

ANNUAL REPORT 2017

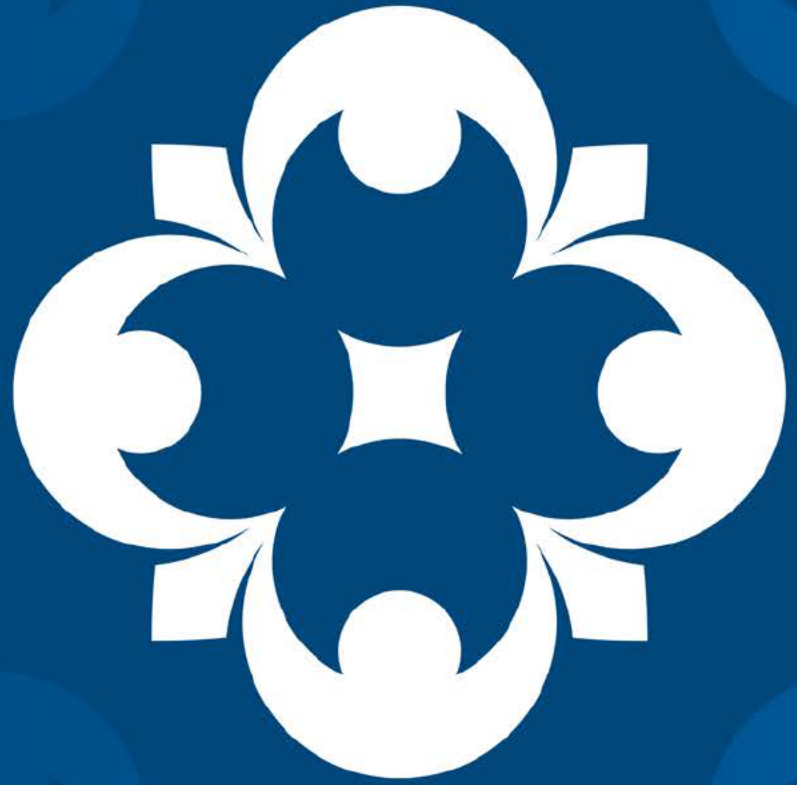


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MESSAGE FROM THE EXECUTIVE DIRECTOR

Salam alaikum, greetings of peace,

As reported in a hadith (saying of the Prophet Muhammed, peace and blessing be upon him) Allah (God) the Exalted said: O my servants, I have forbidden oppression for myself and have made it forbidden among you, so do not oppress one another.

Oppression comes in many forms, and unfortunately, we have seen many examples this past year. Bigotry in the form of religious intolerance, racism, and xenophobia are forms of oppression that assaulted the Muslim American community particularly hard. The consequences injure both individuals and communities. Discrimination in the workplace threatens a family's ability to pay rent. Religion-based bullying scars a young mind, especially when it's initiated by a teacher. Travel bans and immigration "reform" have tested basic principles of humanity as families are torn apart. Hate crimes have broken bones and resulted in funerals.

CAIR-NY continues to fight hard against these injustices and many more. We recognize that oppression's evil face has manifested itself in the form of an attack on our Constitutional rights, especially targeting the religious freedom of Muslims. Thus, we commit ourselves to a strong mission that seeks to protect our civil rights, empower Muslim Americans, and build coalitions that promote justice and mutual understanding. We believe that defending the constitutional rights of Muslim Americans helps to protect the rights of all Americans, and our services are open to anyone who has faced discrimination.

Dr. Martin Luther King warned us that "We must either live together as brothers or perish together as fools." Unfortunately, those creating hostile divisions among us have entered mainstream in a way that has shocked many. However, we believe that those who are committed to equality and justice are much greater. While 2017 has been a year to break records for hate crimes, it's also the year that volunteers and supporters of our work surged like never before. Additionally, we have grown as an organization, providing more direct legal representation than ever and with plans to hopefully add more staff.

Through it all, CAIR-NY has been unwavering in our resolve to defeat discrimination and humbled at the outpouring of solidarity. We thank you for your continued support, and look forward to working with you in 2018.

In solidarity,

Afaf Nasher, Esq.
Executive Director

ABOUT US

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.

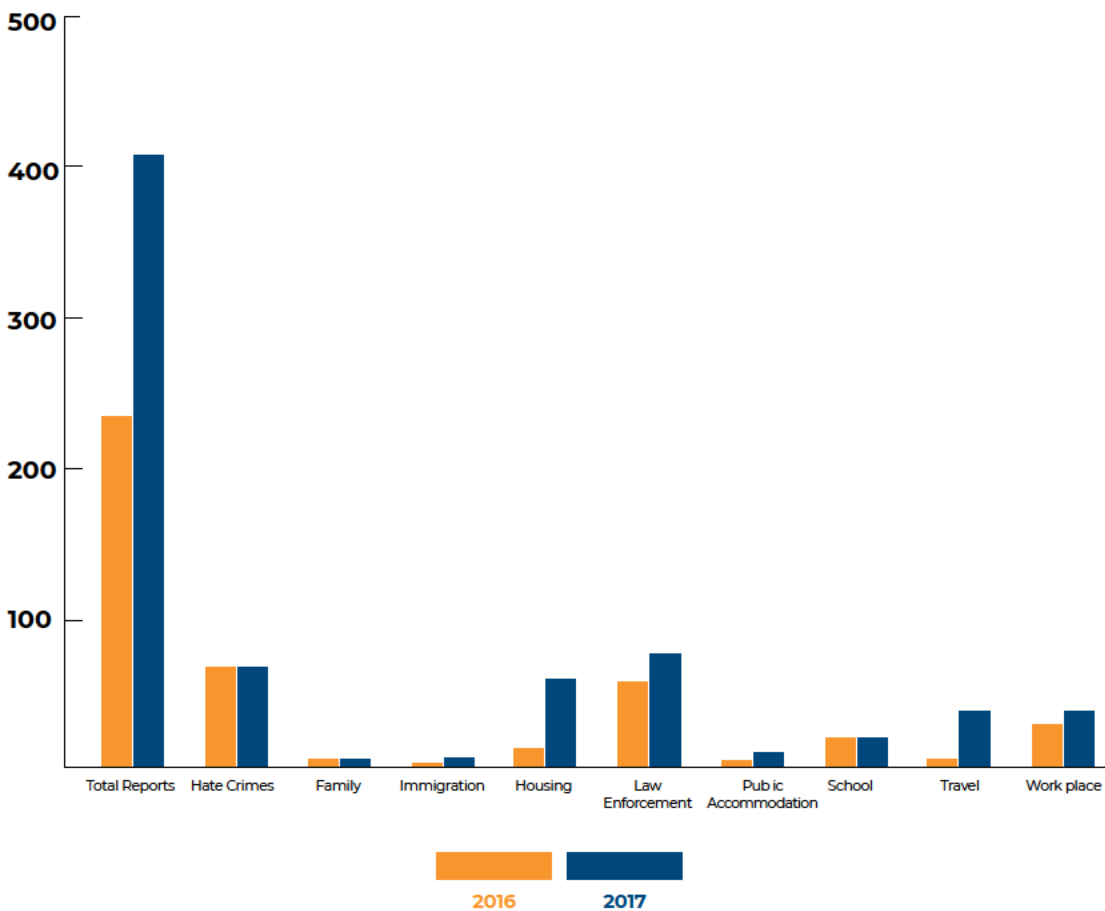
CORE INITIATIVES

- 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 legislative and policies
- Promoting community activism and civic engagement

YEAR IN REVIEW

CIVIL RIGHTS

In 2017, CAIR-NY recorded significant increases in anti-Muslim harassment, discrimination, and hate crimes. These surges were on top of 2016's historic 560% spike. Overall, in 2016 and 2017 combined, we recorded a more than 974% increase in anti-Muslim incidents in New York State, nearly a ten-fold increase in just two years. Sadly, we know that many Muslim New Yorkers still suffer in silence, unsure where to turn when they and their rights are attacked.



FOCUS ON HATE CRIMES

2017 hate crimes increased 74% statewide compared to the pre-election average (i.e., the 10 months immediately prior to President Trump's election). Notably, most 2016 hate crimes took place in the last seven-and-a-half weeks of the year, immediately following President Trump's election. Because of this historic post-election spike in hate crimes, 2017 hate crimes remain flat when compared to 2016 overall, even though they are much higher than before election.

YEAR IN REVIEW



1/1/2016 – 11/7/2016:
AVERAGED 3.22 HATE CRIMES PER MONTH

11/8/2016 – 12/31/2017:
AVERAGED 19.15 HATE CRIMES PER MONTH

2017:
AVERAGED 5.58 HATE CRIMES PER MONTH

YEAR IN REVIEW

Our surging caseload showed Muslim New Yorkers' urgent need to have access to free legal assistance in these trying times. In 2017, we assisted 284 clients in an increasingly diverse and sophisticated array of legal matters. This caseload underscored the growing trust that Muslim New Yorkers put in CAIR-NY to be their advocate, but it also shows why CAIR-NY needs your support to further expand our legal staffing and resources.



VOICE FOR THE VOICELESS

Ahmed* was a young, South-Asian ride-share driver. A husband... a father...he tried to pursue the American dream like so many immigrants before him. However, Ahmed's dream turned into a nightmare when a seemingly ordinary passenger unleashed an extraordinary, hate-fueled attack. The passenger attacked Ahmed: punching him, threatening his life, inflicting wounds that would leave lasting neurological trauma.

When Ahmed reached out to the police, they did little, and the case languished. The case may never have been solved, except Ahmed reached out to CAIR-NY, and we went to work, fighting on his behalf. We reviewed the police investigation and convinced detectives to conduct the forensic exam that quickly resulted in an arrest, and, now, a conviction. CAIR-NY went even further, filing a civil claim on Ahmed's behalf, fighting to get him the money he needs to get his life back on track.

**name changed to protect confidentiality*

YEAR IN REVIEW

CAIR-NY intervened in more than half a dozen 2017 hate crimes, helping ensure Muslim victims are not ignored. Often, we worked on behalf of victims who were turned away by law enforcement or told that their crimes weren't serious enough to investigate. In New York City, we worked with our partners in the NYPD Hate Crimes Task Force to have crimes quickly flagged, helping expedite investigations at a moment when time is of the essence.

TAKING ON NATIONAL SECURITY LAW

Last year, many Muslim New Yorkers were contacted by the FBI, the NYPD, and/or the Joint Terrorism Task Force (JTTF) as part of counter-terrorism investigations. Often, these innocent men, women, and children were targeted for nothing more than practicing their faith. CAIR-NY's legal staff represented more than 60 clients who had been contacted by law enforcement, including many living upstate in Utica, Buffalo, and the Capital District. Our staff took cases that garnered national attention, such as representing innocent family members of Akayed Ullah, who was accused of detonating a bomb near Port Authority.



PRESERVING THE AMERICAN DREAM - EMPLOYMENT LAW

In 2017, CAIR-NY expanded our employment law practice, filing discrimination claims with the NYC Commission on Human Rights, the NY State Division on Human Rights, and the U.S. Equal Employment Opportunity Commission. Our team fought for employees who were fired, demoted, or disciplined for simply practicing their faith.

OUTREACH DEPARTMENT

Over the last year, CAIR-NY Outreach established partnerships with other civil rights and advocacy organizations and fortified our own internal base within the Muslim community. With strong support, CAIR-NY's capacity to serve our state's Muslim communities continued to grow. The Outreach Department assisted CAIR-NY's internship and volunteer programs, interfaith and intrafaith initiatives, and coordinated educational workshops, training, and grassroots mobilization.

INTERFAITH AND INTERCULTURAL ENGAGEMENT

In 2017, CAIR-NY mobilized thousands of New Yorkers against the Muslim travel ban and other immigration policies targeting the Muslim community and other impacted communities. From DACA support to a NYC Loves Muslims rally, CAIR-NY amplified the voices of New Yorkers to show the world that New York is a welcoming home for all. The Outreach Department also organized and co-sponsored educational lectures, workshops, training sessions, and panel discussions. This allowed us to forge and strengthen relationships with community partners and those seeking to better understand parallel issues with the Muslim community. To this end, we trained lawyers on Muslim travel ban issues, employers on work-place discrimination, and schools on faith-based bullying.

Our training sessions and workshops were held at Islamic Centers across the region and continue to be in high demand. Our work included:

- Anti-bullying and freedom to worship in school
- Employment discrimination
- Know Your Rights with national security and law enforcement
- Know Your Rights while traveling (Muslim travel ban)
- Masjid construction opposition
- Challenging Islamophobia
- Hate crimes



OUTREACH DEPARTMENT



A selection of Know Your Rights training events



A Know Your Rights training at Manhattan College



In 2017, CAIR-NY organized and participated in nearly **47 EVENTS** across New York

In addition to our standard workshop and training offerings, CAIR-NY was at the forefront of educating our community with rapid and reliable information. Our educational materials remained imperative to our community's understanding of legal issues like the Muslim travel ban, ensuring our constituents stayed informed on the constantly changing legal landscape. With social media tools, interviews with television, radio, and print outlets, rallies and training, CAIR-NY team members assisted hundreds of concerned immigrants and Hajj/Umrah travelers, and mobilized our community to action.



In 2017, CAIR-NY was honored to work with **11 INTERNS** from the tri-state area

INTERNS AND VOLUNTEERS

CAIR-NY's internship program for undergraduates and law students grants opportunities to develop new professional skills and nurture existing personal strengths. In 2017, our office graduated seven interns, including five legal interns.

As of December 2017, CAIR-NY's database had over 1,000 volunteers. Our volunteers assisted with a multitude of office tasks, public events and Mosque outreach tabling, graphic design, research, and more.



CAIR-NY's database includes over **1,000** volunteers

YEAR IN REVIEW

One client, an elderly janitor, was seen praying in an empty room while on his break. Although he was clearly within his rights, his employer told him he couldn't pray there anymore, that he would have to pray in the refuse area, by the garbage. A day later, he was demoted, despite years of exemplary work. Our legal team intervened, and today he's back at work, secure in the knowledge that he doesn't have to pick between his job and his faith.

EDUCATING THE COMMUNITY

CAIR-NY's legal team frequently spoke on civil rights issues impacting the Muslim community. 2017 presentations and appearances included:

- Department of Homeland Security Community Roundtables about the Muslim travel ban and border searches
- United Nations High Commissioner for Human Rights meeting about the Muslim travel ban and border searches
- Brooklyn Law School talks about the Muslim ban, surveillance, and police accountability
- Columbia University on hate speech, islamophobia, and white supremacists at
- Manhattanville College on immigration enforcement
- Barnard College on Islamophobia and social movements
- Dartmouth College on parallels between the Muslim travel ban and Japanese Internment
- Benjamin N. Cardozo School of Law on surveillance law
- Kingsborough Community College on surveillance law
- New York University School of Law on surveillance law
- The New School on the Muslim travel ban and immigration enforcement
- Columbia University School of International and Public Affairs on sanctuary cities

EMPOWERING THROUGH EDUCATION

In 2017, CAIR-NY conducted dozens of Know Your Rights education workshops across New York. Workshops taught participants their rights when traveling abroad and when targeted here at home by the FBI or NYPD. CAIR-NY also spoke to audiences about workplace discrimination, hate crimes, and the surge in Islamophobia and white supremacist violence.

RECRUITING ALLIES

CAIR-NY recruited more than a dozen of the country's most elite and powerful law firms to partner with our team, helping us take on more clients and cases than ever before. These firms, including Quinn Emanuel Urquhart & Sullivan, Outten and Golden, Chadbourne and Parke, and Akin Gump Strauss Hauer & Feld, have donated hundreds of thousands of dollars in free legal services, helping us help Muslim New Yorkers in need.

YEAR IN REVIEW

PROTECTING TRAVELERS

CAIR-NY stood at the front line of the fight against President Trump's unconstitutional Muslim travel ban. We saw 660% increase in travel-related cases, helping dozens of clients who faced delays and discrimination when traveling -- cases like the young brother on his way to Umrah, held for hours and questioned about his faith and policies. Our legal team intervened, securing his release and empowering him to make his pilgrimage. We also have helped more than a dozen clients who have wrongfully been targeted by the terrorist "watch list," helping many clear their name.

ENGAGING WITH MEDIA

CAIR-NY engaged with media to help project a fair and accurate image of Islam and Muslims, and to challenge bias, bigotry, and prejudice in America's public discourse. We produced original commentary and analysis to reinforce positive and accurate coverage of Muslims and Islam and to challenge simplistic, imbalanced, or biased reports. CAIR-NY held press conferences and issued press releases, media advisories, and story pitches in order to ensure that Muslim perspectives on pressing issues and current events were represented in the mainstream media. We covered a wide range of domestic civil rights topics and issues, conducted original research, released public reports, and produced content for traditional and digital communication, including print, radio, and social media.



YEAR IN REVIEW

FIND CAIR-NY IN...

Our coverage included major television, radio, and print publications, such as:



This media coverage amounted to:

- More than 27,572,500 in national viewership
- Over \$3,907,692 in national publicity value
- More than 2,671,406 in local viewership
- Over \$321,530.14 in market publicity value

GOVERNMENT RELATIONS

CAIR-NY's government affairs work sought to organize, mobilize, and empower the New York Muslim community through long-term civic participation. Its educational initiatives helped community members understand the political system and utilize it to address their issues. Projects included voter registration drives, community workshops, "know your rights" campaigns, and training sessions at mosques and community centers on how to contact and engage politicians.

CAIR-NY also worked to educate local political representatives about their Muslim constituents and to engage them with the Muslim community's unique issues and concerns. In 2017, CAIR-NY testified at numerous public hearings and organized Muslim Advocacy Day in Albany. These efforts aimed to amplify the Muslim community's voice as citizens and constituents.

In 2017, CAIR-NY engaged with policy makers at every level, including federal, state, and local lawmakers. We drafted legislation, advocated for new laws, testified at hearings, and submitted comments for regulatory review.

YEAR IN REVIEW

TESTIMONY

CAIR-NY's staff testified before the New York City Council more than half a dozen times in 2017. Our staff spoke on a wide range of issues, including:

- Resolution 0792-2015 - Establishing January 30 Annually as Fred T. Korematsu Day
- Oversight - Examining the Rise in Discriminatory Harassment Claims Received by the Commission on Human Rights
- Oversight - ICE Enforcement in New York City Courts
- A Resolution Calling for The Passage of The New York State Dream Act and the Bridge Act
- Creating Comprehensive Reporting and Oversight of NYPD Surveillance Technologies
- Preventing the Acquisition of Data that Can Be Used in Immigration Enforcement
- The Impact of New Immigration Enforcement Tactics on Access to Justice and Services



MUSLIM ADVOCACY DAY

On April 28, CAIR-NY led Muslim Advocacy Day 2017 at the Capitol in Albany. Muslim leaders from across New York joined us to hold dozens of advocacy meetings with state lawmakers and their staff. Participants pushed for two sweeping laws that would prevent local law enforcement cooperation with immigration enforcement and protect electronic communications from warrantless surveillance.

YEAR IN REVIEW

THE TWO LAWS:

Liberty Act and Electronic Communications Privacy Act

The New York State Liberty Act would stop state and local agencies from assisting the federal government in establishing a database or registry based on religion, race, color, creed, gender, sexual orientation, or national or ethnic origin. The act would also prevent local law enforcement cooperation with ICE and its immigration enforcement efforts.

In contrast, the New York State Electronic Communications Privacy Act would require law enforcement to obtain a judicial warrant before tracking cellular devices, reading emails and/or text messages, or accessing other electronic documents. This would simply update existing laws to keep up to date with changes in technology.

POST ACT

CAIR-NY took on an increasingly prominent role in the fight for the POST Act, a New York City law that seeks to increase transparency and oversight of the NYPD's use of powerful surveillance technologies. The POST Act would require the NYPD to disclose basic information about the surveillance technologies it uses in order to strengthen oversight, promote public safety, and safeguard the privacy rights of New Yorkers.



DEPARTMENT OF HOMELAND SECURITY SURVEILLANCE

CAIR-NY spearheaded a joint letter signed by 40 immigration and civil/human rights organizations to the U.S. Department of Homeland Security, demanding that it stop plans to spy on the social media accounts of all visa holders, lawful permanent residents, and even naturalized U.S. citizens. The joint statement was in response to the DHS Notice of Proposed Rule Changes, which went into effect October 2017.

YEAR IN REVIEW

FCC INTERNET FREEDOM

CAIR-NY submitted a comment in opposition to the FCC's deceptively titled rule on "Restoring Internet Freedom." Instead of restoring freedom, this rule dismantled the network neutrality protections that allow Americans to access the content they want without facing discrimination from their internet service providers. CAIR-NY objected to the FCC's move, noting that high-speed internet service providers typically operate as a monopoly. Without net neutrality protections, there are no competitive market forces to prevent ISPs from imposing destructive and discriminatory rules, degrading the internet connections we all rely upon.

TRUMP EXECUTIVE ORDER PROMOTING RELIGIOUS DISCRIMINATION

CAIR-NY and Columbia Law School's Public Rights/Private Conscience Project issued a joint statement in opposition to President Trump's May 4, 2017, Executive Order on "Promoting Free Speech and Religious Liberty." Contrary to its title, the executive order did little to promote religious liberty, and threatened the rights of Muslim Americans and other religious minorities. The order directed sensitive religious exemption decisions to be made by Attorney General Jeff Sessions, who has had a long history of supporting Islamophobic measures, organizations, and beliefs.

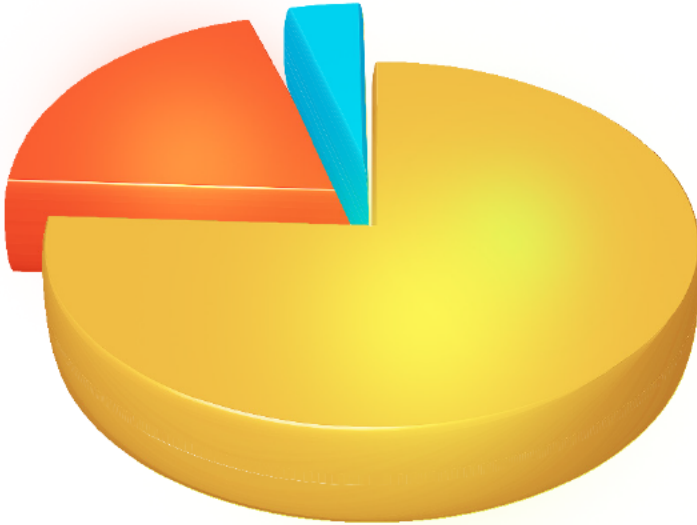
The order also limited enforcement of the Johnson Amendment, a federal law that prohibits houses of worship from supporting or opposing candidates for public office. Unlike their counterparts in other faiths, Muslim clergy are systematically targeted by local, state, and federal intelligence operations. When Muslim Americans face unparalleled scrutiny from law enforcement, they can't engage in political discussions as freely as their Christian and Jewish counterparts, even if their IRS status is protected.



FINANCIAL REPORT

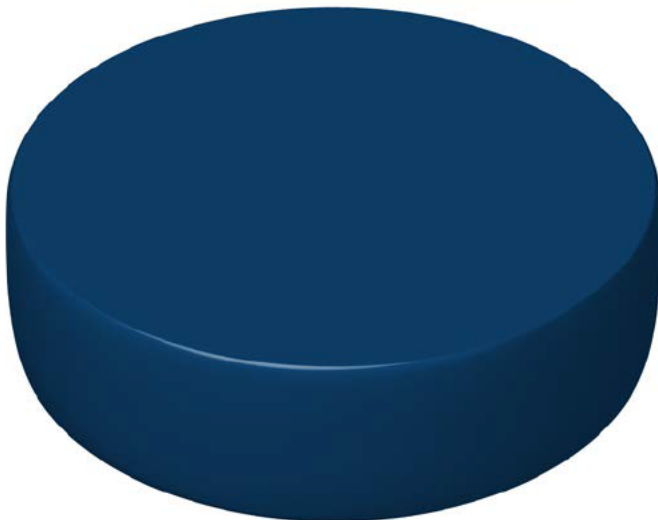
2017

STATEMENT OF ACTIVITIES



TOTAL EXPENSES:
\$236,665

- Program Services
- Mgt & General
- Fundraising



TOTAL REVENUE:
\$449,334

Contributions (without Donor Restrictions)

BALANCE SHEET

Total Assets: \$333,984

Total Liabilities: \$4,500

Net Assets: \$329,484

2017 STAFF AND BOARD

BOARD OF DIRECTORS

Zead Ramadan, President
Hassan Ahmad, Esq., Vice-President
Jahangir Kabir, Ph.D., Secretary
Carl Jack, Treasurer
Nasir Mahmood, Member
Masum Ali, Member
Sahar Alsahlani, Member
Yasir Siddiqui, Member
Ibrahim Mossallam, Member

STAFF MEMBERS

Afaf Nasher, Esq., Executive Director
Albert Cahn, Esq., Legal Director
Nivia Martinez, Operations Administrator
Marium Khawaja, Outreach Coordinator
Zeba Fazli, Development Coordinator
Mushfiq Chowdhury, Interim Operations Administrator



We are incredibly thankful for the many interns and all our volunteers who multiplied our capacity with their dedication and amazing skills! Special thanks to:

Robert Cross, Volunteer Attorney
Ahmed Mohamed, Post-Graduate Legal Intern
Hoda Elamir, Post-Graduate Legal Intern
Nafisa Ahmed, Intern
Odae Bood, Intern
Ava-Marie Marino, Intern
Steven Demarest, Intern
Miko Zeldes-Roth, Intern
Isabel Cifarelli, Intern
Jie Wu, Intern
Ibrahim Bharmal, Intern
Duaa Randhawa, Intern

Ben Morton-Harmer, Volunteer
Ambreen Walji, Volunteer
Matthieu Felt, Volunteer
Johannah King-Slutzky, Volunteer
Rustum Sohrab, Volunteer
John Blake Wolfe, Volunteer
Nancy Little, Volunteer
Zeina Smith, Volunteer
Baxter Holland, Volunteer
Siobhan Harris, Volunteer
Shannon O'Toole, Volunteer
Miwa Messer, Volunteer



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