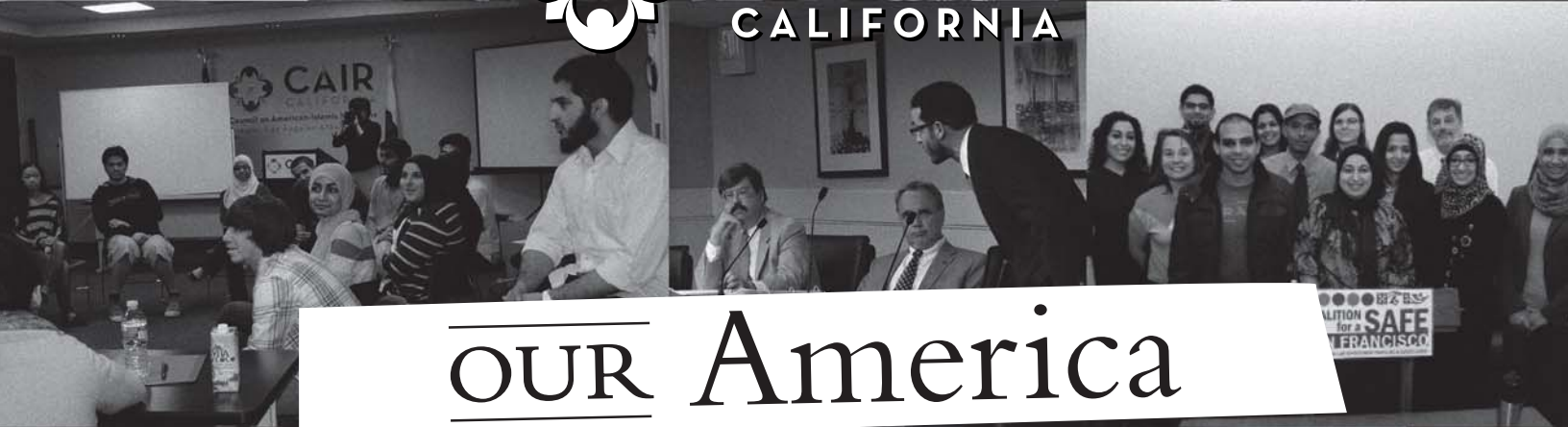


CAIR
CALIFORNIA



OUR America



ANNUAL REPORT 2011-2012




evening edition

Edgar Hopida

The Council on American-Islamic Relations (CAIR)

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Our annual report is an opportunity to share our grassroots advocacy work with each of you, our allies and supporters. As with prior years, this year was filled with victories and challenges for CAIR-California and the American Muslim community.

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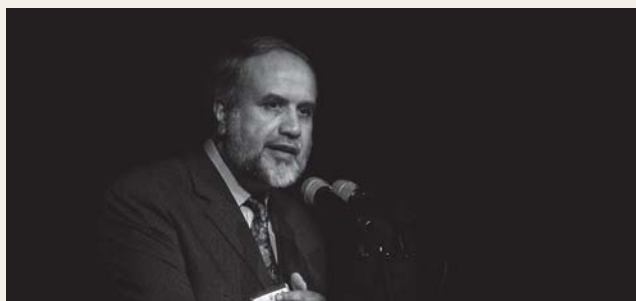
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A Message FROM THE CAIR Leadership



*In the Name of God, the Most Gracious, the Most Merciful
My Dear Brothers, Sisters, and Friends:*

Assalamu Alaikum (Peace Be Upon You).

On behalf of CAIR-California, I would like to thank you for your unwavering support in sustaining our efforts to promote a more just and inclusive nation.

CAIR-CA continues to grow as a community-based institution with a lasting vision of a thriving and fully engaged American Muslim community—by serving our community’s civil rights needs, elevating our community’s voice and stature among policymakers and law enforcement, and grooming the next generation of leaders.

As 2012 draws to a close, I invite you to join me in reflecting on our collective victories and challenges. The opening of new mosques in California, the long-awaited return home of community members placed on the ‘No-Fly’ list, and the passage of the *Workplace Religious Freedom Act* (AB 1964) for which you advocated, demonstrate the power of advocacy and teamwork. When we come together, across class and ethnic lines, united in the cause of upholding the Constitution as we defend our faith’s place in society, we can help America be her best.

Disturbing incidents this year, such as the wave of hate incidents targeting Muslim and Sikh communities, the passage of *National Defense Authorization Act* (NDAA), and the use of anti-Muslim rhetoric during the election season remind us of the challenges ahead. They demonstrate the necessity of your ongoing dedication and support, and more importantly, the need for you to join us in our efforts.

Our team pledges to work harder and smarter on your behalf. With your support and the blessings of *Allah* (swt), CAIR-CA will continue to work both in our community and with our partners to strengthen American Muslim civic engagement, improve civil rights services, and promote leadership development and youth programming.


Please read through this report, which reflects only a sampling of the work undertaken by CAIR-CA over the last year. If you have any comments or suggestions for improvement, please do not hesitate to contact us.

On behalf of the CAIR-CA Board and Executive Committees, I am thankful to our dedicated interns, staff and volunteers who have given their time and energy to the advancement of CAIR’s work.

Thank you for your tremendous prayers and support. We are proud to serve you through our four offices in Los Angeles (LA), Sacramento Valley (SV), San Diego (SD), and the San Francisco Bay Area (SFBA) and look forward to another year of principled and strategic service.

Sincerely,

Masoud Nassimi
Chairman of the Board, CAIR-California



A New York Times article reported that even though “Muslims make up less than 2% of the United States population, they accounted for about one-quarter of the 3,386 religious discrimination claims with the EEOC [in 2009].”

California Assembly Bill 1964 (AB 1964) protects the rights of all Americans of faith: Muslims, Sikhs, Jews, Christians, Buddhists, Hindus and all others.

Promoting OUR Inclusion

Muslims make up less than 2% of the United States population, yet in 2011 alone, they accounted for about 21% of the religious discrimination claims filed with the Equal Employment Opportunity Commission (EEOC).¹

According to the EEOC, religious discrimination cases rose 22% in 2011 over 2010, contributing to the nearly 100,000 charges of employer discrimination nationwide. A New York Times² article reported that even though “Muslims make up less than 2% of the United States population, they accounted for about one-quarter of the 3,386 religious discrimination claims with the EEOC [in 2009].” Complaints by most other faith groups declined during that period.

In 2010, a Muslim man who worked for a security company came to CAIR-Sacramento Valley and reported that his employer would not give him break time to pray. In efforts to resolve the situation, the man had previously brought the matter up numerous times with his supervisor, who responded with untoward remarks about his religion and Arab ethnicity. The situation got worse when the employee was injured on the job and needed time off. His legitimate requests resulted in additional harassment from his employer and eventually, he was terminated. CAIR-SV assisted the man in filing a complaint with the EEOC and found him a qualified employment attorney. Earlier this year, the man was awarded a six-figure settlement in an employment discrimination lawsuit against his former employer. CAIR-SV was proud to help him obtain justice in the case and, in turn, challenge workplace discrimination.

His case is not isolated, however.

In Anaheim, Muslim women who were not permitted to wear headscarves to work filed EEOC claims against Disneyland; in Costa Mesa, a Muslim man lost his job as a security guard for refusing to shave his beard, which he wore as part of his religious belief; another Muslim man suffered discrimination and harassment after requesting one hour off every third Friday (his employer refused) and even offering to make up the time. Many other religious discrimination cases have been reported, from harassment in the workplace, to refusal to hire, to refusal to allow time off for religious observance, to firing.

American Muslims are not alone. The Sikh community and other religious faith members are also experiencing religious discrimination in the workplace. According to a Sikh Coalition report, approximately 12% of Sikhs in the San Francisco Bay Area believe that they have experienced job discrimination.

CAIR-CA's Response to This Issue

While all four CAIR-CA offices continue to assist individual victims of religious discrimination, clarification to state employment law was needed. To accomplish this goal, CAIR-CA worked with a coalition, led by the Sikh Coalition around California Assembly Bill (AB) 1964, *The Workplace Religious Freedom Act of 2012*. CAIR-Greater Los Angeles Area Government Relations Coordinator Adel Syed helped coordinate the campaign, leading all four CAIR-CA offices in working with elected officials and community members to advocate for AB 1964 at the first-ever “Muslim Day at the Capitol” in Sacramento as well as throughout the year. AB 1964, among other things, will eliminate ambiguity in state law, particularly around the definition of “undue hardship,” and protect religious minorities from workplace discrimination.

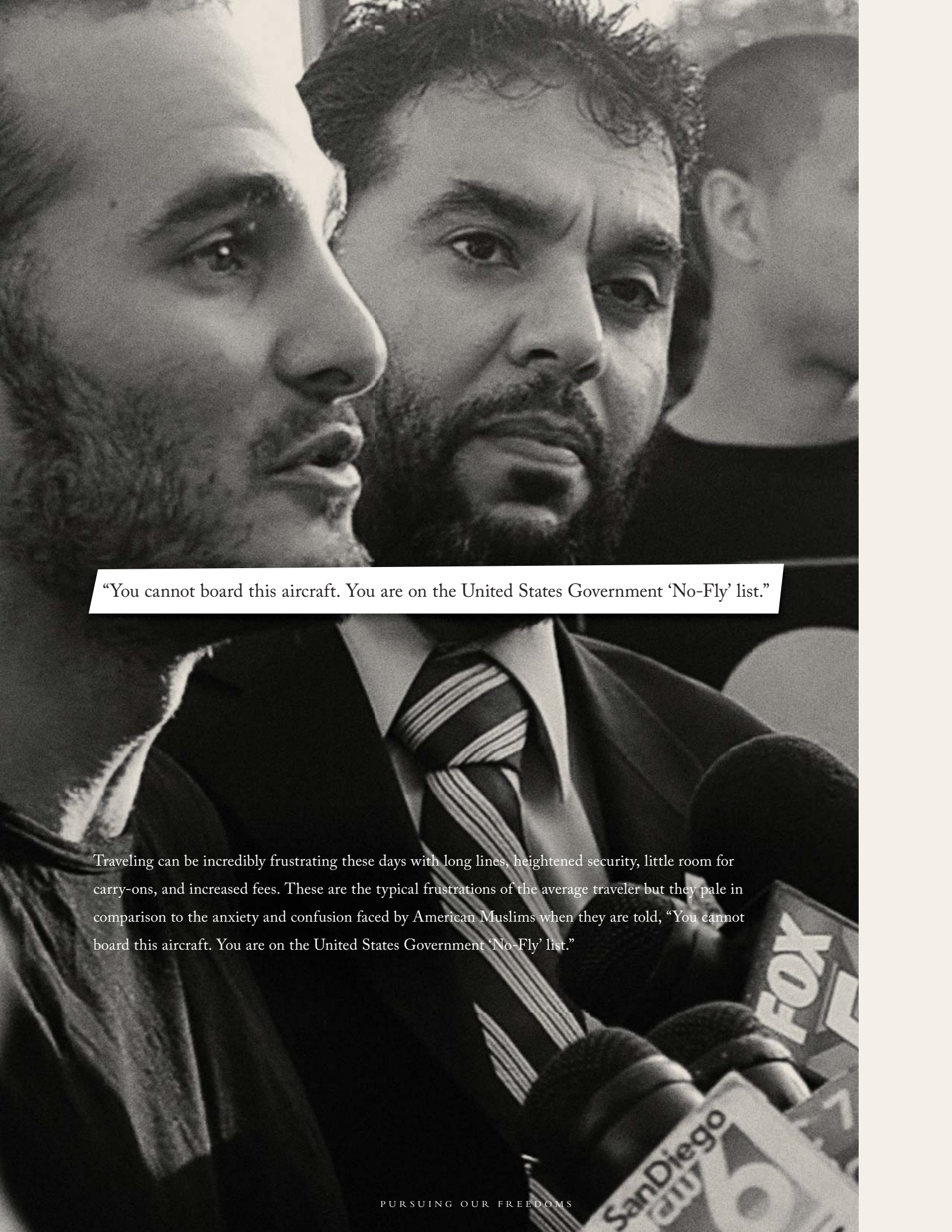
On April 11, California Assembly Member Mariko Yamada (Davis) and members of the interfaith advocacy community, at a news conference, announced the introduction of AB 1964. And five months later, on September 8, Governor Jerry Brown signed AB 1964 into law.

Following in the footsteps of the ground-breaking Civil Rights Act of 1964, which outlawed discrimination on the basis of race, color, religion, sex, or national origin in employment, AB 1964 aims to make explicit in state law that no person can be discriminated against in the workplace based on his or her religious beliefs and practices.

AB 1964 protects the rights of all Americans of faith: Muslims, Sikhs, Jews, Christians, Buddhists, Hindus and all others. CAIR-CA is proud to work alongside civil rights and interfaith allies on the leading edge of protecting the civil rights of all Californians.

¹ *Religion-Based Charges Filed from 10/01/2000 through 9/30/2011 Showing Percentage Filed on the Basis of Religion-Muslim*, EEOC.gov, 28 September 2012 <http://www.eeoc.gov/eeoc/events/9-11-11_religion_charges.cfm>.

² “Muslims Report Rising Discrimination at Work.” NYT 23 September 2010.



“You cannot board this aircraft. You are on the United States Government ‘No-Fly’ list.”

Traveling can be incredibly frustrating these days with long lines, heightened security, little room for carry-ons, and increased fees. These are the typical frustrations of the average traveler but they pale in comparison to the anxiety and confusion faced by American Muslims when they are told, “You cannot board this aircraft. You are on the United States Government ‘No-Fly’ list.”

Pursuing OUR Freedoms

Traveling can be incredibly frustrating these days with long lines, heightened security, little room for carry-ons, and increased fees. These are the typical frustrations of the average traveler but they pale in comparison to the anxiety and confusion faced by American Muslims when they are told, “You cannot board this aircraft. You are on the United States Government ‘No-Fly’ list.”

CAIR-CA has continually worked to oppose domestic policies that curtail civil rights, permit ethnic or religious profiling, infringe on due process, or prevent Muslims and others from living safe and prosperous lives in this country. Our team works tirelessly to protect the rights of American Muslims, including the right to freedom from racial profiling and discrimination when traveling. CAIR-CA both proactively advocates on behalf of the American Muslim community with federal and state legislators, as well as responsively supports those community members who find themselves stripped of their rights to freedom of movement and re-entry into the U.S. without due process of law.

The ‘No-Fly’ list is compiled by the government’s Terrorist Screening Center and consists of people who are not permitted to board a commercial aircraft for travel in or out of the U.S. because they are considered a terror suspect. We believe that this list, unfortunately, because of its vagueness and inaccuracies, and because it encourages ethnic, racial and religious profiling, impedes on American Muslims’ civil liberties and due process rights. The maintenance of this list also raises concerns about privacy and basic freedoms.

This year, CAIR-San Diego advocated on behalf of Kevin Iraniha, a California-born, San Diego State University graduate, who spent the past year working on his Master’s degree in international law in Costa Rica. When he attempted to board a plane to return home to San Diego on June 5, he was told he was on the ‘No-Fly’ list with no further explanation as to why.

CAIR-SD reached out to the stateside FBI agent who was working on Kevin’s case. After unsuccessfully trying to get Kevin on a flight home, CAIR-SD organized a news conference with the intent of bringing public attention to Kevin’s

case. Local and national media were intrigued by the story of a San Diegan who had broken no laws but was potentially being denied re-entry into the country because of his ethnicity. Local organizations were also appalled that a young San Diego native could be denied entry back into his own country. Not only did Kevin’s story shed light on the problems with the ‘No-Fly’ list, but it also brought attention to the fear many American citizens have of leaving the country with no guarantee of being allowed to return. Upon his arrival, CAIR-SD helped Kevin file for redress through the DHS Traveler Redress Inquiry Program.

Unfortunately, Kevin’s case is not unique. Across the 20 states where CAIR has chapters, there have been far too many such complaints. Although Kevin was later permitted to return to the U.S. on foot through the San Ysidro Port of Entry, he was never provided any justification or information regarding his no-fly status. One month after Kevin’s story broke, another San Diego college student, Ali Ahmed, was grounded in Bahrain. Ali was on his way to Kenya to be reunited with his father when he was told he was on the ‘No-Fly’ list. CAIR was able to help bring Ali back home, but problems occurring from the list have not stopped.

In our repeated quest to resolve the issues of vagueness and inaccuracies involving the ‘No-Fly’ list, our attorneys were informed that the FBI maintains data for the list. We also found from community members’ experiences that FBI agents have used coercive tactics to get them to become informants in exchange for removing their names from the ‘No-Fly’ list. As such, earlier this year, CAIR called on the Department of Justice (DOJ) to investigate acts of “coercion and intimidation” allegedly used by the FBI to pressure Muslim citizens into giving up their constitutional rights if they wished to return to the United States from overseas.

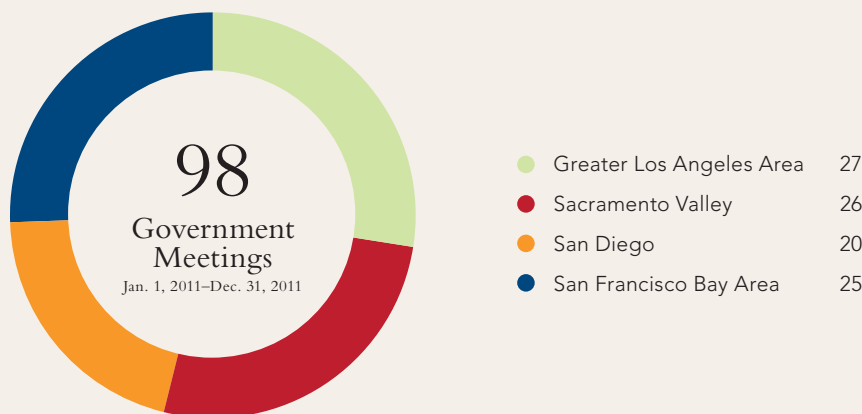
CAIR-CA’s commitment to continuing to challenge the DOJ regarding the ‘No-Fly’ list, in the end, is a service to all Americans as it attempts to preserve and protect the rights guaranteed to all under the Constitution of the United States while advocating for effective security at our borders.



“As a community that is well-educated and integrated, American Muslims have an important role to play in our society’s social and political fabric.”

This year, CAIR-CA took the voice of the community directly to the California state government with our first-ever “Muslim Day at the Capitol.” This historic event held in Sacramento on May 7th included over 50 California Muslims who gathered at the Sacramento Convention Center for briefings on our legislative priorities, followed by a day of meetings with lawmakers.

Strengthening OUR Political Voice



The American Muslim community is becoming an important player on the political landscape. The growing attacks against Islam have propelled American Muslims into the public spotlight to explain ourselves and become more active in our own community and in local and national politics. CAIR-CA is continually working to provide information, resources and outlets needed to help motivate and mobilize our community further. This year alone we met with over 30 Congressional offices in Washington, D.C. and dozens more elected officials at the city and state level. Locally, we are registering voters across the state and disseminating voter education materials intended to encourage American Muslims to “get out the vote.”

A Voice at the Capitol

CAIR-CA Board Chairman Masoud Nassimi said it best when he stated, “As a community that is well-educated and integrated, American Muslims have an important role to play in our society’s social and political fabric.” It is, therefore, of profound importance that members of our community engage with state lawmakers and fully participate in setting the course for a stronger California. By sharing our democratic principles, our community’s resources and our struggles with California legislators and national leaders, we cultivate stronger relationships and deepen understanding of the American Muslim community.

This year, CAIR-CA took the voice of the community directly to the California state government with our first-ever “Muslim Day at the Capitol.” This historic event held in Sacramento on May 7th included over 50 California Muslims who gathered at the Sacramento Convention Center for briefings on our legislative priorities, followed by a day of meetings with lawmakers. In those meetings, participants had the unique

opportunity to discuss issues pertaining to education, immigration, healthcare, and civil rights with their legislators and in turn, advocate for positive social change.

This kind of civic engagement is an effective method of communicating our views across to those elected officials who make daily decisions and policies that affect our lives. It is not only an opportunity to educate policymakers about our concerns and the positive work we do in the community, but to also show that there is public support among America’s voters for reform, and to put a human face to our causes. State government level advocacy helps us achieve our mission with systemic, lasting reforms. With future “Muslim Day at the Capitol” events, we will look to raise awareness of our priorities and mission to attract lasting investment in important social programs that benefit our society.

We know that a majority of American Muslims are well-informed about politics and pay attention to what is happening both at home and abroad. We are increasingly active and civically engaged citizens; however, our voter registration and voter turnout in the community continues to trail that of the general public. Although our level of political integration and mobilization has increased over the past decade, the community as a whole is still not as engaged as it could be. Studies from 2008 indicate that less than 70% of registered American Muslim voters participated in the elections that year.³ To this end, CAIR-CA has made it a priority to invite those within our community to not only engage state and local legislators, but to also educate each person on the impact he or she can make as voters and active citizens. We continue to encourage civic responsibility to both our community members and others, and to highlight our positive work through community organizing and political action.

³ Institute for Social Policy and Understanding, *Engaging American Muslims: Political Trends and Attitudes*, 3 April 2012.



xenophobia [(zen-uh- foh -bee-uh)]

An unreasonable fear, distrust, or hatred of strangers, foreigners, or anything perceived as foreign or different.*

To combat the continued occurrence of religious discrimination and intolerance in their more subtle and contemporary forms, CAIR-CA uses different distribution channels, such as educational forums, media avenues, leadership engagement and litigation. Raising awareness is often the first step to changing public perception and behavior. Coupled with specific programs to inform and motivate positive change, CAIR-CA reinforces its messages of justice and mutual understanding.

* The American Heritage® New Dictionary of Cultural Literacy, Third Edition: 2005

Embracing OUR Diversity



● Greater Los Angeles Area	102
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Eliminating hate and racism is a long-term goal of CAIR-CA. This year, we have supported several key initiatives aimed at raising awareness of intolerance and discrimination against American Muslims both at the local and national levels. Our efforts are a wake-up call for Americans to combat xenophobia in all its forms. We are fully aware that, despite efforts undertaken by the American Muslim community and other U.S. organizations and individuals, the affliction of racism, racial discrimination, xenophobia and related intolerance persists and continues to result in violations of human rights and suffering.

The Building and Re-Building of Mosques

In recent years, mosques have experienced challenges with planning commissions and various city governing bodies which have delayed, denied or stymied the approval process of building or re-building of mosques. The “official” reason is often “assembly use” or “parking issues” having to do with proximity to residential areas. However, in at least some of these cases, heated public meetings indicate that emotional community concerns stemming from misinformation about Muslims, mosques and Islam are what appear to precede the delays. For example:

On March 12, CAIR-LA and the law firm of Hadsell Stomer Keeny Richardson & Renick LLP (HSKRR) filed a lawsuit against the City of Lomita and City Council Members for their “unlawful” denial of the Islamic Center of South Bay’s (ICSB) rebuilding application. Two years prior, ICSB had applied for a zoning change to rebuild the mosque in gradually deteriorating buildings they had occupied for 25 years. Additionally, the mosque leadership worked to ensure all concerns and questions in its rebuilding application were adequately addressed. The city’s planning commission subsequently approved the zoning change. However, after an 8-hour contentious public hearing, the Lomita City Council denied the plan.

On August 2, the Santa Clara County Planning Commission’s unanimously approved the application for a use permit for the South Valley Islamic Center (SVIC). The approval came after six years of challenges and delays faced by SVIC. A vocal minority opposing the project expressed concerns about traffic, noise and water levels. SVIC’s developers, however, worked diligently with the Planning Commission staff and the site passed all county-required tests. Additional opposition came from individuals who expressed fears of having Muslims in their neighborhoods, and spoke of false connections to 9/11 and terrorist training camps. CAIR-SFBA worked with the mosque leadership over the six-year period, monitoring the

mosque’s application process, attending and speaking at public hearings, facilitating meetings, and providing advocacy support.

To combat the continued occurrence of religious discrimination and intolerance in their more subtle and contemporary forms, CAIR-CA uses different distribution channels, such as educational forums, media avenues, leadership engagement and litigation. Raising awareness is often the first step to changing public perception and behavior. Coupled with specific programs to inform and motivate positive change, CAIR-CA reinforces its messages of justice and mutual understanding.

Battling Islamophobia in the National Media

The TV show, “All-American Muslim” aired in Winter 2011–12 on The Learning Channel, and took a look at life in Dearborn, Michigan through the lens of five American Muslim families while asking its viewers to examine their preconceptions about Muslims. When a small right-wing organization maligned the television show as a front for an Islamic takeover of America and pressured advertisers to pull their commercials, a key advertiser, Lowe’s Inc., unfortunately chose to respond.

Businesses are faced with a tough choice between the needs to balance profitability versus social responsibility and interactions with the community at large. However, CAIR and Americans who believe in equality and cooperation saw this as a missed opportunity for a national company to make the right choice when faced with a bigoted scenario.

CAIR immediately responded to the incident by using various media avenues: grassroots, print, television, and social media, to alert Americans to what was occurring. We encouraged American Muslims and all people to raise their voice against Lowe’s decision and against the larger issue of xenophobia. The effort was supported by California State Senator Ted Liu along with California Congress members Mike Honda and Judy Chu, Michigan State Representative Rashida Tliab, and U.S. Representative John Conyers, who loudly condemned Lowe’s misguided action.

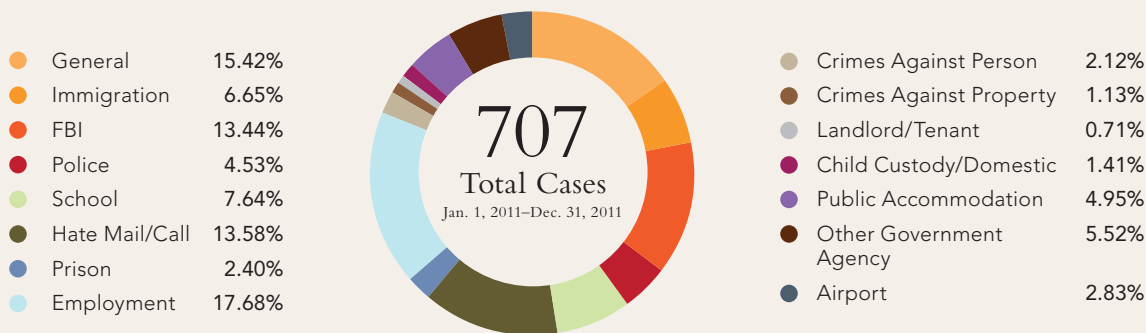
Through these and other various activities, CAIR-CA contributes to the promotion of the inherent dignity and worth of every person and to the reduction of racism, discrimination and xenophobia. CAIR-CA believes that freedom, transparency, and accountability are of utmost importance to the respect for human rights and fundamental freedoms.



This was the first time ever that a Muslim organization had filed its own brief with the highest court of the land.

In the brief that responded to this important case, CAIR stated: “This case presents legal issues that directly affect the rights and liberties of American Muslims, as members of the community who have been increasingly subject to prolonged warrantless GPS surveillance. CAIR...requests that the Court uphold the D.C. Circuit’s holding that prolonged warrantless use of a GPS tracking device violates the Fourth Amendment. CAIR also requests that the Court find that warrantless attachment of the device on a vehicle violates the Fourth Amendment.”

Protecting OUR Civil Rights



A right guaranteed to all Americans by the First Amendment is that no person shall be singled out for unequal treatment by the government because of his or her race or religion. In the Fall of 2010, Yasir Afifi, a 20-year-old American-born citizen and California student discovered that the FBI had placed a GPS tracking device on his car without a warrant. Apparently as a young Arab Muslim male, Yasir was being targeted for scrutiny because he fit a “profile.” Not long after Yasir discovered the device and a friend posted photos of it online, federal agents and police officers appeared at his Santa Clara apartment building demanding the return of the device.

This case of singling out an American Muslim for unwarranted government surveillance or government harassment is unfortunately not out of the ordinary.

Over time, there have been numerous reports of government attempts to run afoul of the Bill of Rights, specifically the Fourth and Fifth Amendment to the Constitution.

CAIR Takes a Stand

In October 2011, CAIR took a stand against racial and religious profiling by filing a Brief of Amicus Curiae with the U.S. Supreme Court in the *United States v. Jones* case. This was the first time ever that a Muslim organization had filed its own brief with the highest court of the land.⁴ The issue represented in *United States v. Jones* was whether or not the police needed a warrant to attach a GPS device to a suspect’s car and track his movements for weeks at a time.

In the brief that responded to this important case, CAIR stated: “This case presents legal issues that directly affect the rights and liberties of American Muslims, as members of the community who have been increasingly subject to prolonged warrantless GPS surveillance. CAIR...requests that the Court uphold the D.C. Circuit’s holding that prolonged warrantless use of a GPS tracking device violates the Fourth Amendment. CAIR also requests that the Court find that warrantless attachment of the device on a vehicle violates the

Fourth Amendment.” CAIR further stated that the type of law enforcement practices alluded to by Justice Douglas Ginsberg have been imposed on minority communities during every period of heightened domestic security concerns.

In other words, warrantless surveillance and other attempts by any government entity to invade the rights of any American citizen as protected under our Constitution and Bill of Rights must be challenged in our courts.

In the case before the Supreme Court, *United States v. Jones*, the Justices ruled, unanimously on January 23 that police erred by not obtaining an extended search warrant before attaching a tracking device to Jones’s car. In making that ruling, the Justices not only upheld the Fourth and Fifth Amendments but also established important precedence for Yasir’s GPS surveillance case.

CAIR-CA continues to be on the front lines of challenging law enforcement and lawmakers to uphold local, state and federal civil rights protections. The passage of the Safe San Francisco Civil Rights Ordinance⁵ is one example of CAIR’s advocacy on behalf of American Muslims.

In a separate case, CAIR filed suit against the FBI for illegal surveillance of the Southern California Muslim community based solely on religion. In August, however, Judge Cormac Carney dismissed part of the suit against the FBI, in response to the DOJ’s invocation of state secrets. By invoking state secrets, the government basically said that allowing the suit to go forward would force it to turn over information that could jeopardize national security, per a declaration filed by Attorney General Eric Holder. The judge did allow CAIR-LA, the ACLU/SC and the law firm of HSKRR to continue with its suit against individual FBI agents under FISA (Foreign Intelligence Surveillance Act).

CAIR-CA and its four regions strive to be beacons for all those whose constitutional rights have been violated simply because of their faith, their dress code or their country of origin.

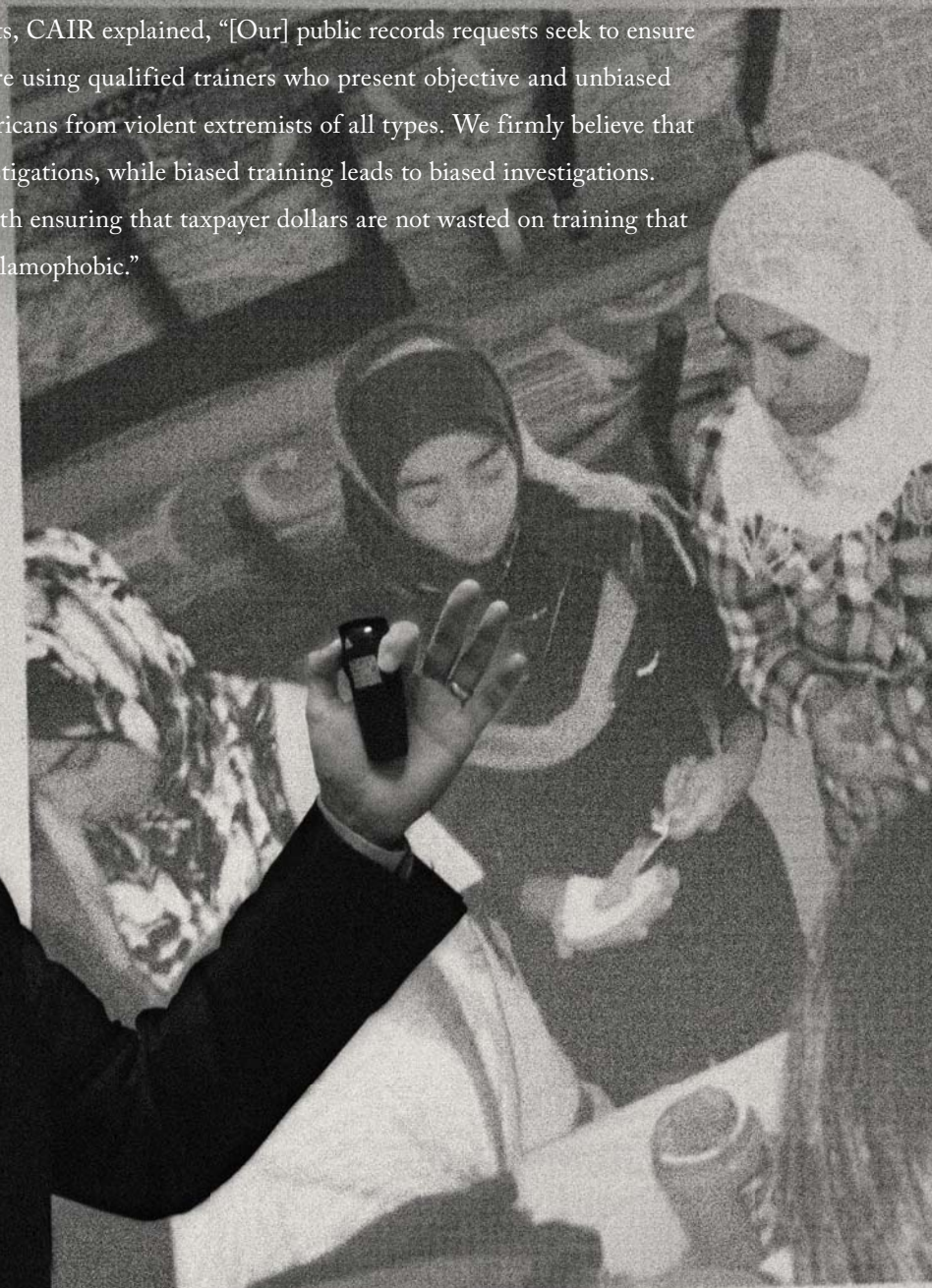
⁴ A Brief of Amicus Curiae, also known as an Amicus Brief, is filed by someone or some entity who is not a party to the case, who volunteers to offer information to assist a court in deciding the matter before it. The phrase amicus curiae is Latin and literally means “friend of the court.”

⁵ The ordinance states that local law enforcement agencies may assist federal agencies only in a manner that is consistent with the laws of California and San Francisco including, but not limited to, the right to privacy.

On November 15, 2011, CAIR announced that 15 offices, including all four CAIR-CA offices, had filed 87 separate public records requests to inquire about anti-Islam materials possibly being used in law enforcement trainings.

In its statement about the requests, CAIR explained, “[Our] public records requests seek to ensure that law enforcement agencies are using qualified trainers who present objective and unbiased information to help protect Americans from violent extremists of all types. We firmly believe that good training leads to good investigations, while biased training leads to biased investigations.

We are particularly concerned with ensuring that taxpayer dollars are not wasted on training that is agenda-driven, inaccurate or Islamophobic.”



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Ensuring OUR Security

The Problem

Law enforcement officers must follow a code of ethics to safeguard lives and property, protect the innocent and vulnerable against injustice, keep the peace, and maintain the Constitutional rights of all persons. It is a critical underpinning of our democracy, and a challenge to protect the citizenry in uncertain and dangerous times. But when officers bring misconceptions or biases to their efforts to protect the public, the results can be disastrous. History is filled with sad examples of maltreatment and persecution of targeted groups, fueled by fear and ignorance.

As a result of the complaints CAIR regularly receives from community members, it has expressed deep concern that U.S. law enforcement officers are receiving counterterrorism training based in anti-Islamic, anti-Muslim misconceptions, and that federal taxpayer dollars are funding these problematic trainings. In one instance, the Department of Homeland Security (DHS) paid one such “trainer” \$5,000 to speak at a Rapid City, Kansas Homeland Security conference at which he claimed that terrorism is inherent in Islam. His expertise? The “trainer” claimed he was a former terrorist in the Palestine Liberation Organization and that he had converted to Christianity.

This example, one of many, highlights the accepted practice of engaging private contractors, who have little basis beyond their own claims of expertise in Islam, to train law enforcement personnel on counterterrorism tactics. A National Public Radio segment quoted Lt. Col. Reid Sawyer of the Combating Terrorism Center at West Point, “You’ve got a lot of individuals who are not academically qualified to be instructing in these venues, and more importantly are speaking with authority, which empowers the audience with knowledge that is not necessarily accurate.”⁶ The NPR segment concludes: “One of the reasons this low-quality training is a concern now is because going forward, local cops are going to be taking a bigger role in the fight against terrorism. The Department of Justice has a new initiative that will take local tips and feed them into a broader database. The idea is to give law enforcement a more systematic way to follow up on

new terrorism leads. So good local training—devoid of stereotypes—is vital to that.”

What CAIR Is Doing to Help

CAIR-CA is part of a nationwide effort to work with law enforcement and the wider community to dispel myths about Islam and American Muslims and help promote government policies based in sound intelligence. On November 15, 2011, CAIR announced that 15 offices, including all four CAIR-CA offices, had filed 87 separate public records requests with national, regional and local law enforcements agencies seeking information about the possible previous use of Islamophobic trainings.

In its statement about the requests, CAIR explained, “[Our] public records requests seek to ensure that law enforcement agencies are using qualified trainers who present objective and unbiased information to help protect Americans from violent extremists of all types. We firmly believe that good training leads to good investigations, while biased training leads to biased investigations. We are particularly concerned with ensuring that taxpayer dollars are not wasted on training that is agenda-driven, inaccurate or Islamophobic.”

Earlier in 2011, CAIR had called on Secretary of Homeland Security Janet Napolitano to conduct an agency-wide investigation of the use of outside trainers who offer hostile, stereotypical and grossly inaccurate information about Muslims and Islam to the nation’s security personnel.

At CAIR, one of our goals in addressing Islamophobic law enforcement trainings is helping develop the understanding that *all Americans* will benefit when law enforcement agencies are respectful of the U.S. Constitution and the diversity that makes America great and pledge to end discriminatory and prejudicial law enforcement practices.

And we are making progress. As a result of CAIR-CA’s public records requests less than one year ago and consistent advocacy, several local law enforcements agencies in California have inspected their trainings and vowed to purge anti-Islam materials found in those trainings.

⁶ New Concern About Bias In Counterterror Training. *Dina Temple-Raston. National Public Radio. March 9, 2011.*

Celebrating OUR Efforts

All of the CAIR-CA offices devote considerable time each year to raising awareness about our services to educate American Muslims on their Constitutional rights, and to increase understanding and dispel myths about Islam within the community at large. CAIR accomplishes this by producing and hosting educational seminars, workshops and grassroots outreach. As a result of these efforts, CAIR-CA is positively impacting the lives of American Muslims in California by increasing understanding and cooperation among all sectors of our communities, and celebrating interfaith collaboration and communication for the common good.

Annual Capitol Iftar

One of the most meaningful awareness-raising events was held in August when CAIR-CA hosted the 9th annual Ramadan Iftar at the Capitol. Two hundred guests participated in the dinner and presentation, and included members of the Muslim community, interfaith leaders, and members of the California Legislature. This year's Iftar was co-hosted by Senate President pro Tem Darrell Steinberg (Sacramento), Assembly Members Mariko Yamada (Davis), Roger Dickinson (Sacramento) and 44 other state legislators.

The three state legislators who served as co-hosts of the event presented CAIR-CA with a Members' Resolution commemorating CAIR's work along with the accomplishments of American Muslims throughout the state.

Audience members, who included representatives from the NAACP, Urban League, OCA, JAACL, Interfaith Service Bureau, and the Sacramento Catholic Diocese, heard from interfaith leaders and elected officials about the resilience of the American spirit in light of recent events of hate and intolerance experienced by the American Muslim and Sikh communities. A memorable moment at the dinner came from CAIR-SV President, Wazhma Mojaddidi, who said:

"I ask that your presence be much more symbolic than breaking bread with fellow Muslims in the Capitol building. I ask that you leave tonight with a commitment that you will play a role in protecting the values of our Constitution. I can only hope and pray that when we return in upcoming years, our spirits are up and we can celebrate not only the peace and tolerance in this room but also the advancement of peace and tolerance in our great nation."

Work With Hollywood

CAIR-LA has regularly worked with movie studios and filmmakers over the past decade to promote a fair and accurate portrayal of and challenge negative images about Islam and Muslims on the big and small screens. This year, CAIR-LA co-sponsored film screenings of "London River," "Valley of Saints," and "Enemy Alien," with partnering organizations. CAIR-LA also has consulted on scripts and worked to connect aspiring artists with industry executives.

Youth Empowerment

CAIR-CA's annual *Muslim Youth Leadership Program (MYLP)* started in 2005. Each year, youth participate in a four-day intensive political immersion and leadership building retreat in Sacramento that brings together Muslim students from high schools across California to receive training in the areas of public speaking, media relations, public service, civil rights. The highlight of the retreat is a "Mock Legislature" session on the Senate floor, during which participants serve as legislators as they debate public policy issues. This is what some of this year's program alumni said about their experience:

"MYLP was an incredible experience. I feel very lucky to have been able to attend this conference. I didn't expect it to change my life, but honestly it did. I will never forget the knowledge I gained about our government, Islam, and life in general. Thanks to MYLP, I have gained the tools and skills I needed in order to become one of the leaders of tomorrow, *inshAllah* (God willing)."

MYLP 2012 Alum, Anam Siddiqui, 16, Mission San Jose High School

"*JazakAllah* (may God reward you) for one of the best weekends of my life. I connected with each and every one of you [the participants and staff] at a personal level. This event has really inspired me to become more active in CAIR and in my own Muslim community. *JazakAllah* once again for shifting my paradigm not just as an American Muslim, but my paradigm on life in general."

MYLP 2012 Alum, Momin Khan, 17, Monte Vista High School

Voter Registration

The Constitutional right to vote guaranteed to the citizens of the United States is of such great importance that it has been reaffirmed with three separate amendments.

THIRTEEN DAYS IN RAMADAN

“In the first seven months of 2012, there were 10 incidents in which Muslim places of worship were targeted. In thirteen days in August, Muslim places of worship were targeted eight times. Additionally, an incendiary device was thrown at a Muslim family’s home and an Islamic gravestone was defaced during this short period in Ramadan...The violence against religion during this period was not limited to Muslim targets. In what was by far the worst incident, six Sikhs were gunned down by a white supremacist in Wisconsin.”⁷

CAIR-CA advocates for the right to vote for all Americans and believes that the best way to help determine the outcome of an election is to vote. While voting alone does not guarantee that what we want will always prevail, by not voting we deny ourselves one of the basic rights of all American citizens—the right to have a voice in our democracy. CAIR-CA encourages American Muslims to participate by helping to make the necessary information and tools for civic engagement available to them through a variety of means.

For example, CAIR-CA is working on congressional and statewide scorecards and hosting candidate forums, which will serve as educational tools for American Muslim voters in the 2012 election. The CAIR-CA offices hold voter registration drives each Friday at different mosques and at community events throughout the state. This year CAIR-CA, in partnership with 18millionrising.org, also launched an online voter registration tool permitting community members to quickly and easily register to vote without any postage or printing costs.

In addition to these statewide campaigns, the following are just a handful of the hundreds of events and efforts hosted by the CAIR-CA offices in 2011–2012.

CAIR-LA

June 2012—“A Summer Night for Civil Rights,” held by CAIR-LA to celebrate civil liberties achievements and uplift the Southern California Muslim community, attracted close to 500 young professionals and families.

Among the featured artists was comedian Dean Obeidallah, who kept the crowds laughing with his takes on different Muslim countries’ customs and rituals and the cross-generational understanding of comedy among Muslims. Hip-hop artist Omar Offendum engaged the audience as he performed “Damascus,” and “Street Called Straight” and ended his segment with his new single “#SYRIA”—a call for peace and freedom. Amir Sulaiman entertained audiences with a spoken word performance on the importance of holding on to faith and social issues impacting the Muslim community. Sulaiman also performed selections from his new album, “Meccan Openings,” with a live three-piece band.

CAIR-SV

Once a month, CAIR-SV organizes Project Feed, an event in which young Muslims gather at the oldest mosque west of the Mississippi, the Muslim Mosque Association, in downtown Sacramento, to prepare 250–300 bags of food for the area’s homeless population. The volunteers prepare sandwiches, snacks and drinks and head to locations throughout Sacramento to deliver these lunches. Recently, Project Feed held its fourth annual Ramadan Project Feed event, in which 300 lunches were distributed with the help of 25 volunteers.

CAIR-SD

CAIR-SD partnered with the San Diego Unified School District’s Race, Human Relations, and Advocacy Program to begin developing new programs aimed at challenging Islamophobia and improving services for the Muslim community including the “Teaching Against Islamophobia Training” for school administration, faculty, and staff; and an “Anti-Muslim Bullying Program” and “Resource Guide” for the school district. Edgar Hopida, CAIR-SD’s Senior Consultant, provided the first training to the Race, Human Relations, and Advocacy staff earlier this year. This group belongs to the second largest school district in California, and is responsible for setting and providing certain curriculum and training to the entire school district.

CAIR-SFBA

On May 9, CAIR-SFBA celebrated the signing of the “Safe San Francisco Civil Rights Ordinance.” Mayor Edwin Lee was joined by the ordinance sponsors including members of the Coalition for a Safe San Francisco of which CAIR-SFBA is a founding member. The ordinance requires adherence to San Francisco and California civil rights and privacy standards whenever the San Francisco Police Department works with the FBI. The Ordinance is one of the first of its kind in the country and came after more than two years of coalition work and broad based community organizing.

⁷ Council on American-Islamic Relations, *Thirteen Days in Ramadan 2012, September 2012.*

Financial Activity Report

The statement of activities below is for financial years 2009, 2010 and 2011 for all CAIR-California offices (Greater Los Angeles Area, Sacramento Valley, San Diego and San Francisco Bay Area).

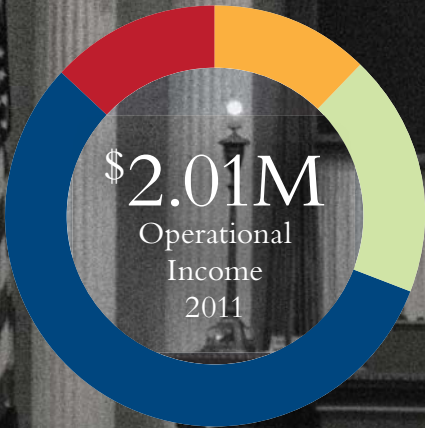
OPERATIONAL INCOME	2011	2010	2009
CAIR-Sacramento Valley	\$ 244,216.25	\$ 219,615.00	\$ 177,177.00
CAIR-San Francisco Bay Area	\$ 393,546.83	\$ 333,078.00	\$ 204,949.00
CAIR-Greater Los Angeles Area	\$1,123,015.05	\$ 935,261.00	\$ 946,540.00
CAIR-San Diego	\$ 253,490.92	\$ 122,256.00	\$ 84,451.00
Total	\$2,014,269.05	\$1,610,210.00	\$1,413,117.00

EXPENSES	2011	2010	2009
Program Services	\$1,380,719.05	\$1,256,804.10	\$1,134,149.90
Management	\$ 270,609.80	\$ 220,572.29	\$ 191,411.00
Total	\$1,651,328.85	\$1,477,376.39	\$1,325,560.90

LIST OF EXPENSES	2011	2010	2009
Services Administration	\$ 836,921.04	\$ 725,743.64	\$ 662,808.00
Events & Projects	\$ 549,115.25	\$ 460,948.58	\$ 387,448.00
Employee Benefits	\$ 66,638.72	\$ 77,285.00	\$ 77,207.00
Office Administration & Supplies	\$ 118,075.04	\$ 70,928.94	\$ 66,119.00
Occupancy & Utilities	\$ 80,578.80	\$ 142,470.24	\$ 131,979.00
Total	\$1,651,328.85	\$1,477,376.40	\$1,325,561.00

Note: The financial information provided herein was updated on 11/15/2012.

*Thanks to the community's continued support,
CAIR has been able to grow and increase its services in recent years.*



- CAIR-Sacramento Valley 12%
- CAIR-San Francisco Bay Area 19%
- CAIR-Greater Los Angeles Area 56%
- CAIR-San Diego 13%



- Program Services 84%
- Management 16%



- Services Administration 51%
- Events & Projects 33%
- Employee Benefits 4%
- Office Administration & Supplies 7%
- Occupancy & Utilities 5%

How to Support OUR Work

We all have something valuable to learn from and inspire within each other, and Insha'Allah (God willing) we continue to be granted the opportunity to do so. CAIR-CA thanks all of the interns, staff and volunteers who have given their time and effort to the advancement of the American Muslim community and CAIR, and encourages continued involvement in the years to come.

Show Your Support

1. Sign up for your local chapter's mailing list

*Greater Los Angeles Area:
<http://ca.cair.com/losangeles>

*Sacramento Valley:
ca.cair.com/sacval

*San Diego:
ca.cair.com/sandiego

*San Francisco Bay Area:
ca.cair.com/sfba

2. Respond to action alerts

3. Attend informational workshops

4. Follow us on Facebook

*Greater Los Angeles Area:
facebook.com/cairlosangeles

*Sacramento Valley:
facebook.com/cairsacramento

*San Diego:
on.fb.me/cairsandiego

*San Francisco Bay Area:
facebook.com/cairsanfranciscobayarea

Donate Money

(Scholars have confirmed that CAIR is an eligible recipient of Zakat. As always, your donations to CAIR-CA are tax-deductible.)

1. Become a Champion of Justice, by donating as little as a dollar a day

2. Make a general donation to CAIR

3. Donate stocks to CAIR

4. Designate CAIR-California as a beneficiary in your will (planned giving)

Donate online or by calling your local chapter:

*Greater Los Angeles Area:
ca.cair.com/losangeles/donate
714.776.1847

*Sacramento Valley:
ca.cair.com/sacval/donate
916.441.6269

*San Diego:
ca.cair.com/sandiego/donate
858.278.4547

*San Francisco Bay Area:
ca.cair.com/sfba/donate
408.986.9874

For more information on planned giving to CAIR-CA, please call 714.776.1847.

Donate Your Time

1. Volunteer with your local chapter

2. Complete an internship

3. Participate in the law clerkship program

Contact your local chapter for more information about volunteer, internship, and clerkship opportunities in your area:

Greater Los Angeles Area:
714.776.1847

Sacramento Valley:
916.441.6269

San Diego:
858.278.4547

San Francisco Bay Area:
408.986.9874

Implementing OUR Core Values



CAIR supports free enterprise, freedom of religion and freedom of expression.

CAIR is committed to protecting the civil rights of all Americans, regardless of faith.

CAIR supports domestic policies that promote civil rights, diversity and freedom of religion.

CAIR is a natural ally of groups, religious or secular, that advocate justice and human rights in America and around the world.

CAIR supports foreign policies that help create free and equitable trade, encourage human rights and promote representative government based on socio-economic justice.

CAIR opposes domestic policies that limit civil rights, permit racial, ethnic or religious profiling, infringe on due process, or that prevent Muslims and others from participating fully in American civic life.

CAIR believes the active practice of Islam strengthens the social and religious fabric of our nation.

CAIR condemns all acts of violence against civilians by any individual, group or state.

CAIR advocates dialogue between faith communities both in America and worldwide.

CAIR supports equal and complementary rights and responsibilities for men and women.

CAIR-California Leadership

Board Members, Chapter Executive Committee Members, and Staff

CAIR-California Board

Masoud Nassimi » Chairman
Wazhma Mojaddidi, Esq. »
Vice Chair
Safaa Ibrahim » Treasurer
Ziad Asghar » Secretary
Asem Abusir, M.B.A. » Member
Sameena Usman » Member
Dr. Ashraf Ibrahim » Member
Noha Salem, J.D. » Member
Dr. Hamza El Nakhal » Member
Hussam Ayloush, M.B.A. » Member
Rashid Ahmed » Advisor

CAIR-Greater Los Angeles Area

Executive Committee

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Baraa Kahf, Esq. » Vice President
Amana Siddiqi » Secretary
Yasir Mahar » Treasurer
Deeba Sultani
Hafez M. Hafez
Omar Jubran
Shamel Abd-Allah, M.D.
Shereen Sabet, Ph.D.

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Adel Syed »
Government Relations Coordinator
Adeeb Ahmad » Field Organizer
Alia Aboul-Nasr »
Special Events Coordinator

Arefa Simjee »
Membership Specialist
Asim Khan » Multimedia Specialist
Cecilia Peralta »
Membership & Administrative
Coordinator
Fatima Dadabhoy, Esq. »
Civil Rights Attorney
Munira Syeda, M.J. »
Communications Manager
Nour Kweider »
Membership Specialist
Sammar Miqbel, J.D. »
Civil Rights Coordinator
Sherrel Johnson »
Community Relations Manager
Zienab Abdelgany »
Programs Coordinator

CAIR-Sacramento Valley

Executive Committee

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Haitham Abulhaija » Vice President
Shabbir Khan » Treasurer
Wasim Ali » Secretary
Eyas Abdeen
Fawzia Keval, Ph.D.
Imam Haazim Rashed
Imran Khan, Esq.
T. Sami Siddiqui

Staff

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Rachel Roberts, Esq. »
Northern California
Civil Rights Coordinator
Saeeda Islam »
Programs Coordinator
Mohamed Ali » Chapter Coordinator

CAIR-San Diego

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Noha Salem, J.D. » Vice President
Ahsen Ahmed » Treasurer
Hani Eltalmas » Secretary
Dr. Ehab Shehata
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Edgar Hopida » Senior Consultant
Patricia Sosa »
Accountant &
Membership Coordinator
Sadaf T. Hane, Esq. »
Civil Rights Director

CAIR-San Francisco Bay Area

Executive Committee

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Vice President & Treasurer
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Ansar Greenwell
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