

Vision

To be a leading advocate for justice and mutual understanding.

Mission

To enhance understanding of Islam, protect civil rights, promote justice and empower American Muslims.

Contents

- 03: A Message From the Chair
- 04: Protecting Our Freedoms
- 06: Challenging the Muslim Bans
- 08: Supporting Immigrants and Refugees
- 10: Advancing Civic Engagement
- 12: Amplifying Our Voices
- 14: Empowering Our Youth
- 16: Starting Conversations
- 18: We Serve You
- 20: Financial Report
- 21: Stand With Us
- 22: Our Team



MESSAGE FROM THE CHAIR

In the name of God, the Most Gracious, the Most Merciful.

Dear Friends and Supporters,

2017 was marked by new threats to our democracy from the highest levels of our government. Muslims, women, immigrants, people of color – all have seen their rights infringed upon by an administration that tramples on our Constitution daily and emboldens others to engage in hate.

In the face of these injustices, CAIR California (CAIR-CA) fought to protect our shared values of freedom and justice. We highlight many efforts, including opposition to the Muslim Bans that impacted U.S. citizens, immigrants and refugees. We trained our community members and allies through “Know Your Rights” and “Bystander Intervention” workshops that sought to protect people from discrimination and hate. CAIR-CA has been at airports and in courtrooms, at the Capitol and on the streets, standing for justice and mobilizing for change.

This work would not have been possible without you. On behalf of the CAIR-CA Board of Directors, thank you for your ongoing support. Thank you also to our team of dedicated staff, interns and volunteers who have worked tirelessly to carry out our mission and serve our community from CAIR’s four offices: Greater Los Angeles Area (CAIR-LA), Sacramento Valley (CAIR-SV), San Diego (CAIR-SD) and San Francisco Bay Area (CAIR-SFBA).

We have responded. We have resisted. And we will continue to do so, knowing that when any American’s rights are under attack, all of our rights are under attack.

Sincerely,



Omar Hassaine
Board of Directors Chair



PROTECTING OUR FREEDOMS

CAIR-CA's legal staff

counsels, mediates and advocates on behalf of individuals who are asserting their rights in the face of religious discrimination, defamation or hate crimes.

2017 LEGAL CASES

Greater Los Angeles Area	535
Sacramento Valley	118
San Diego	200
San Francisco Bay Area	352
TOTAL	1,205

“The stress level is unbelievable – it amounts to emotional torture.”

Elsiddig Elhindi describing harassment he faced as a California Department of Corrections guard (The Sacramento Bee, 2015)

AMUSEMENT PARK SETTLEMENT

CAIR-SFBA and CAIR-SD successfully settled Department of Fair Employment and Housing complaints on behalf of several Muslim women and a Sikh man who were denied access to an amusement park ride due to their religious headwear. As a result of the settlement, the park agreed to allow customers with securely wrapped headwear to use the park's go-karts. The park also agreed to require anti-discrimination and sensitivity training for its employees.

RETAIL DISCRIMINATION COMPLAINT

CAIR-LA settled a discrimination complaint against a retail store that denied entry to a woman wearing a hijab and her husband. The employee at the door told the couple the store was closing. However, the couple pointed out to the employee that the store did not close for another 20 minutes. The employee persisted in not letting the couple inside, even while allowing several other customers into the store. CAIR-LA served the store with a demand letter detailing the employee's discriminatory behavior. The store apologized for the incident.

WORKPLACE HARASSMENT

CAIR-SV successfully resolved a harassment lawsuit on behalf of Elsiddig Elhindi, a California Department of Corrections guard. The lawsuit alleged Mr. Elhindi, who is originally from Sudan, suffered persistent derogatory slurs about his race and religion. His co-workers mocked his accent, called him a “suicide bomber” and incited inmates to join in the harassment, causing Mr. Elhindi to fear for his safety. He notified supervisors numerous times, but his allegations were ignored and only made him the target of retaliation. Mr. Elhindi was awarded damages and now works at another location.



CHALLENGING THE MUSLIM BANS



The President's 2017 travel restrictions on Muslim-majority countries represented an attempt to fulfill campaign promises calling for a "complete and total shutdown" of Muslim immigration to the United States. These restrictions, collectively referred to as "Muslim Bans," spurred a response from CAIR-CA and others, proving the resiliency of our democracy and our societal intolerance of bigotry.

The haphazard implementation of the first executive order on January 27

created chaos at airports as refugees, asylum seekers and lawful permanent residents were denied entry to the U.S. CAIR-CA offices began responding immediately, establishing a presence at both the **Los Angeles and San Francisco international airports** to provide urgent legal services to traveling families and to help individuals who were detained.

CAIR-SFBA also co-chaired the national **#NoMuslimBanEver** campaign, along with the National Immigration Law Center and Asian Americans Advancing

Justice-Asian Law Caucus. The campaign trained spokespeople from the banned countries to ensure impacted voices were centered in media coverage; convened advocates, lawyers and communicators to strategize together; and coordinated rallies in California and across the country to coincide with the originally scheduled U.S. Supreme Court arguments on the ban.

MUSLIM BANS BY THE NUMBERS

5 Amicus
briefs filed

by CAIR-CA to help strengthen the cases
against the Trump administration.

2 Lawsuits
filed

by CAIR National to challenge the Muslim
Ban on behalf of impacted individuals

100 “Know Your
Rights”
workshops

hosted by CAIR-CA that educated community
members on their rights.

282 Inquiries

received by CAIR-CA offices for advice from
citizens and non-citizens.



REPORT: ‘WE WON’T BE BANNED’

CAIR-CA examined the impact of the Muslim Bans in its special report, “We Won’t Be Banned: Fighting the 2017 Muslim Bans.” The report summarized the many iterations of the bans and challenges in the judicial system. It also detailed data collected from 282 individuals who contacted CAIR-CA offices in the wake of the first executive order. Despite assertions that the executive orders were not intended to impact U.S. citizens, CAIR’s data showed that U.S. citizens also experienced issues while traveling.

AMONG CALLERS WHO CONTACTED CAIR-CA OFFICES FOLLOWING THE MUSLIM BANS:

63%

Experienced
travel delays

28%

Experienced problems
of some kind while
traveling

4%

Were denied boarding
flights to the U.S.

SUPPORTING IMMIGRANTS AND REFUGEES

CAIR-CA's civil rights

advocacy extends to immigrants and refugees. CAIR-CA offices offer Immigrants' Rights services that provide high-quality, income-based legal services to individuals who often lack legal representation.



2017 IMMIGRATION CASES

Greater Los Angeles Area 1,043

San Diego 53

TOTAL 1,096

CAIR-SV AND CAIR-SFBA BEGAN PROVIDING IMMIGRANTS' RIGHTS SERVICES IN THE FALL.



SYRIAN STUDENT WINS ASYLUM

CAIR-LA's Immigrants' Rights Center (IRC) helped a young man avoid the horror of being forced to return to his home country of Syria. Because of his activism and humanitarian work with displaced Syrian families, the man suffered imprisonment and torture at the hands of Bashar al-Assad's regime. After escaping to the U.S., CAIR-LA built an asylum case on the man's behalf and helped him prepare for his interview, which resulted in him being granted asylum. Today he is studying to be a dentist and rebuilding his life in the U.S., free from fear.

FAMILY REUNITED

Thanks to CAIR-SD's efforts, a daughter and her father were reunited in the U.S. The Yemeni girl could not rejoin her father in the U.S. because of the Muslim Ban. However, the CAIR-SD office was not deterred and began working on getting the 15-year-old girl back into her father's arms. An appeal to the State Department to use its discretion to admit the girl was successful, and father and daughter are now together.

YEMENI FAMILY RETURNS TO U.S.

A Sacramento-area man and his family were able to escape the Yemeni Civil War thanks to the efforts of CAIR-SV. Mr. Wafy, a U.S. citizen, moved his family to Yemen so he could study Islam. While there, the couple welcomed a new baby. When the war broke out, the U.S. Embassy was closed, leaving them stuck in Yemen for over a year with expired passports and no adequate documentation for the new baby. Mr. Wafy was able to reach out to CAIR-SV, which made contact with the State Department and facilitated the process to get him and his family safely home to the U.S.



ADVANCING CIVIC ENGAGEMENT

American Muslims are key stakeholders in the civic process. CAIR-CA creates positive change in our society by sponsoring legislation that promotes freedom, justice and equality.



2017 GOVERNMENT MEETINGS

Greater Los Angeles Area	20
Sacramento Valley	80
San Diego	30
San Francisco Bay Area	78
MDAC	106
TOTAL	314

MUSLIM AMERICAN APPRECIATION MONTH

August 2017 was proclaimed “Muslim American Appreciation Month” following legislation introduced by Assemblyman Bill Quirk, D-Hayward. Quirk expressed that it was his and the Assembly’s goal “to honor generations of Muslim Americans for their many social, cultural and economic contributions to California.” CAIR-SFBA recognized local governments in Fremont, Milpitas, Mountain View, Oakland and Santa Clara, which issued their own proclamations for Muslim American Appreciation Month. CAIR-SD and the community were recognized by the City of San Diego and received proclamations for Muslim American Appreciation Month at an inaugural event attended by more than a dozen elected city and county representatives.

CAPITOL IFTAR

CAIR-CA hosted the 14th annual “Capitol Ramadan Iftar.” The reception drew more than 200 elected officials, community members and interfaith leaders to the state Capitol, where they collectively broke their fast. Attendees included Assemblymembers Joaquin Arambula and Jim Cooper, Controller Betty Yee, Assembly Speaker Anthony Rendon and Senator Richard Pan.

MUSLIM DAY AT THE CAPITOL (MDAC)

CAIR-CA hosted its sixth annual “Muslim Day at the Capitol” in April. More than 700 Muslims throughout California gathered in Sacramento, conducting more than 100 advocacy meetings with state officials. Event participants advocated on issues such as setting hate crime reporting standards, developing measures to prevent school bullying, and protecting immigrants and religious freedoms.

CAIR-CA advocated for the following legislation:

- **California Religious Freedom Act (SB 31) - PASSED**
Co-sponsored by CAIR-CA, this bill prohibits a state or local agency from participating in a federal program to create a database on a person’s religious beliefs, national origin or ethnicity for law enforcement or immigration purposes.
- **The California Values Act (SB 54) - PASSED**
This bill ensures that state and local resources are not used to fuel mass deportations and that public schools, state health facilities and courthouses remain safe and accessible to all California residents – regardless of their immigration status.
- **Hate Crime Reporting Standards (AB 158)**
This bill would have established uniform hate crime reporting standards for law enforcement agencies statewide. It would ensure that hate crimes are properly recorded by peace officers at the local level to ensure proper prosecution in those cases. Unfortunately, this bill did not pass.
- **Safe Place to Learn Act (AB 1318)**
This bill would have required the Department of Education to assess whether local education agencies have provided information to all employees on how to support students who may face bias or bullying. Unfortunately, this bill did not pass.



AMPLIFYING OUR VOICES

CAIR-CA is often a voice for local Muslims. Staff and volunteers are regularly featured in the media, offering expert opinions and thoughtful insight into issues impacting our communities.

2017 MEDIA INTERVIEWS

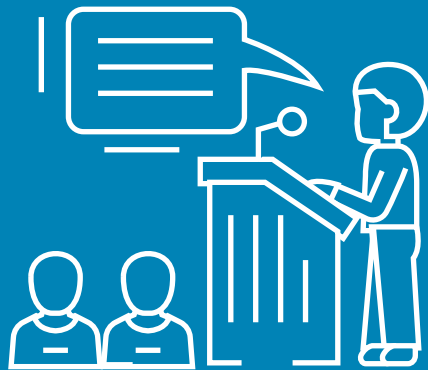
Greater Los Angeles Area	101
Sacramento Valley	106
San Diego	116
San Francisco Bay Area	244
TOTAL	567

HARNESS

CAIR-LA Executive Director Hussam Ayloush participated in the Los Angeles launch of Harness, a grassroots initiative founded by actors America Ferrera, Ryan Piers Williams and Wilmer Valderrama to strengthen communities following the 2016 presidential election. The organization pairs influencers in the entertainment, business and technology industries with grassroots leaders to harness their collective power and create change. During the launch event featuring Ferrera, Ayloush spoke to more than 400 activists on pervasive Islamophobia in society.

NEWSPAPER COVERAGE

Among CAIR-SFBA's extensive media work, CAIR-SFBA Executive Director Zahra Billoo was featured on the cover of the Bay Area's two largest newspapers. "Billoo is a leader in helping educate Bay Area Muslims about their rights as they challenge crackdowns on their ability to live freely, work or travel in this country," the San Jose Mercury News wrote in its profile on Billoo, which highlighted her efforts to fight the Muslim Bans. Billoo was also pictured on the front page of the San Francisco Chronicle for a story about efforts to set up a free legal aid station for incoming passengers to San Francisco International Airport. Bay Area news outlets often turn to Billoo for details and comment on local and national stories concerning Muslims.



EMPOWERING OUR YOUTH

CAIR-CA is dedicated to shaping the next generation of leaders through a variety of programs that instill leadership skills and civic pride in our youth. The programs energize our youth and prepare them to make positive changes in the world.



MUSLIM YOUTH LEADERSHIP PROGRAM (MYLP)

From July 13 through 16, more than 40 high school students from across California participated in the CAIR-CA Muslim Youth Leadership Program, a retreat in Sacramento designed to introduce American-Muslim high school students to the areas of media, law and government. Students participated in a mock legislative session at the state Capitol. They debated current policy issues including health care access, education and public safety.

MUSLIM GAMECHANGERS

CAIR-LA and CAIR-SFBA hosted the Muslim Gamechangers Network at the West Coast Islamic Center of Anaheim and the Muslim Community Center of East Bay. The social justice program focuses on equipping high-school-age Muslims with the tools to critically understand their world and build legacies of positive change. Students are trained on subjects including social justice, identity, leadership, organizing and advocacy. Together, both programs graduated over 80 students.

MUSLIM AND LATINX BRIDGING COMMUNITIES COLLABORATIVE

Approximately 25 Muslim and Latinx high school students explored their own identities while confronting cultural stereotypes as part of an annual program hosted by CAIR-LA. The three-day program, which consisted of workshops and field trips, gave the youth the opportunity to gain civic engagement, social justice, leadership and community organizing skills. The program concluded with the students using those skills to create a voter participation campaign.

CAIRTALKS

CAIR-SV hosted the annual CAIRtalks event in September, which brought together innovative speakers from the Muslim community, including those who have become professionals within their fields and college students starting out as entrepreneurs. This program is run completely by interns, giving them an opportunity to experience organizing, promoting and executing an event.



“MYLP was a life-changing experience for me. It really helped me gain confidence in public speaking.”

Khizur Kamran, Cosumnes Oaks High School, participant in Muslim Youth Leadership Program



STARTING CONVERSATIONS

CAIR-CA is committed to creating a dialogue between faith groups, leaders and community members, with the hope that these conversations will lead to greater inclusion and justice for all.



BYSTANDER INTERVENTION TRAINING

Responding to a 91 percent spike in hate crimes in the first half of the year, all four CAIR-CA offices conducted “Bystander Intervention” trainings that gave community members the tools to de-escalate situations that could become violent. Attendees learned different strategies including how to focus on the victim’s needs rather than respond to the attacker. The training was developed by CAIR with guidance from the Montgomery County Civil Rights Coalition.



SACRAMENTO IMMIGRATION TASK FORCE

As a member of the City of Sacramento’s Family, Unity, Education, and Legal (FUEL) Network, CAIR-SV joined with other community, legal, and government organizations to protect the rights of immigrants. The network allocated \$55,000 in grants to local organizations that provide services, such as “Know Your Rights” presentations, family preparedness training, affirmative applications for immigration relief, bond hearings, and a rapid response hotline to report ICE activity.

FORUM ON RELIGIOUS FREEDOM

Following the travel ban from Muslim-majority nations, CAIR-SD created the Forum on Religious Freedom to counter false narratives that feed into Islamophobia. This coalition brought together like-minded activists, organizations, and interfaith and government institutions to stand in solidarity with Muslims and to protect religious freedoms. In addition to fostering dialogue among these groups, the forum held town hall meetings, created an emergency hotline and established a legal defense fund.



NATIONAL WOMEN’S MARCH

CAIR-SFBA Executive Director Zahra Billoo was among the influential voices who spoke at the 2017 National Women’s March in Washington, D.C. Billoo expressed that American Muslims are committed to justice for all minority communities. Later in the year, Billoo once again took the stage alongside immigration, black, disability and other activists at the Women’s March Convention in Washington, D.C., speaking to thousands of attendees who had come from across the country.

WE SERVE YOU

CAIR-CA hosts

workshops, talks and forums that educate communities across California while serving the legal and immigration needs of individuals throughout the state.





FINANCIAL REPORT

The statement of financial activities below is for the fiscal year 2017 for all CAIR California offices.

STATEMENT OF ACTIVITIES

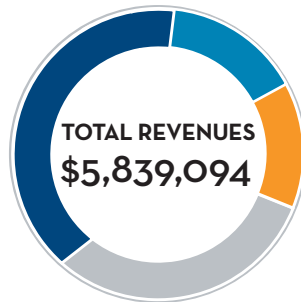
EXPENSES

Program services	\$2,238,434
Management and general	\$648,304
Fundraising	\$508,300



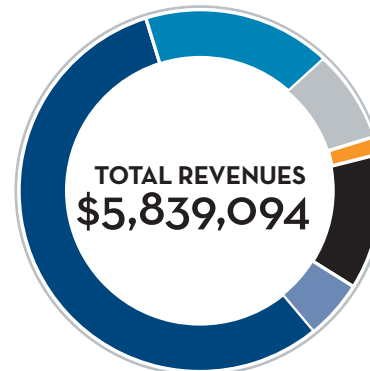
OFFICES REVENUE

Greater Los Angeles Area	\$2,630,571
Sacramento Valley	\$588,190
San Diego	\$514,275
San Francisco Bay Area	\$2,106,058



REVENUES

Contributions and grants	\$4,370,591	Dividends and interest	\$131,431
Special events, net of expenses	\$1,077,297	Unrealized gains on investments	\$166,963
Program income in-kind	\$38,273	Other income	\$54,539



BALANCE SHEET

Total assets	\$6,986,045
Total liabilities	\$154,469
Unrestricted	\$6,221,819
Temporarily restricted	\$609,757
Total net assets	\$6,831,576

TOTAL LIABILITIES AND NET ASSETS

\$6,986,045



The CAIR-CA Board of Directors, Local Governance Boards, and Executive Directors are applying 2017's increased net income to establish and grow the CAIR-CA reserve and endowment funds, which will ensure the long term financial sustainability of CAIR-CA.

Note: The selected financial data were derived from CAIR California's financial records. Audit and tax reports are available upon request.

STAND WITH US

Our generous donors, staff, interns and volunteers enable us to advance justice and strengthen civil liberties across the state.

DONATE YOUR MONEY



When you donate to CAIR-CA, you can specify how your donation is allocated to our vital services.

- Make an online donation
- Become a monthly donor
- Join an employer matching program
- Donate stocks
- Include CAIR in your estate planning

All donations are tax-deductible (Tax ID 77-0411194)

DONATE YOUR TIME

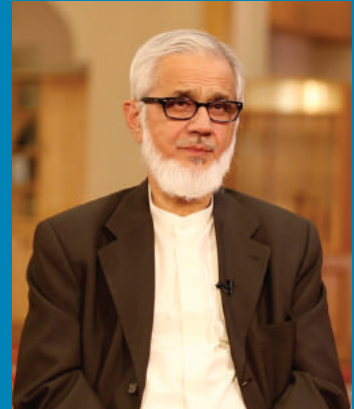


- Volunteer with your local CAIR-CA office
- Participate in the internship and law clerkship programs

SHOW YOUR SUPPORT



- Follow CAIR-CA on social media
- Sign up for local newsletters
- Attend workshops and seminars
- Host a fundraiser gathering



“As a dedicated organization, to defend the rights of Muslims and to promote a better understanding of Islam, CAIR is **eligible to receive part of the zakat funds** for its programs and services.”

Dr. Muzammil H. Siddiqi,
Chairman, Fiqh Council of North America

OUR TEAM

SERVING YOU

CALIFORNIA

BOARD OF DIRECTORS

Omar Hassaine • Chair
Haitham Abulhaija • Vice Chair
Salman Razi, M.D. • Secretary
Eyas Abdeen • Treasurer
Hussam Ayloush, M.B.A. •
Staff Representative

Amana Siddiqi
Asif Harsolia, M.D.
Atthar Mohammed
Eman Tai, Esq.
Fahad Ahmad
Fawad Shaq
Javed Khan
Musaab Attaras
Saed Younis

STAFF

Arefa Simjee • State Chapter
Manager
Yannina Casillas • Legislative &
Government Affairs Coordinator

GREATER LOS ANGELES AREA

GOVERNANCE BOARD

Asif Harsolia, M.D. • President
Fawad Shaq • Vice President
Sumera Lakhani • Secretary
Rania Elbanna • Treasurer
Fatima Dadabhoy, Esq.
Fuad Alloush
Hammad Alam, Esq.
Roohe Ahmed
Sameera Dadabhoy
Sumiyah Mshaka

STAFF

Hussam Ayloush, M.B.A. •
Executive Director
Amina Fields, Esq. • Immigrants'
Rights Attorney
Asmaa Ahmed • Policy &
Advocacy Manager
Eugene W. Fields, M.P.A. •
Communications Manager
Farida Chehata, Esq. • Immigrants'
Rights Managing Attorney
Imran Bholat • Administrative
Coordinator
Jacqueline Bruce • Office
Manager
Mariam Navid • Communications
Coordinator
Marwa Rifahie, Esq. • Civil Rights
Attorney
Maureen Dadabhoy, M.A.Ed. •
Legal Coordinator

Mostafa Mahboob • Development
Manager
Patricia Shnell, Esq. • Civil Rights
Attorney
Rabia Hussain • Operations
Manager
Sherrel Johnson • Community
Relations Manager
Syed Hussaini • Outreach
Manager
Yusra Khafagi • Leadership
Development Coordinator
Wardah Imran • Advocacy
Coordinator

SAN FRANCISCO BAY AREA

GOVERNANCE BOARD

Musaab Attaras • President
Spojmie Nasiri, Esq. • Vice
President
Sarah Salem • Secretary
Adil Syed • Treasurer
Abdelhamead Ibrahim
Afshan Keval
Ashar Ahmed, Esq.
Eman Tai, Esq.
Sajid Nasir

STAFF

Zahra Billoo, Esq. • Executive
Director
Amina Abid • Operations Director

Ammad Wajahat Rafiqi, Esq. •
Civil Rights & Legal
Services Coordinator

Andrew Schutts • Administrative
Coordinator

Brittney Rezaei, Esq. • Civil Rights
Attorney

Courtney Mangus • Programs
Coordinator

Jeffrey Wang, Esq. • California Bar
Foundation Legal Fellow

Jibraan Qureshi • Voter
Engagement Coordinator

Ossama Kamel • Outreach
Coordinator

Sameena Usman • Government
Relations Coordinator

Sally Horna, Esq. • Legal Fellow

Subha Varadarajan • Muslim Ban
Outreach and Legal Fellow

SAN DIEGO

GOVERNANCE BOARD

Fahad Ahmad • President

Saed Younis • Vice President

Tazheen Nizam • Treasurer

Adib Mahdi

Karem Elhams

Lallia Allali

STAFF

Mejgan Afshan • Policy &
Advocacy Coordinator

Sondos Afifi, Esq. • Civil
Rights Coordinator

Susanne Arani, Esq. • Civil &
Immigrants' Rights Attorney

SACRAMENTO VALLEY

GOVERNANCE BOARD

Eyas Abdeen • President

Atthar Mohammed • Vice
President

Aliane Murphy-Hasan • Secretary

Kamran Malik • Treasurer

Rafat Razi, D.M.D., M.P.H.

Sameera Ali, Esq.

STAFF

Basim Elkarra • Executive Director

Ammar Uz-Zaman • Operations &
Development Coordinator

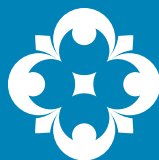
Kalin Kipling • Communications
Manager

Mahmoud Zahriya • Community
Relations Coordinator

Oussama Mokeddem • Programs
& Outreach Coordinator

Saad Sweilem, Esq. • Civil Rights
Attorney





CAIR
CALIFORNIA

ca.cair.com

GREATER LOS ANGELES AREA

2180 W. Crescent Ave., Ste. F
Anaheim, CA 92801
(714) 776-1847
info@losangeles.cair.com

SACRAMENTO VALLEY

1122 Del Paso Blvd.
Sacramento, CA 95815
(916) 441-6269
info@sacval.cair.com

SAN DIEGO

7710 Balboa Ave., Ste. 326
San Diego, CA 92111
(858) 278-4547
info@sandiego.cair.com

SAN FRANCISCO BAY AREA

3160 De La Cruz Blvd., Ste. 110
Santa Clara, CA 95054
(408) 986-9874
info@sfba.cair.com

CAIR National

453 New Jersey Ave., S.E.
Washington, DC 20003
(202) 488-8787 • info@cair.com
www.cair.com

CAIR Alabama

CAIR Arizona

CAIR Colorado

CAIR Connecticut

CAIR Florida

CAIR Georgia

CAIR Illinois

CAIR Iowa

CAIR Kansas

CAIR Kentucky

CAIR Massachusetts

CAIR Michigan

CAIR Minnesota

CAIR Missouri

CAIR New Jersey

CAIR New York

CAIR Ohio

CAIR Oklahoma

CAIR Oregon

CAIR Pennsylvania

CAIR Texas

CAIR Washington