

CAIRSEATTLE.ORG



2016 ANNUAL REPORT



**STRENGTHENING OUR VOICES,
ADVANCING JUSTICE**



Credit:

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CAIR'S WORK IN WASHINGTON STATE BY THE NUMBERS

250+

complaints processed
from local residents



50+

media speakers
trained locally



200+

local Muslims
trained, then lobbied
government officials,
editors



350+

allied organizations
and leaders engaged
in CAIR-WA's work

40+

pro bono attorneys
assisted in cases



10,000+

media mentions
locally, nationwide,
internationally



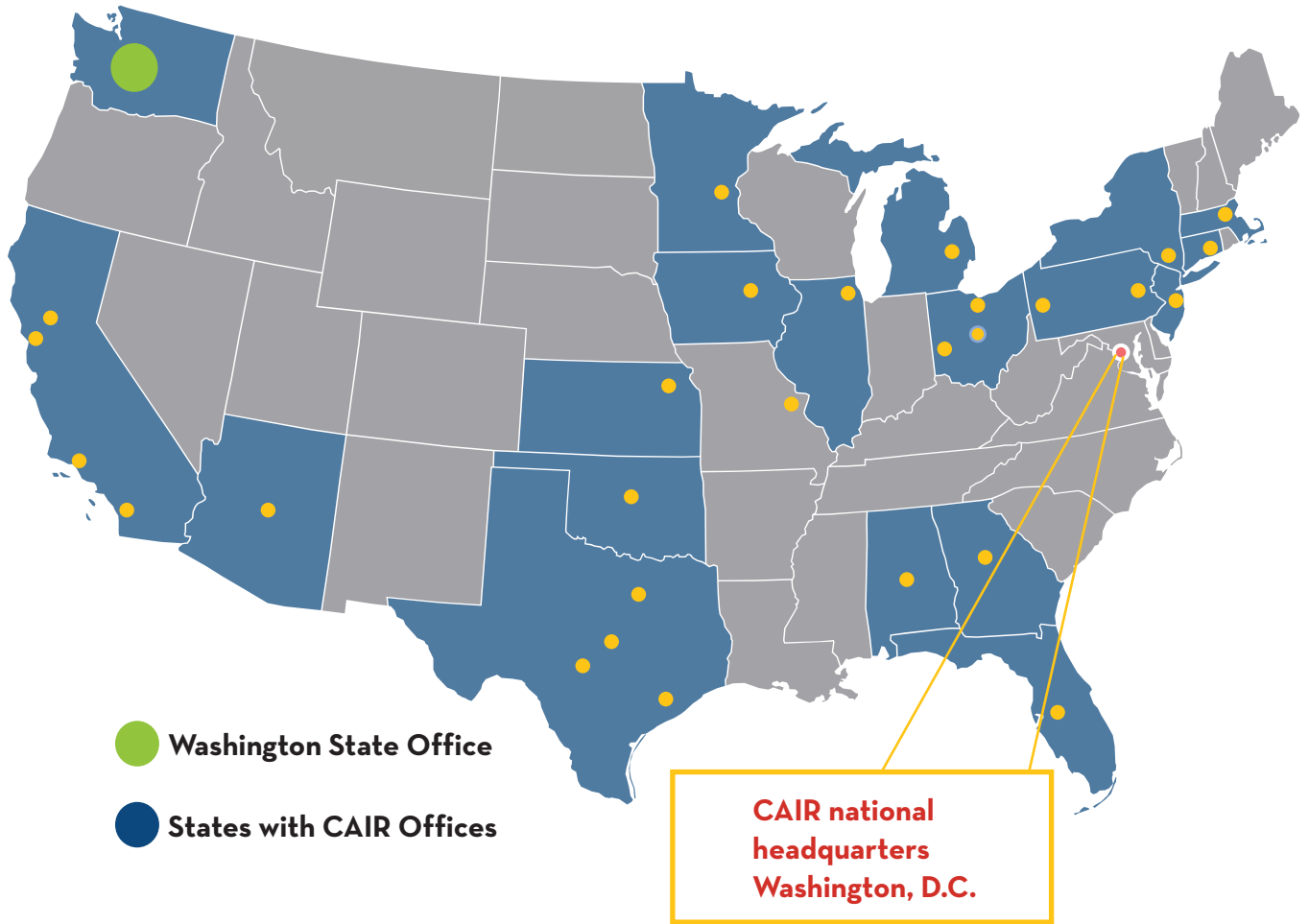
50+ public, vocal
media statements
by government and
other leaders



40 local Muslims
mobilized to volunteer
in campaigns of their
choice

THE COUNCIL ON AMERICAN-ISLAMIC RELATIONS HAS OFFICES ACROSS THE COUNTRY

30+
offices
nationwide



- Washington State Office
- States with CAIR Offices

**CAIR national headquarters
Washington, D.C.**

- | | | |
|------------------------------|------------------------|--------------------|
| ● CAIR National Headquarters | ● Chicago, IL | ● Cleveland |
| ● Alabama | ● Iowa | ● Columbus |
| ● Arizona | ● Kansas | ● Oklahoma City |
| ● Greater Los Angeles Area | ● Massachusetts | ● Philadelphia |
| ● Sacramento Valley | ● Michigan | ● Pittsburgh |
| ● San Diego | ● Minneapolis MN | ● Austin |
| ● San Francisco Bay Area | ● St. Louis, MO | ● Dallas |
| ● Connecticut | ● South Plainfield, NJ | ● Houston |
| ● Tampa | ● New York | ● San Antonio |
| ● Atlanta | ● Cincinnati | ● Washington State |

ABOUT COUNCIL ON AMERICAN-ISLAMIC RELATIONS OF WASHINGTON STATE



MISSION: CAIR's mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding

CAIR-Washington State is the local chapter of the Council on American-Islamic Relations (CAIR), a non-profit 501(c)(3), grassroots civil rights and advocacy organization. CAIR is America's largest Muslim civil liberties organization, with 30+ regional offices nationwide.

CAIR's national headquarters are located on Capitol Hill in Washington, D.C.

Fifteen years later, the chapter has grown tremendously, deepening its base in the Washington State Muslim community. It has become a reliable resource and partner for media, public officials and policy makers, advocacy groups, and the interfaith and ethnically-based communities.

OUR HISTORY

founded in
1994

The Council on American-Islamic Relations (CAIR)

Since its establishment in 1994, CAIR has worked to promote a positive image of Islam and American Muslims. Through media relations, government relations, education and advocacy, CAIR puts forth an American Muslim perspective to ensure the American Muslim voice is represented. In offering this perspective, CAIR seeks to empower American Muslims and encourage their participation in political and social activism.

founded
in
2002

CAIR'S WASHINGTON STATE CHAPTER OFFICE

The Washington State chapter started in 2002, when a group of dedicated volunteers in the Seattle-area saw a need for a unique kind of American Muslim organization—an organization that would work to uphold civil rights of American Muslims, foster a better understanding of the Islam and American Muslims, and help find avenues for American Muslims to participate more fully in every aspect of society.



WHAT DOES CAIR-WA DO

*Powered by hundreds of individual donors,
over 10 interns,
4 staff members,
and over 90 dedicated volunteer activists,*

CAIR-WA works hard every day challenging anti-Muslim hate, defending the rights of American Muslims, empowering Muslim families, youth, children and elders to use their voice through mainstream media and lobbying, and building results-focused relationships with leaders in business, academia, labor, faith, and government.

Learn more at cairseattle.org/aboutus



FREEDOM OF RELIGION IS A CONSTITUTIONAL RIGHT.

American Muslims like people of all faiths in the U.S., have the right to practice their faith according to their sincerely held religious beliefs. CAIR-WA's staff members respond to complaints from local Muslims who have faced discrimination at work, at school, or in public places to end discrimination in those cases. Our responses to these complaints vary from diversity training to law suits against offending parties, to ensure community members are able to practice their faith at work, school and public places. In over a decade of service, we have resolved over 600 local Muslim civil rights cases, always at zero cost to our clients.

**To report a case or get help, contact us at
cairseattle.org/gethelp**



CAIR-WA Civil Rights Team (L to R) : Civil Rights Team Member James Maher, Civil Rights Manager Jasmin Samy, Civil Rights Team Member McKenna Lux, Civil Rights Assistant Manager Megan Fair

DID YOU KNOW?

- CAIR-WA civil rights staff respond to each case within **15** business days.
- In 2016, the average length of time between receiving a complaint and making first contact was **4.7** business days
- Our 2017 goal is to respond to each complaint within **3** business days
- Our average length of time from conducting the initial interview to completing, referring, or resolving a case was: **28.5** days
- **252** complaints received by CAIR-WA from WA state residents



March 19, 2015 press conference to announce letter to FBI (see story on page 10)

CASE HIGHLIGHT: LOCAL MOM, BUSINESS OWNER THREATENED BY MAN WITH GUN

On Sunday evening, March 1, 2015, an American Muslim woman, who is a U.S. citizen, registered voter, community volunteer, and a long-time Seattle resident who supports her family as a small business owner, was approached by a man while she waited in her car in a store parking lot for her friend.

The man made offensive remarks about Muslims and said something to the effect of, 'I don't trust Muslims I trust my gun.' He then pulled a gun out from his pocket. While this was happening, the woman thought the man would shoot her and that she might never be able to see her children again. Just then, the woman's friend came out of the store, and the man got into this car and drove away.

The woman and her friend drove off to be away from danger. She then called 911. The police told her to return to the scene of the crime to file a police report. The woman returned to the scene the next day, with a family friend, and called the police.

When more than two weeks passed and there didn't appear to be an investigation, CAIR-WA sent a letter to the police department to ask for a full

investigation. CAIR-WA also held a press conference on March 19, 2015 where the woman bravely told her story, to call on the FBI to investigate the case. The store released video footage of the incident to the police and the police distributed an image of the man to the media.

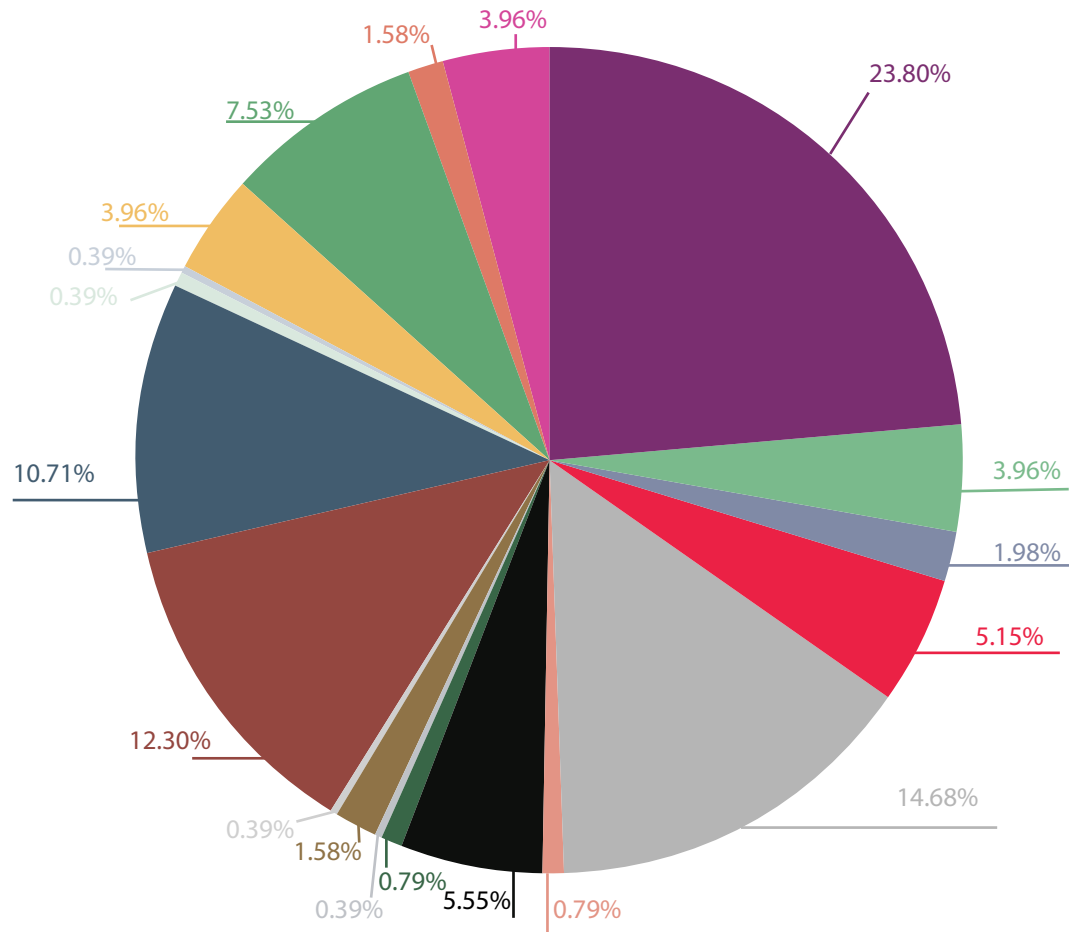
The suspect turned himself in to a local police department and was arrested. In early 2016, CAIR-WA worked with the county prosecutor's office to ensure they pursued strong penalties in the case. The suspect went through trial in criminal court.

After the local Muslim woman immediately contacted CAIR-WA, after calling 911, CAIR-WA's expert staff took all actions possible to ensure that this woman's case was treated by law enforcement with the seriousness that it deserves.

This resulted in the suspect being found and prosecuted. It also sent a strong message that those who attack American Muslims, including Muslim women, will be found and prosecuted.

See more stories at cairseattle.org/civilrights

252 COMPLAINTS RECEIVED BY CAIR-WA FROM WA STATE RESIDENTS



- Bullying at Schools: 3.96%
- Denial of Religious Accommodations: 7.53%
- Destruction/Damage/Vandalism: 0.39%
- Employment: 10.71%
- ICE: 0.39%
- Islamophobic Propaganda: 0.39%
- Other: 5.55%
- Referral: 14.68%
- TSA: 1.98%
- Harassment: 23.80%
- CBP: 1.58%
- Denial of Service or Access: 3.96%
- DOC: 0.39%
- Clients Contacted by FBI: 12.30%
- Intimidation: 1.58%
- Multiple Federal Government Agencies: 0.79%
- Physical Violence: 0.79%
- State or Local Police: 5.15%
- USCIS: 3.96%

MORE LOCAL COMMUNITY MEMBERS REPORT HATE CRIMES & INCIDENTS



During 2015, CAIR-WA received 42 reports from local WA state Muslims, and those perceived as Muslims, of hate crimes and hate incidents. During 2016 we received 94 reports of hate crimes and hate incidents from local Muslims.

During 2016 and early 2017, CAIR-WA received more than 32 cases of bullying, harassment, and intimidation at schools. CAIR-WA's responses brought the following results:

- 6 of these cases were favorably resolved by CAIR-WA
- At CAIR-WA's request, 6 investigations were conducted
- CAIR-WA submitted 3 appeals to school boards for investigations, all of which were attended by CAIR-WA in partnership with the attorneys provided by CAIR-WA
- CAIR-WA submitted 2 appeals to the U.S. Dept. of Justice and one to the U.S. Dept. of Education, all of which are ongoing

As part of its response during 2016 and early 2017, CAIR-WA's civil rights staff:

- Presented and trained over 440 staff and administrators at 9 educational facilities.
- Recruited 5 experienced attorneys to respond to these cases in school.
- Ensured that bullying, harassment, and intimidation policies are being properly implemented
- Had 3 school districts include Eid and Ramadan on their school calendars
- Sent 307 letters to school districts explaining Ramadan and Eid for 2017
- Presented to over 300 educators and academic faculty at the Triennial Washington State Student Services Commission Conference.

GOALS FOR 2017 INCLUDE

- Conduct more outreach events in the community to encourage reporting for bullying, harassment, and intimidation incidents
- Recruit additional cooperating attorneys
- Continue to train, present 'Basics of Islamic Practices' and promote positive cultural responsiveness

MORE LOCAL MUSLIMS REPORT BEING CONTACTED BY FBI

22
CASES

2015

During 2015


CAIR-WA received 22 complaints from local WA state Muslims who were contacted by FBI agents for questioning. In 2016, we received more than 29 such requests for help from local Muslims.

29
CASES

2016

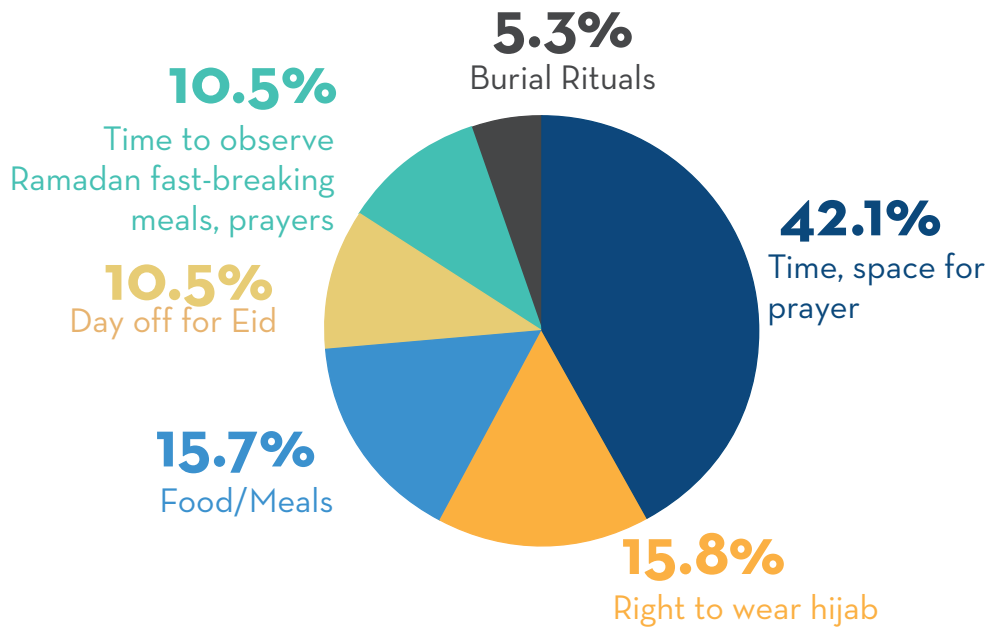
In response to each request for help from community members who report being visited by an FBI, CAIR-WA connects the community member within 24 hours, with an expert volunteer lawyer who can represent them free of charge, so that community members' rights are protected.

During 2017 CAIR-WA will partner with attorney Jay Gairson and ACLU-WA to offer a continuing legal education (CLE) program to train more volunteer attorneys to represent local community members contacted by FBI.



More than 40 Bothell Muslim families and children marched in July 4th 2016 parade in Bothell

Another common request for help from CAIR-WA received during 2016 was from community members who were denied the right to practice their faith at work, school and other situations. The majority of complaints were regarding prayer time and space at work or at school.



CAIR-WA is working with employers to ensure the right to practice one's faith, a basic right granted by the U.S. Constitution to all those who live in America is properly provided to American Muslims.

- CAIR-WA conducted 4 Know Your Rights presentations in Arabic
- CAIR-WA became a member organization of the Justice Advocacy Network
- CAIR-WA led a training for King County Metro Transit, hosted by the Metro Transit General Manager, attended by over 70 staff members
- In 2017, CAIR-WA Civil Rights Manager was elected as a member of Washington State Minority and Justice Commission.
- CAIR-WA participated in over 50 other roundtables and know your rights presentations with local groups and the interfaith community, reaching live audiences of over 5,000 people
- CAIR-WA presented the idea of having a training for judges, both new and those on the bench, on Islam, American Muslims and Islamophobia.

CAIR-WA RESPONDED VIGOROUSLY TO ‘MUSLIM BAN’

Since the signing of the first Travel Ban Executive Order, CAIR-WA has received 96 cases regarding difficulties or concerns with travel. CAIR-WA partnered with 25 attorneys to assist in responding to travel and immigration concerns. **CAIR-WA partnered with airportlawyer.org** to print and distribute over 10,000 informational cards. Airport Lawyer provides legal aid and assistance to immigrants arriving at US airports. CAIR-WA hosted 4 presentations led by attorneys to respond to our community’s questions and concerns. On March 14 2017, CAIR-WA joined the ACLU of Washington’s lawsuit challenging the March 6 Executive Order

During 2017, CAIR-WA will continue coordinating with attorneys, schools, employers, and community members to provide as much assistance as possible. CAIR-WA will continue to post updates on Know Your Rights presentations regarding how to respond to Executive Orders, FBI profiling and will distribute a quarterly e-mail newsletter. Sign up for our newsletter list at cairseattle.org



Jasmin Samy meeting U.S. Senator, Maria Cantwell on March 10, 2017 as part of an interfaith delegation

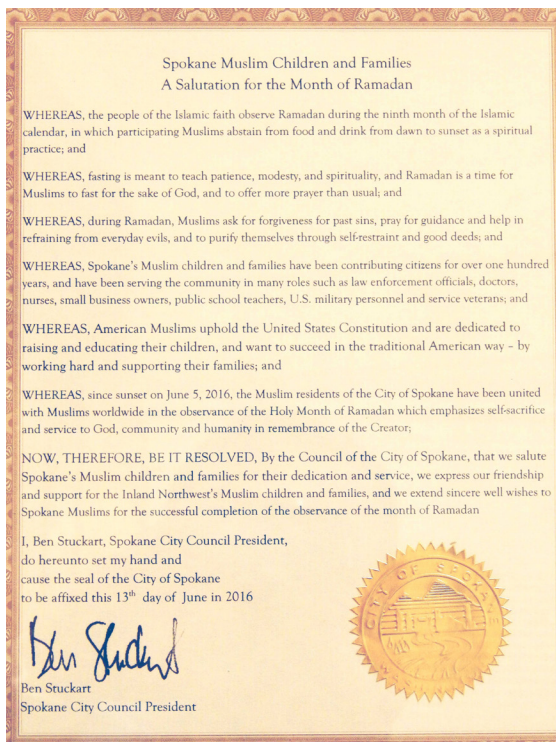
POLITICAL EMPOWERMENT

Our aim by 2020, is to have the support of the Washington state Muslim community to be publicly sought by candidates at all levels as a possible deciding factor in elections.

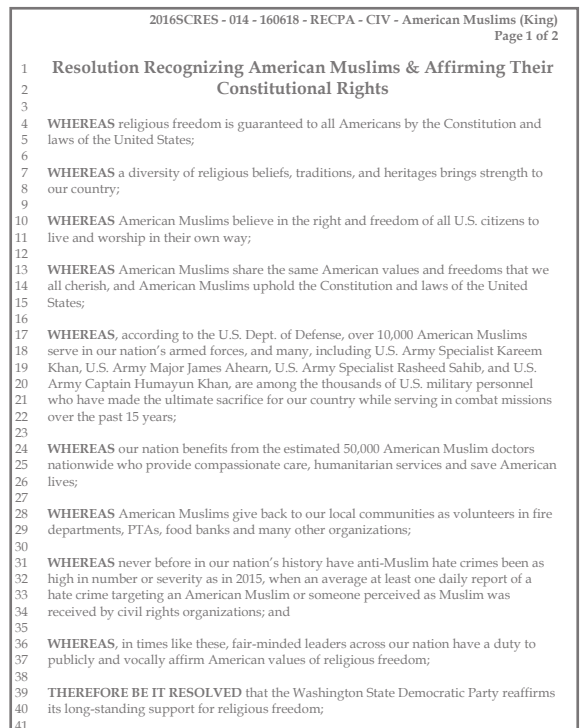
As a grassroots organization, the core of CAIR-WA's work is in developing community members to become leaders that help accomplish positive change in media and politics. CAIR-WA trains and mobilizes community members to ensure that government officials' statements and policies enhance the lives of their constituents and speak publicly about the contributions of Muslims they know.

Learn how you can join this effort at cairseattle.org/communityaction

On June 13, 2016, Spokane-area Muslim families and children worked with Spokane City Council to pass a Salutation recognizing American Muslims



In 2016, Washington State Muslims and allies statewide who went to their local election caucuses worked to have the WA Democratic Party pass a resolution affirming American Muslims' lives and contributions



During a pilot project from March 2015 to May 2016, we engaged over 100 diverse community members in the Spokane-area and Tri-City area in monthly meetings with three different government officials each month in each city.

50 of those community members not only became effective advocates but also mobilized their friends and family to attend election caucuses, to vote, probe candidates on issues and attend candidate forums and other opportunities to publicly raise awareness among fellow citizens and candidates of issues important to their communities, and used their social media to capture/live-cast their work in these areas to further motivate others in their circles to do the same.

The effort also resulted in government officials making very public statements in media about American Muslims they know.

Seeing these public statements showed other community members that strategic advocacy brings real results. During 2017 and beyond we will build on this and train hundreds more community members to make an impact through expertise and a sophisticated understanding of media and politics.



In Feb, 2016, Spokane Muslims met with WA Supreme Court Chief Justice Barbara Madsen



In April, 2016, CAIR-WA staff and interns visited more than 40 Congressional offices in Washington D. C.

DURING 2017 AND BEYOND WE WILL BUILD ON THIS AND TRAIN HUNDREDS MORE COMMUNITY MEMBERS TO MAKE AN IMPACT ON SOCIETY THROUGH EXPERTISE AND A SOPHISTICATED UNDERSTANDING OF MEDIA AND POLITICS



Tri-City area Muslims meet with government officials at Islamic Center of Tri-Cities in 2016



On Monday, October 24, 2016, about 250 community members, including at least 150 voters with election ballots in hand, participated in an evening of personal, positive storytelling, questions and debates viewed online by almost 100k media audiences. This was our state's first ever live-cast elections debates held at a Muslim community venue. The debates were between candidates for the Office of Superintendent of Public Instruction (OSPI) and the WA state secretary of state. See more at www.cairseattle.org/elections

MEDIA OUTREACH

Our aim by 2020 is for accurate coverage of Islam & Muslims to be the norm in mainstream media and for coverage with anti-Muslim slurs and loaded, misleading context to be rare exceptions.

We monitor mainstream media, flag misleading coverage. We also educate editors, providing resources to help cover Islam and Muslims accurately and offering newsworthy story ideas and sources. In 2016, we trained more than 50 diverse Muslims to speak effectively to media, resulting in over 10,000 media mentions.

We will train at least 150 speakers during 2017, and through a public education campaign, ensure that every day, millions of fellow Americans see realistic depictions of American Muslims' lives, contributions, hopes and dreams. Learn how you can join this effort at cairseattle.org/press



A Seattle-area American Muslim U.S. military veteran and his family being interviewed at their home for a feature story on KCPQ13

YOUTH CAREER GUIDANCE

Our youth career guidance events help Muslim youth enter careers in media and politics, where professionals shape public opinion and laws every day. Participants meet and learn from top political and media executives, polish interviewing skills, and refine application materials. Our goal in 2017 is to have more than 150 local youth enter careers in media and politics by starting to volunteer with a political campaign or to intern at a media or political office, so that soon diverse perspectives will be represented at decision-making tables. Learn how you can contribute to this effort at cairseattle.org/timetoshine

COALITION BUILDING

We continue to build results-focused relationships with more than 350 leaders in faith, labor, business, government, conservative and liberal politics and others, so that all fair-minded Americans are moved to challenge anti-Muslim bigotry and speak publicly about the lives and contributions of the American Muslims they know. Learn how you can contribute to this effort at cairseattle.org/partners



On Saturday, September 17, 2016, about 40 Seattle area Muslims signed up to start volunteering with political campaigns of their choice. The resulting two months of campaign volunteerism served as an introduction to possible careers in media and politics, where American Muslims are heavily underrepresented. These are also fields where professionals shape public opinion and public policy every day. Campaigns that recruited volunteers included the Democratic and Republican parties and campaigns for president, state governor, secretary of state, and U.S. Congress, among other races.

BECOME A SHAREHOLDER

with any monthly amount at cairseattle.org/shareholder

This gives the grassroots community ownership of its organization, and gives CAIR-WA the financial stability it needs and deserves. Many students are Shareholders at the \$20 /month levels while many professionals sign up at the \$200 per month level.

If enough people become 'Shareholders' at the highest monthly amount they can afford, CAIR-WA's projects and goals will have steady funding.

All funds are used to support our local work. Our expenses during 2016 were \$312,868.85 and budgeted \$550,000 to increase our work in 2017 in order to serve and empower our communities.

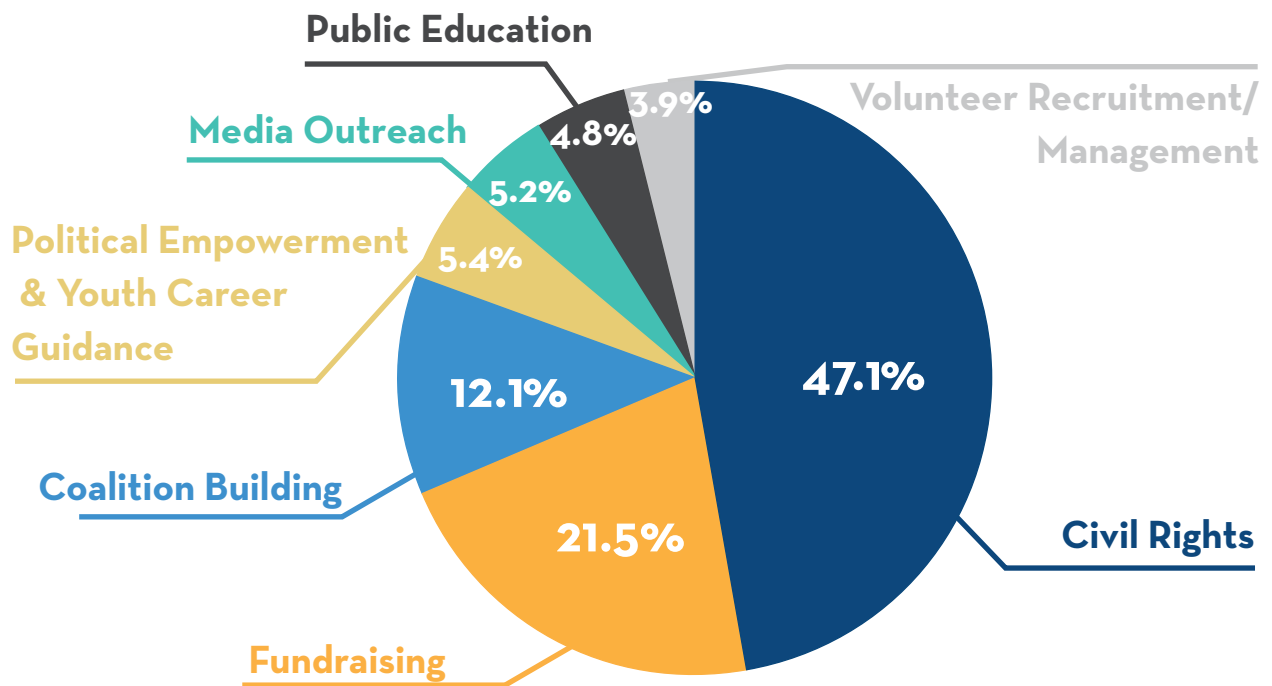
Your consistent support with the highest monthly amount you can afford, will enable CAIR-WA to:

- Defend hundreds of local Muslims' civil rights every year
- Train hundreds of media speakers to change millions of hearts and minds
- Train hundreds of Muslims in political engagement to ensure lawmakers represent our interests
- Help hundreds of local Muslim youth enter careers in media & politics where they shape public opinion and laws



Spokane Muslims meet Spokane County Sheriff
Ozzie Knezovich

2017 FINANCIAL SUMMARY



Civil Rights	\$ 147,346.34	47.1%
Fundraising	\$ 67,260.44	21.5%
Coalition Building	\$ 37,989.42	12.1%
Political Empowerment & Youth Career Guidance	\$ 16,819.41	5.4%
Media Outreach	\$ 16,272.58	5.2%
Public Education	\$ 15,110.36	4.8%
Volunteer Recruitment/Management	\$ 12,070.31	3.9%
2017 Total Expenses	\$312,868.85	

To learn more, visit cairseattle.org/ourfinancials



Become a 'Shareholder' of CAIR-WA

with any monthly amount
cairseattle.org/shareholder

Make a general donation

cairseattle.org/support-us





CAIR
WASHINGTON

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Follow us on SnapChat [@cair_wa](https://snapchat.com/add/cair_wa)

FINANCIAL CONTRIBUTIONS

Become a 'Shareholder' of CAIR-WA

with any monthly amount cairseattle.org/shareholder

Make a general donation cairseattle.org/support-us

GIVE YOUR TIME

Volunteer your talents cairseattle.org/volunteer

Complete an internship cairseattle.org/intern

CAIR'S MISSION is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding

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OFFICE LOCATION

Seattle's historic
International District