking to pray.

Critical win in federal court: CAIR-NY and CAIR-NJ challenged U.S. Customs and Border Protection's (CBP) warrantless and unconstitutional seizure of a Muslim U.S. citizen's iPhone and social media. Under this groundbreaking settlement, CBP agreed to delete all data copied from the phone. This settlement is the first in the country to secure the deletion of illegally seized data.

Upholding freedom of religion during police booking: CAIR-NY and Emery Celli Brinckerhoff & Abady LLP (ECBA), a leading civil rights law firm, filed a class action civil rights law lawsuit in federal court seeking to block the New York City Police Department (NYPD) from removing arrestees' religious head coverings (like hijabs) for their booking photos.

CAIR-NY supports New Yorkers' right to reasonable accommodations to practice their faith.

The New York Times

Hijab Removal by New York Police Prompts Lawsuit



Jamilla Clark, left, and Arwa Aziz, near their lawyers' offices in Midtown, sued the police for removing their hijabs for arrest photos. Hiroko Masulke/The New York Times

Outreach

CAIR-NY's Outreach Department worked to educate and build strong connections between Muslim American communities and the diverse communities in New York. The Outreach Department coordinated our internship and volunteer programs, inter-faith and intra-faith initiatives, and conducted educational workshops, training, and grassroots mobilization. We educated and informed our community members and allies through "Know Your Rights" and "Anti-Bullying" workshops that aimed to help protect people from discrimination and hate.



7,000+

Attendees mobilized in Manhattan to protest the Supreme Court Muslim ban decision - co-sponsored and organized by CAIR-NY



129

Events organized to support the community - over two events per week!



28

"Know Your Rights" workshops held - giving participants the opportunity to share their experiences, voice their concerns, and ask questions



5

Rallies and protests co-sponsored - bringing New Yorkers together to support justice

Building powerful bridges with community organizations

CAIR-NY established direct partnerships with 20+ mosques. By making face-to-face connections and having personal conversations about working together, we created deeper ties, fostered significant trust, and developed allied relationships within the communities we serve.

Educational materials issued to the public

- It's Up to You, Not the Courts, to Defeat Trump's Muslim Ban
- U.S. Supreme Court Ruling on Muslim Ban 3.0 - What You Need to Know
- An Educator's Guide to Islamic Religious Practices



Special Event

CAIR-NY celebrated our two decades of serving Muslim New Yorkers with a special 20th Anniversary Banquet. We proudly featured Mehdi Hasan, a host of Al Jazeera English and the Deconstructed podcast on The Intercept; Jeremy McLellan, comedian; and Altaf Husain, Yaqeen Institute for Islamic Research.

Awards

CAIR-NY became certified as a Service Enterprise by the Points of Light Foundation, making us among the top 11% of nonprofits in the country in volunteer management and organizational performance. As a result of the training, our volunteer list now boasts 1,000+ registrants who support our mission and want to make a generous donation of their time to ensure our programs' success.

CAIR-NY meets the 10 core characteristics of a Service Enterprise:

1. **Planning & Development:** Develop a strategy and infrastructure for mission-driven volunteer engagement
2. **Leadership Support:** Demonstrate executive commitment to volunteer engagement
3. **Resource Allocation:** Allocate sufficient resources to volunteer engagement
4. **Tracking & Evaluation:** Determine service values, track volunteer retention, assess the quality of volunteer experiences, and monitor the outputs and outcomes of volunteers in meeting the mission of the organization through a volunteer tracking system
5. **Outreach:** Conduct outreach and volunteer recruitment to sustain ongoing volunteer engagement
6. **Funding:** Secure ongoing funding to support volunteer engagement
7. **Effective Training:** Train volunteers and the employees that manage them, to effectively fill their positions
8. **Onboarding & Supervision:** Match volunteers to appropriate positions, clarify roles, orienting and supporting them throughout their time with the organization
9. **Technology & Communication:** Implement supportive technology, invite dialogue with volunteers, and articulate volunteer contributions with the community
10. **Partnering to Extend Reach:** Cultivate a participatory and mutually beneficial relationship with the community



Advocacy and Government Affairs

CAIR-NY created collaborations with law firms, legal centers, universities, interfaith groups, elected officials, and NY local leaders to protect those unjustly attacked or facing discrimination. We worked towards a future in which Muslim Americans are fully empowered and recognized as vital members of the New York community. Our team engaged with lawmakers on local, state, and federal levels to address the most critical issues facing our community, namely surveillance of Muslim New Yorkers.



Preserving New Yorkers' right to privacy and security:

CAIR-NY spoke out against the New York City Police Department's (NYPD) launch of a drone surveillance program. NYPD officials announced the purchase of 14 drones in total, including 12 smaller quadcopters, and two larger drones equipped with thermal imaging cameras that can see through walls.



Fighting back against hate speech: CAIR-NY reached out to the NYC Commission on Human Rights asking the commission to investigate whether a conservative commentator and creator of “ambush” videos, violated New York City Human Rights Laws prohibiting discriminatory boycotts, blacklists and related practices.



Joining allies in fight to ensure balanced input and fair appointments:

CAIR-NY offered NYC Mayor William DeBlasio recommendations regarding anticipated appointments to the Automated Decision System Task Force – undersigning along with numerous community partners.

Mayor DeBlasio subsequently selected CAIR-NY to be a valued member of the task force, the first of its kind in the country. Members are tasked with recommending a process for reviewing the City's use of ADSs (more commonly known as algorithms) and identifying potential harm to and biases against our community. Because many City agencies and offices use algorithms to aid their decision-making, and because ADSs are becoming more prevalent in all fields, the task force is examining ways to ensure these systems, the processes, and the policies for using them align with the goal of making New York City a fairer and more equitable place.

“The Supreme Court may be willing to ignore anti-Muslim bias, but our city must remain committed to fighting bigotry. There simply should be no place in New York for anti-Muslim workplace discrimination.”
CAIR-NY
Litigation Director

Partners

CAIR-NY's early partners in the fight against NYPD surveillance of Muslims

- Arab American Bar Association (AABA)
- Association of Muslim American Lawyers (AMAL)
- The Campaign to Take on Hate
- CLEAR Project, CUNY School of Law
- Communities United for Police Reform
- Jews for Racial and Economic Justice
- Jewish Voice for Peace - Northern New Jersey
- MPOWER Change
- Muslim Community Network
- Muslim Social Justice Initiative (MSJI)
- South Asian Fund For Education, Scholarship and Training (SAFEST)

Supporting Religious Freedom

- CAIR-NY expressed solidarity with the Suffolk County Christian community following vandalism of a statue of the Virgin Mary.
- CAIR-NY condemned the alleged harassment of two Muslim NYPD officers, whose lockers were reportedly vandalized.
- CAIR-NY condemned anti-Semitic vandalism spray-painted on the office door of a Columbia university professor.
- CAIR-NY expressed solidarity with Jewish community after attacks in Crown Heights, NY.

“Every human being, no matter what faith, national origin, or color, is entitled to dignity and equality under the protections of the law.

Americans of all faiths must speak out in defense of religious freedom and in solidarity with one another.”

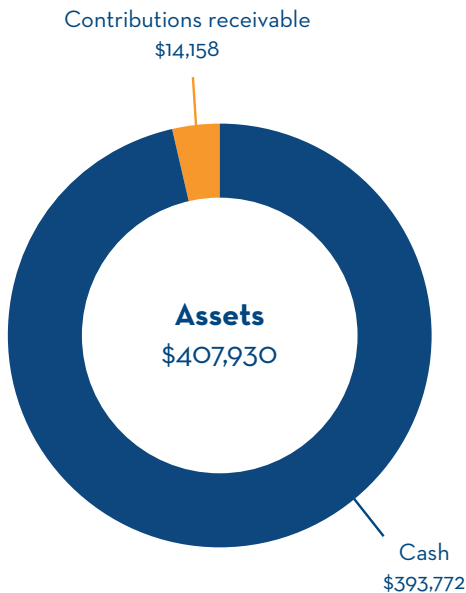
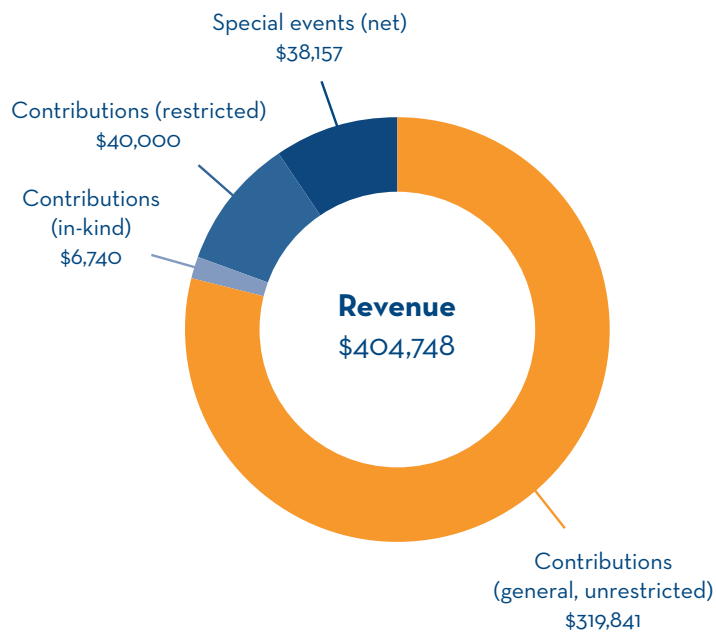
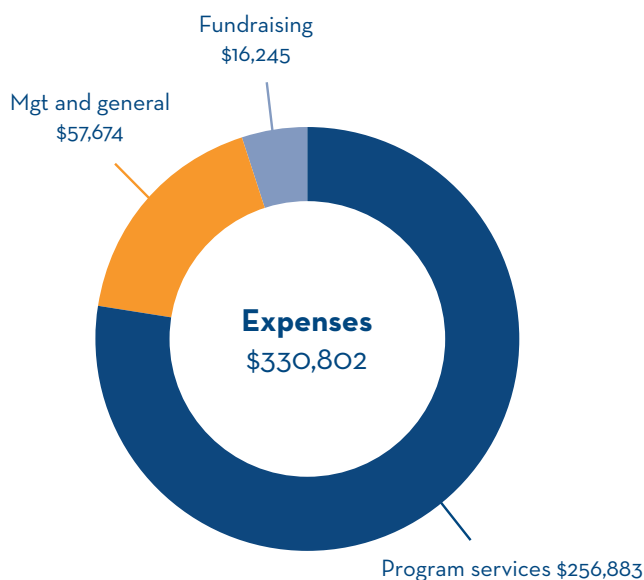
Afaf Nasher,
Executive Director



Financials

At CAIR-NY, we believe all employees should be able to practice their faith and do their job; we believe all travelers should be able to move about lawfully without unconstitutional restrictions and unlawful searches; and we believe all people living in New York should be able to live freely without undue targeting by law enforcement. Our entire budget goes towards fighting for the Civil Rights in our community and for all New Yorkers.

Statement of Activities



Balance Sheet	
Total Assets	\$407,930
Total Liabilities	\$4,500
Net Assets	\$403,430

Stand with us

Support Us

- Make a general donation
- Check whether your employer has a gift matching program
- Designate CAIR-NY as a beneficiary in your will (planned giving)
- Donate stocks, bonds or financial instruments
- Select us as your charity at Amazon Smile
- Hold a fund-raiser to benefit our work

Connect with Us

- Sign up to receive email updates
- Follow us on social media
- Call us with your civil rights questions and concerns
- Invite us to present an educational workshop
- Co-sponsor an event

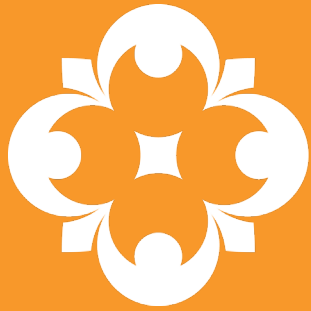
Join Us

- Participate in our events and annual banquet
- Apply for an internship
- Volunteer your time and skills

CAIR-NY offers you heartfelt thanks for your support and partnership. With the help of your generous donations, we are able to offer free legal services to Muslim New Yorkers who need our help and provide life-changing support to those experiencing injustice. Our generous donors, staff, interns and volunteers enable us to advance justice and strengthen civil liberties across the state.

All donations to CAIR-NY are Zakat-eligible and tax-deductible.





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