



# #CAIR-NY

## FOR TRUTH, JUSTICE & HUMANITY

### ANNUAL REPORT 2020



## ABOUT US

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

## OUR VISION

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

## OUR SERVICE

CAIR-NY protects civil liberties and empowers Muslim New Yorkers. 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





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# MESSAGE FROM THE BOARD CHAIR

**Dear Friends and Supporters:**

It has been a great honor to serve as Board Chair for CAIR-NY for these last four years. I could not be more proud of our achievements in fighting for fair and equal treatment for members of our community. Whether we battled ICE, fought for Halal lunch on New York City public schools, or stood up against discriminatory banking practices, we have made the world a better place – not only for Muslims, but for all.

By shining the spotlight on what was wrong and voicing what was right, we were able to help usher in better policies and less fear. At CAIR-NY, we provide our services to any member of our community at no charge. We stand for equal access, equal treatment, and equal opportunity. I appreciate every single donation this organization has received, and I urge you to continue your support. Without your help, many Muslims will not be able to seek the justice they deserve.

Now, Brother Ibrahim Mossallam will be assuming his leadership term in 2021. It has been my pleasure to work with him on the Board, and I welcome this new page in CAIR-NY's story. With the pain of Covid and the triumph of passing the POST Act in New York City, 2020 was a turbulent year. We pray 2021 brings you the peace and prosperity you deserve. **Ameen.**

Sincerely,

**ZEAD RAMADAN**

# MESSAGE FROM THE EXECUTIVE DIRECTOR

**Salam-Alaikum-Wa-Rahmat-Allah, Greetings of Peace and God's Mercy,**

If anything has tested – and proven – the strength and resilience of our community, we can only call that challenge “the year 2020.” Despite this difficult chapter in all of our lives, our community and its allies stand strong and indivisible. I respect your fortitude and courage in doing your best to persevere and triumph. You, our partners in justice, have also remained dedicated to justice and empowerment. For this I cannot thank you enough.

We were fortunate to end 2020 on a positive note. Some positive highlights of 2020 include, passage of the POST Act to increase oversight of the NYPD's use of surveillance equipment, and our many initiatives to protect and fight for our community, such as #BankingWhileMuslim and establishing the first Masjid polling site in New York City.

Whether it is the continuing struggle of the Covid-19 pandemic, the resurgence of the Black Lives Matter movement, or the plight facing Yemenis subject to the Muslim Ban, CAIR-NY remains steadfast in its service to the Muslim community and to equal rights of all marginalized communities.

As we look to 2021, we have kicked off our NY Muslim Voter Project: a coalition with other Muslim organizations to educate, register and increase voter turn-out within the Muslim community. We have amplified our call for racial equality both in the streets and in the halls of power, and demanded Covid-19 resources for underserved communities.

Our promise is to keep defending our community, defending justice, and ensuring the freedom to be empowered Muslim Americans. What we ask from you is your continued faith in us.

Insha'Allah we will not tire of defending our community, defending justice, and ensuring the freedom to be empowered Muslim Americans.

In solidarity,

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**AFAF NASHER, ESQ.**

Executive Director

# MESSAGE FROM THE LEGAL DIRECTOR

## To our Supporters:

Being on the front lines of civil rights and civil liberties issues facing Muslim New Yorkers during 2020 showed us that our work is more important than ever. The changes brought about by the COVID-19 pandemic highlighted the very real justice gaps facing our community. Whether we were fighting ICE and the Muslim Ban, demanding equal treatment under the law for financial services and the right to cast a vote as Americans, or helping make Covid resources available to all, CAIR-NY fought for you.

Some of our work is ongoing and a continuing process of revelation, education and confrontation. We began our #BankingWhileMuslim campaign in 2019 to investigate and up-end discriminatory financial practices, and in 2020 we were able to address Venmo's very real practice of flagging and restricting transactions with Islamic keywords and terms.

Beyond institutional practices, our fight against racism and Islamophobia brought needed support to individuals whose physical, emotional, and spiritual safety was threatened by those whose power was intended to keep them from harm, but whose misuse of that power challenged the very tenets of American life.

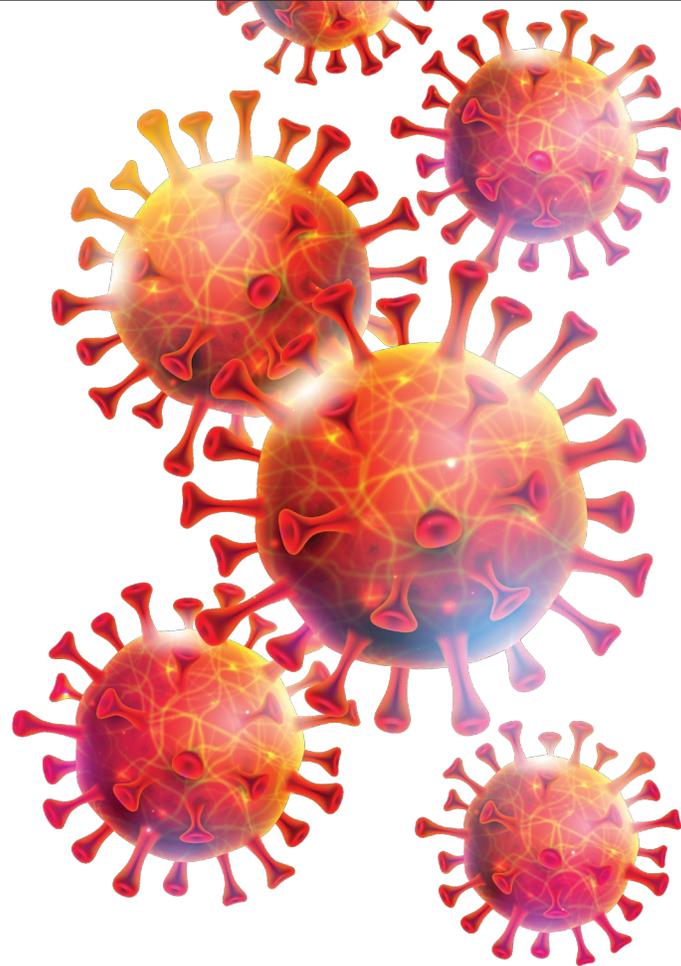
With your support, we were able to launch legal challenges to ICE's abuse and mistreatment of detainees and allowed us to join a coalition of activists to call for the release of Brother Shakour, a U.S. citizen who was detained for eight months by ICE. Only through the strength of your support, CAIR-NY was able to call out the Department of Education to address the matter of high school student Dhuha being called a terrorist. And it is your support that allowed us to help coordinate the return of hundreds of Americans stranded in Yemen.

Racism and xenophobia not only continue as a matter of abuse of power, but are also exacerbated fear of and anger at our current unusual conditions. Supporting CAIR-NY's work makes you a champion of all Muslim New Yorkers. We will always fight for you, free of charge, so that you can believe in your safety, pursue your livelihood, and be treated fairly, justly, and without bias under the law without fear of reprisal.

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**AHMED MOHAMED**  
Legal Director

WHEN THE COVID-19  
PANDEMIC HIT OUR STATE  
AND NATION,  
**CAIR-NY IMMEDIATELY**  
STRATEGIZED ON A  
RESPONSE TO  
**HELP OUR COMMUNITY**  
WITH EDUCATIONAL  
RESOURCES & PROGRAMMING  
LISTED BELOW



**FOR YOUR HEALTH:**

Muslim Medical Panel on Coronavirus and Seeking Mental Health in Isolation



**FOR YOUR FINANCIAL WELFARE:**

Employment Matters and Covid-19, and City Resources at Your Fingertips



**FOR SOCIAL WELFARE:**

Domestic Violence and Resources During Covid-19 and Chaplains in Service during Covid-19



**FOR TRAVEL CONCERNS:**

Covid-19 Travel Ban Updates and Stuck Abroad?  
What You Need To Know About the Coronavirus Travel Bans



**FOR ACCESS TO PUBLIC RESOURCES:**

Nassau County's Effort During Covid-19 and Understanding the Stimulus Package -  
Paycheck Protection Program for Non-Profits and Religious Organizations



Speaking out about law enforcement practices in order to make changes to the way our community – and all communities – are policed is one of our most critical priorities. We demand dignity for our brothers and our sisters, and condemn practices designed to threaten and debase our communities.

## WE PROTECT THE VULNERABLE AND MARGINALIZED

CAIR-NY, ECBA File Civil Rights Class Action Lawsuit Against City of Yonkers for the Forcible Removal of Religious Head Covering.



HUFFPOST.COM

Muslim Woman Sues Police In Yonkers, New York, For Forced Hijab Removal



# BLACK LIVES MATTER

We support justice for all, equal treatment under the law for all,  
and safety for all from institutions of power



You'd think we're in 2020 and shouldn't be seeing this [unjust police killings of Black people} But we are. It's jaw dropping that racism is not a thing of the past. It's very alive in this nation.

**Afaf Nasher, ESQ**  
CAIR-NY Executive Director

## CAIR-NY Welcomes NY AG Investigation into NYPD Targeting of Communities of Color on NYC Subways

CAIR-NY publicly defended Myles Carter, a peaceful protestor, who was tackled and arrested by police during a live television interview with his hands in the air. Carter is a local community organizer in Buffalo, NY and served as his mosque's liaison to the Buffalo Police Department. Shortly after his unlawful arrest, an Erie County vehicle with DHS decals was spotted surveilling Carter. - June 6, 2020

## CAIR-NY Welcomes NY AG Investigation into NYPD Use of Force Against Protesters

"CAIR-NY welcomes the news of Attorney General James' investigation into the NYPD's use of force against those exercising their First Amendment right to assemble and protest the murder of George Floyd. The frustration simmering on the streets comes after the failure of law enforcement agencies and elected officials to effectively address the repeated unjustified violence of police toward the Black community. What we hope for is that an independent review by Attorney General James will distinguish between appropriate defensive actions by police trying to keep the peace and abusive force that cannot be tolerated by those sworn to protect." Afaf Nasher, Executive Director | May 31, 2020

## CAIR-NY Condemns Racist Post by Fulton Police Officer, Urges Disciplinary Action

"With the raging examples of what happens when racism goes unchecked in law enforcement, every police agency must enact zero tolerance policies to combat racist actions by those charged to protect our communities. While we appreciate the police department's decision to put this officer on leave and to commence an investigation, we hope that these actions are only the beginning. Any allegiance to white supremacy, and by extension, all forms of racism, by an officer must be dealt with swiftly and severely if we are ever to see a shift in systemic discrimination within police departments." - Afaf Nasher, Executive Director | May 31, 2020

## CAIR-NY Condemns Racist Incident and 911 Call in Central Park

"The woman in the park seemed to rely upon the idea that law enforcement would treat Mr. Cooper harshly if she, a white woman, alleged that an African American man was threatening her. It's repulsive to see an individual weaponize systemic discrimination in this manner. CAIR-NY is glad that Mr. Cooper is safe. We hope that this incident highlights the fact that racism often motivates false police reporting against the black community, and ask that this is taken into account structurally in the manner which police address reported crimes." - Afaf Nasher, Executive Director | June 1, 2020

# 2020 HIGHLIGHTS

We firmly believe that all people in America deserve the same constitutional rights and religious freedoms. That's why we fight discrimination against Muslims and stand for making New York safe, fair, and hate-free for everyone. Our ability to fight for equal rights is made possible by your support.

## WE SPEAK OUT FOR JUSTICE

... On behalf of hate crime victims

CAIR-NY Calls for NYPD Hate Crime Probe After Muslim Father Hospitalized in a **"F\*\*\*ing Muslim"** Violent Assault by Queens Couple.



Hate Crime Probe After Muslim Teen Assaulted with Baseball Bat in Staten Island.

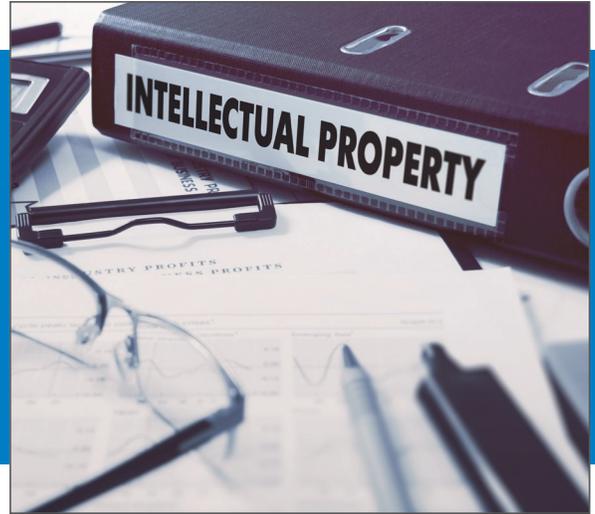


# ... IN SUPPORT OF **IMMIGRANT FAMILIES**

Refugee sues USCIS over decade long struggle for green card

Police brutality [ICE] lawsuit on behalf of Uzbeki Immigrant

Family Reunification Lawsuit versus USCIS on behalf of Yemeni American family



# ... ON BEHALF OF **DISCRIMINATION VICTIMS**

CAIR-NY & HNY Ferry reach settlement on behalf of three Muslim families



# ...WHEN **#BANKINGWHILEMUSLIM**

CAIR-NY files #BankingWhileMuslim complaint against Venmo for policy that singles out Muslims for disparate treatment

“Banking while Muslim” is a trend impacting American Muslims regularly that goes back to passage of the USA Patriot Act.

Truthout.org



## ... SO YOU CAN SUPPORT **YOURSELF AND YOUR FAMILY**

Muslim employee files Employment discrimination complaint v. CUNY



# PUBLIC OVERSIGHT OF SURVEILLANCE TECHNOLOGY (POST) ACT PASSAGE

A long overdue victory, one of our most important initiatives was passed during 2020. After fighting for the POST Act for three years, we and our allies won passage of a critical ruling that affects Muslim and BIPOC communities disproportionately.

Passed by the New York City Council on June 18, 2020, and signed on July 7, 2020, the POST Act requires the NYPD to disclose their use of surveillance technologies. The POST Act also mandates that the NYPD develop policies on how it deploys those tools, as well as establish oversight of the department's surveillance programs to ensure they remain compliant.

Read more about Freedom from Surveillance on our special website: [www.aspny.org](http://www.aspny.org)



Advocacy Projects, Yemeni Repatriation Project:  
<https://www.cair-ny.org/news/2020/>

## YEMENI REPATRIATION

While the country of Yemen is currently engaged in a long-standing war that has resulted in an unprecedented humanitarian crisis and famine, the COVID-19 global pandemic only exacerbated the human toll. More than 400 American citizens and legal permanent residents were stranded in Yemen and were unable to return to the U.S. at the end of March 2020.

This began the latest chapter in our ongoing call to the United States government to cease racially charged policies against Yemenis who are, are becoming, or are related to United States citizens.

We are dedicated to fighting institutional prejudice to #BringThemHome



# MEET THE MOMENT

*United for Justice*



IMAM SUHAIB WEBB Keynote Speaker | PREACHER MOSS Emcee & Entertainment | MAJED BEHAIBIH Motivational Speaker

## 22<sup>nd</sup> Annual Banquet

SATURDAY, NOVEMBER 7, 2020

Online 8:30 PM - 10 PM

REGISTER

[cair-ny.org/gala2020](http://cair-ny.org/gala2020)

DONATE: [WWW.CAIR-NY.ORG/DONATE](http://WWW.CAIR-NY.ORG/DONATE) | [INFO@NY.CAIR.COM](mailto:INFO@NY.CAIR.COM) |

**\$25 TICKET**



# CAIR-NY'S 22<sup>ND</sup> ANNUAL GALA

With the theme “**Meet the Moment, United for Justice**” CAIR-NY held its 22<sup>nd</sup> Annual Gala on November 7, 2020. Due to Covid restrictions, the event was our first virtual gala.

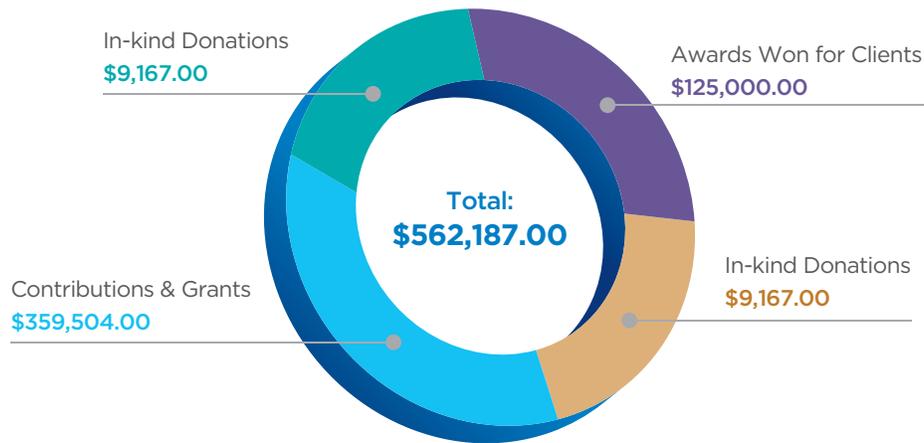
We welcomed all attendees and their families, though we missed the liveliness, camaraderie, and generosity of spirit we’ve come to expect from our live event. Nevertheless, we were able to welcome our distinguished hosts, speakers, and even a guest message from **Rep. Rashida Tlaib (D-MI)**. We give thanks beyond measure to **Preacher Moss**, **Imam Nazrul Islam**, and **Imam Suhaib Webb**. We appreciate our supporters’ generosity during this difficult time, and the financial contributions we were able to receive will help us continue our critical programs and carry out our core mission.



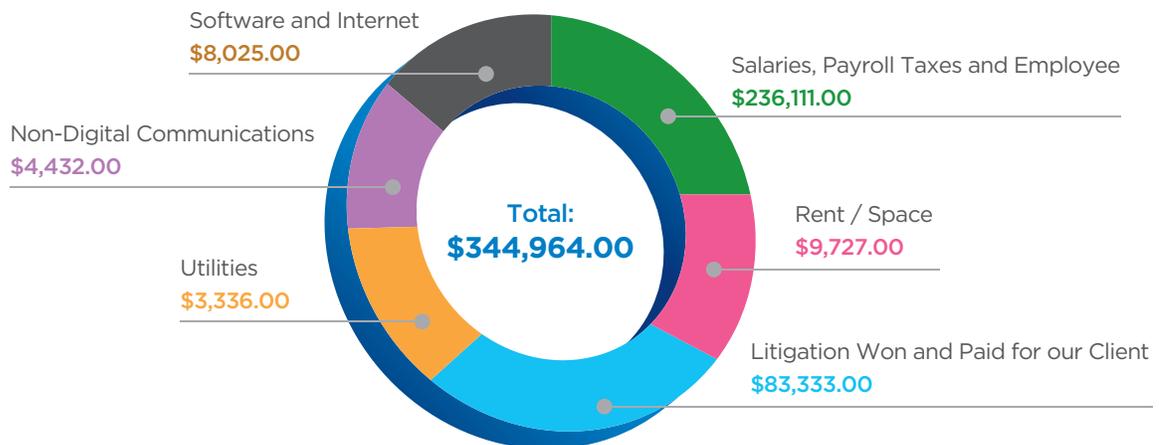
WE ELEVATE THE  
CONVERSATION

# SUPPORT AND REVENUE

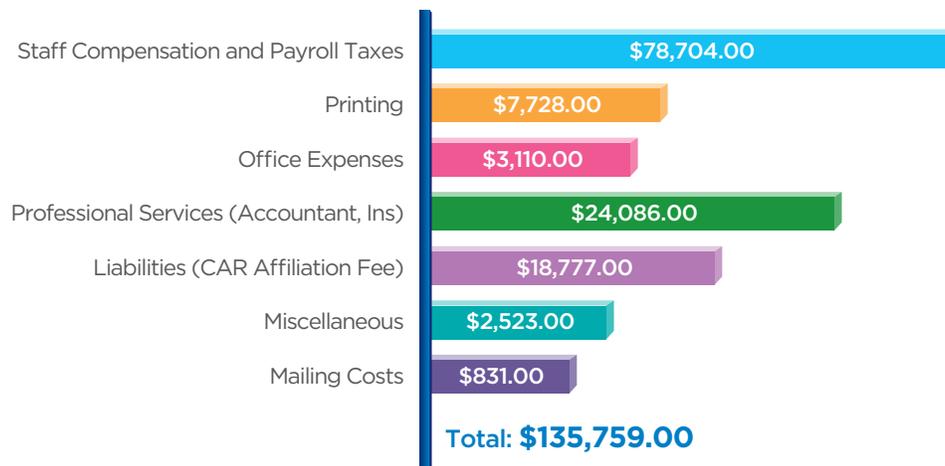
## SUPPORT & REVENUE



## EXPENSES FOR DIRECT PROGRAMS & SERVICES



## OPERATIONAL COSTS



# OUR TEAM & SUPPORT

## STAFF MEMBERS

**Afaf Nasher**  
Executive Director

**Ahmed Mohamed**  
Legal Director

**Kay El-Moussaoui**  
Outreach & Volunteer Coordinator

**Majed Behaibih**  
Fund Development Manager

**Majed Behaibih**  
Development Coordinator

**Libby Salzman-Fiske**  
Operations Coordinator

**Fred Ata**  
NYC Civic Corps Service Member

## BOARD MEMBERS

**Zead Ramadan**  
Board President

**Hassan Ahmad**  
Co-Vice President /  
Executive Board Member

**Jahangir Kabir**  
Co-Vice President /  
Executive Board Member

**Ibrahim R Mossallam**  
Board Member

**Sahar Alsahlani**  
Board Member

**Nasir Mahmood**  
Board Member

**Masum Ali**  
Board Member

**Ishan Salahuddin**  
Board Member

**Shaykh Ibad Wali**  
Board Member

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.

# WHAT YOU CAN DO TO 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)
  - Apply for an internship
  - Select us as your charity at Amazon Smile
  - Hold a fund-raiser to benefit our workConnect 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
  - Participate in our events & annual banquet
  - Co-sponsor an event
  - Donate stocks, bonds or financial instruments
  - 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.



📍 46-01 20th Avenue Queens, NY 11105 📞 (646) 665-7599

🌐 <http://www.cair-ny.org/> ✉ [info@ny.cair.com](mailto:info@ny.cair.com)

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