

LIBERTY & JUSTICE FOR ALL

CAIR-CALIFORNIA
ANNUAL REPORT 2009 - 2010

VISION & MISSION

VISION: To be a leading advocate for justice and mutual understanding.

MISSION: To enhance understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.

TABLE OF CONTENTS

Letter from the President 6

Henderson Seven 7

Year in Review 13

How to Support Us 22

Financial Activities 24

Board of Directors and Staff 25

CAIR Offices 26

LETTER FROM THE PRESIDENT



Dear Brothers, Sisters, and Friends:

Assalamu Alaikum (peace be to you)

On behalf of the CAIR-CA family, I thank you for your continued support, as it has been critical to sustaining our efforts in promoting dialogue and understanding among all Americans.

I am reminded, as the end of another year approaches, of each individual who has stepped into our offices to assist with, strengthen, or raise issues resulting from the rise in bigotry against Muslims. The precarious climate toward American Muslims has only clarified the need for civil rights and advocacy to ensure the well-being of community members and the broader American public.

In a single year CAIR-CA has responded to shocking policies such as Arizona Senate Bill 1070, a growing rate of hate crime and school bullying across elementary and high school campuses, brought attention to discriminatory practices in the workplace, condemned terrorism and violent acts when and wherever they arose, and defended the Constitutional right of communities to build mosques in their local neighborhoods.

I encourage you to read the personal accounts of American Muslims in the following pages, and CAIR-CA's involvement in addressing them.

The need to stand up for our basic freedoms today is to free future generations from carrying the burden of inequity and injustice of religious, racial, or other forms of discrimination. CAIR-CA will tackle challenges to come through more youth programming, leadership development, and community outreach.

Thank you for your continued prayers and support. We are proud to serve you throughout our four California offices in Sacramento Valley (SV), San Francisco Bay Area (SFBA), Los Angeles (LA), and San Diego (SD).

Sincerely,

A handwritten signature in cursive script that reads "Masoud Nassimi".

Masoud Nassimi
Chairman of the Board, CAIR-CA

HENDERSON SEVEN

Muslim Group Says Police Detained 7 Praying Men

Muslim group files complaint with Henderson police as men detained while praying

The Associated Press
By OSKAR GARCIA Associated Press Writer
LAS VEGAS March 5, 2010 (AP)

The nation's largest Muslim advocacy organization filed a complaint with police in a Las Vegas suburb, saying seven Muslim men from southern California were detained and told they were acting suspiciously while praying in a shopping center parking lot.

The Council on American-Islamic Relations said Friday it filed the

FAREED

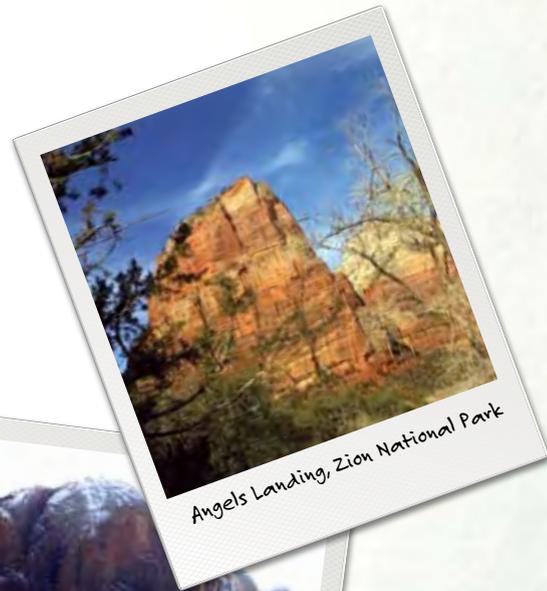
Marketing Manager, 27, Male
Victim of the Henderson 7 case



The names of the individuals involved in the following section, narrated by "Fareed," have been changed to protect their identities.

The "Henderson 7" story, as it came to be known in local media outlets, started with something as simple as my friends and I wanting to take a relaxing road trip together. Not unlike most graduates, my friend Ali had recently completed his studies at California State Polytechnic University, or "Cal Poly," and was in search of a job. With the economy the way it is these days, Ali's search was dragging on much longer than he'd anticipated. When things didn't work out as he hoped, Ali decided to return home to his family in the Midwest.

In an attempt to get a group of our friends together for some good times before Ali's relocation, we all agreed to plan a road trip together. Since one of the guys actually owned a timeshare in Nevada, we decided Zion National Park would be the perfect destination for Ali's farewell tour. The trip was great. Adam, Aadil, Ali, Hameed, Musa, Siraj, and I took in the humbling panoramic scenery of Utah, hiked our way through Mt. Zion's canyons, and even visited the Hoover Dam on the last morning of our weekend retreat.



It wasn't until our return home that our easy-going weekend was interrupted by the harsh reality of "traveling while Muslim." After only having heard stories about Muslims being profiled, my friends and I were suddenly in the mire of bigotry.

During the last leg of our journey home to California, we made a pit stop at a Nevada gas station. After filling the van with gas, we parked the car in a space on the open lot, and got out in order to take a few minutes to pray Maghrib beside the van (Maghrib is one of the five daily prayers held between the beginning and end of sunset). We completed our prayer, and began to enter back into our van before being halted by two police cars that pulled up behind us. They flashed their high beam lights in our direction, and then asked me and my friends to step out of the van. The officers told us that our prayer had prompted reports of suspicious activity. They went on to inform us of a robbery taking place down the street, making sure we knew the necessity to stop to question us was interrupting their ability to address the robbery. "Well at least the irony is not lost on you either," I thought to myself.

We explained to the officers that Muslims are expected to stop what they're doing five different times in a day for prayer, and we were merely fulfilling our obligation. When the officer reiterated that they had received reports of suspicious activity, Hameed asked, "So any time Muslims pray, is that suspicious activity?" One of the officers then responded, "Do I know what you were saying? I mean, I don't know if you guys repeat the same thing or if you're actually over there going, 'I hope that I kill a police officer today.'" My jaw dropped when I heard his response. I'm still trying to understand how a police officer whose oath of duty includes preservation of dignity, and respect for the rights of all individuals could make such offhanded and indifferent remarks.

We were questioned for about thirty-five minutes while our van was searched. It wasn't until the officers had completed their search that they finally let me and my friends go.

The ride home was uncomfortably quiet until one of us finally spoke. We agreed that what happened in the gas station parking lot was unacceptable, and failing to report the incident would be a disservice to more people- if praying is considered "suspicious activity," every person of faith in America is impacted. We all agreed the proper form of action was to contact CAIR, and on December 22, 2009, we sent an email to CAIR-LA reporting what happened in Nevada on the evening of December 20, 2009.



***SUSPICIOUS ACTIVITY**

IN 2007, THE LOS ANGELES POLICE DEPARTMENT'S (LAPD) COUNTER TERRORISM AND CRIMINAL INTELLIGENCE BUREAU (CTCIB) DEVELOPED SUSPICIOUS ACTIVITY REPORTING (SAR) THAT USES BEHAVIOR REPORTING AS AN EFFORT TO REVEAL CONNECTIONS TO TERRORISM. UPON ANALYSIS, SAR REPORTS MAY THEN BE SENT TO FBI'S JOINT TERRORISM TASK FORCE OR FUSION CENTERS.

THE DEPARTMENT OF JUSTICE (DOJ) RELEASED A REPORT ON THE TWO-YEAR SAR PILOT PROGRAM THAT REVEALED KEY DATA, CONCLUDING THE PROGRAM'S EFFECTIVENESS WAS LACKING.

SOURCE: <http://bit.ly/sarsource>

Ameena Mirza Qazi, Esq.
Deputy Executive Director/Staff Attorney
CAIR-Greater Los Angeles Area



Press conference addressing the media

December 2009

A young man named Fareed contacted me at the CAIR-LA office today. We do a good amount of case intake here, a good portion of which can be resolved through mediation by our Civil Rights Department.

However, when a case lands on my desk, it usually means a significantly offensive or unlawful act has taken place, requiring more involvement from our legal department. Fareed's detailed account of the treatment he and his friends were subjected to by three police officers required further action.

This case is a cause of great concern for me and CAIR-LA, not only because the scope and length of the stop was unreasonable under the circumstances, but also for failure to serve a legitimate investigative purpose. The case exemplifies an inability on the part of the officers to properly distinguish between suspicious behavior and Islamic practices. Left unaddressed, unjustifiable cases like those of the young men stopped in Henderson are likely to go from mere incident to prevalent trend.



CAIR-LA Calls FBI Questioning of Muslim Men 'Outrageous'

Greater Los Angeles Area Chapter of the Council on American-Islamic Relations (CAIR-LA) today called the questioning of five Southern California Muslim men last week "outrageous" and is seeking answers as to why the men were engaged in criminal activity.

Council on American-Islamic Relations
Greater Los Angeles Area Chapter
2180 W. Crescent Ave. Suite E, Anaheim, Ca 92801
Tel: 714.776.1847 Fax: 714.776.8340 info@losangeles.cair.com

June 2010

CAIR-LA filed a misconduct complaint against the Henderson Police Department for the unlawful seizure and questioning of Fareed and his six friends. On an early June morning, nearly six months after the initial report, I received phone calls from the young men telling me they were visited at their homes by FBI agents. The special agents showed the young men photocopies of two books they claimed Henderson Police had found in the car during the December incident: *War Tactics of Tajakistan* and *War Tactics of Afghanistan*.

The men have never heard of, nor owned these books. I verified with my contact in the Henderson Police Department that the officers did not take any item of evidentiary value from the scene. Moreover, at the end of the visit with Hameed, the FBI agents asked him questions regarding his country loyalty, as well as his level of fluency in Arabic. The agents then proceeded to pitch the idea of recruitment. Hameed, as it happens, is a U.S. Army veteran.

This is not the first time the FBI has made unwarranted accusations about members of the Muslim community, nor is it an isolated incident. This repeated pattern of FBI behavior is at the point of being abusive, and demands critical examination of the guidance and internal policies of the FBI.



CAIR-LA is seeking a final resolution to the case, and aims to address issues of suspicious activity reporting through advocacy, research, and meetings with law enforcement.

YEAR IN REVIEW

ZAHRA ON THE HOLLISTER DISCRIMINATION CASE

Zahra Billoo, Esq.
Executive Director, CAIR-San Francisco Bay Area

In February, I got a call from Hani Khan, a 19-year-old girl working in the stockroom at a Hollister Co. store. Hani wears the hijab (religious head scarf), and was permitted to do so at work so long as she wore a hijab matching the company's colors.



Addressing community members

Hani Khan February, 2010
“After [being told to] “go home,” I was shocked and surprised. I didn’t know what happened so I didn’t know what to do. It was more along the lines of, ‘did I do something wrong? What is going on? What am I supposed to do?’ Nothing like this has happened to me before... so for it to occur in a workplace where I felt comfortable with the people and surroundings was a shock.”

“When I got home, I talked to my parents about how [the dismissal] wasn’t right and that I wish I could do something about it so my dad referred me to CAIR.”

“After I spoke to Zahra, I felt hopeful because she was guiding me on what to do next and how to approach this situation. I didn’t know what to do before but now there seemed to be a clear path of what steps needed to be taken and exactly what was going to happen.”

Hani had been employed for several months at Hollister Co., an affiliate of Abercrombie & Fitch, when the area District Manager visited the store one day and saw Hani in her hijab as she was bringing inventory to the sales floor. Though nothing was said to her at the time, Hani was later called in to a phone meeting by the District Manager with Abercrombie & Fitch headquarters.

Hani was told Abercrombie & Fitch has a “no headwear” policy, and was immediately instructed to go home.

Zahra wrote a letter to Abercrombie & Fitch explaining the common religious practice among Muslim women of wearing the hijab, along with a guide to Islamic religious practices.

Shortly thereafter, I had a meeting with Abercrombie & Fitch in which they asked me if I would come in to work and remove my hijab before starting my shift. I told them that by removing the hijab in public, I would be abandoning my convictions completely. When I refused to sacrifice my right to religious accommodation, I was told there was no place for me at Hollister.

I had been fired from my job for refusing to remove my hijab.

HANI'S STORY

EEOC COMPLAINTS ALLEGING ANTI-MUSLIM BIAS IN THE WORKPLACE NUMBERED A RECORD 803 FOR THE YEAR ENDING 9/30/2009, UP 200% FROM THE PREVIOUS YEAR AND A NEARLY 600% SPIKE FROM 2005.
SOURCE: <http://bit.ly/eecostat>

We filed an employment discrimination complaint with the U.S. Equal Employment Opportunity Commission (EEOC). After a number of failed attempts to reach Hollister Co.'s parent company, Abercrombie & Fitch, we took Hani's story public. Within 48 hours, the CAIR-SFBA office started receiving hate mail. When the media got wind of this unfortunate backlash, Hani was inundated with follow-up media requests for interviews.

Shortly thereafter, Hani and I were met with a pleasant surprise. We began to receive supportive calls and messages from interfaith and civil rights activists inquiring about the case and how they could help. The letters of support from individuals who saw Abercrombie & Fitch's actions as an affront not only to Muslims, but all people of faith as well as our Constitutional values, were inspiring.

The outpouring of support reaffirmed my confidence that now, more than ever, the work we do at CAIR to protect civil liberties and build coalitions that promote justice and mutual understanding is absolutely vital. I find inspiration in the courage of community members like Hani, who are standing up for their rights and whose courage will help strengthen the civil liberties of all.

CAIR AND THE YOUTH



Dinner with MYLP Class of 2010



Basim Elkarra
Executive Director, CAIR-Sacramento Valley

I open the door to the meeting room and begin to walk in, admittedly distracted as I'm muting my phone's ringer. By the time I reach my intended spot in the middle of the room, I raise my head to see forty pairs of eyes anxiously fixed on me, waiting for me to address them. As I look around the room at the faces, one of the young men yells out, "Basim, I love you!" I can't help but laugh.

This is one of the most unique groups of people I have the opportunity to address during the year; this is CAIR-California's **Muslim Youth Leadership Program (MYLP)** class of 2010.

The MYLP brings together the brightest and most vibrant American Muslim high school students of the Golden State for an intensive four-day leadership and skill-building conference at our state's capitol. I'm sure these kids must be tired after the third day of media training, civic engagement workshops, and intense debates on the state's senate floor, but here they are, buzzing with excitement before the last session of the evening.

"MYLP IS AN AMAZING EXPERIENCE THAT ALLOWS TEENAGERS TO EXPERIENCE THE WAY LEGISLATION WORKS... MYLP IS AN UNFORGETTABLE AND INCREDIBLE PROGRAM."
- KHADIJA SYED

"...MAY GOD BLESS YOU ALL AT CAIR FOR THE TIME AND EFFORT YOU DONATED TO SEE THAT WE AS THE NEXT GENERATION OF MUSLIMS ARE PREPARED TO MEET AND CONQUER THE CHALLENGES OF TOMORROW."
- UMER WARIS

What's exciting about the MYLP experience is seeing the participants immediately apply themselves through further engagement with their communities. CAIR-California's Bridging Communities program, a collaboration with the Japanese American Civil League (JACL) and Nikkei for Civil Rights and Redress (NCRR), provides such an outlet.

Bridging Communities gives forty Japanese and American Muslim high school students an opportunity to learn about each other's community through interactive sessions, culminating with a pilgrimage to Manzanar. A Japanese internment camp from the World War II era, Manzanar is a stark reminder of the discrimination, hostility, and civil rights infringements Japanese-Americans faced during World War II. The pilgrimage allows students to see the parallels with similar abuses American Muslims face post-9/11.

While the MYLP and Bridging Communities programs engage and inspire teenagers, CAIR-California is working to empower all American Muslims by offering media relations workshops, a comprehensive internship program to further develop skills necessary for all community activists, a law clerkship program to expose aspiring lawyers to the major civil rights challenges of our time, training with local voter registrars to organize voter registration drives, and a host of other essential community activities, events, and publications.

With all the questions raised in the media about young American Muslims, people often ask me why CAIR-California puts so much stock in the development of our youth.

The answer is simple: if you had the opportunity to seed the future champions of justice and mutual understanding for our country, wouldn't you invest?



"... I GAINED MANY FRIENDS OF DIFFERENT CULTURES, RACES, AND RELIGIONS WHO HAVE SURPASSED THE BOND OF FRIENDSHIP, AND HAVE BECOME MY CAIR/JACL FAMILY."
- SABRINA DANAK

"BRIDGING COMMUNITIES HAS ALLOWED ME TO INTERACT WITH JAPANESE-AMERICANS FIRSTHAND AND LEARN THEIR CULTURE AS WELL AS BECOME INFORMED OF THEIR HISTORY AND ITS CORRELATION TO PRESENT DAY CONFLICTS."
- MARYA AYLLOUSH

HUSSAM ON RACIAL PROFILING

Hussam Ayloush
Executive Director, CAIR-Greater Los Angeles Area

Today, I served as a co-panelist at a racial profiling hearing, part of the "Face the Truth" campaign organized by the Rights Working Group and coordinated with over 250 civil rights and immigration organizations nationwide. The event was co-sponsored by CAIR-CA along with the Coalition for Humane Immigrant Rights in Los Angeles (CHIRLA), and the American Civil Liberties Union of Southern California (ACLU-SC). The hearing provided a space for oral testimonies of community members on the discriminatory practice of religious and ethnic profiling by police, FBI, or DHS agents.

Concern over family and community security was voiced, a reminder of social issues in need of attention. An African-American, a American Muslim, and a Latina mother of two young daughters all questioned their safety in their own home and country. The panelists listened intently as we considered ways to assist representative communities.

The American Muslim testimonies represented troubling ramifications directly related to policy changes that restricted civil liberties in the wake of 9/11. These testimonies paralleled the increase in civil rights cases coming into the CAIR-CA office over the years.



KNOW YOUR RIGHTS (KYR) WORKSHOPS AND DIVERSITY TRAININGS TO PROVIDE CIVIL RIGHTS EDUCATION AND AWARENESS.

KYR IS OFFERED IN CATEGORIES THAT INCLUDE:

- * HATE AND TRAVELING
- * FBI AND LAW ENFORCEMENT
- * IMMIGRATION AND NATURALIZATION
- * SCHOOL BULLYING
- * EMPLOYMENT DISCRIMINATION
- * HATE CRIMES AND INCIDENTS

WORKSHOP REQUESTS ARE WELCOME, AND CAN BE ARRANGED THROUGH ANY CAIR-CA OFFICE.



VIEW "FACE THE TRUTH" CAMPAIGN FINDINGS AT:
<http://bit.ly/rwgreport>

Throughout its history, CAIR-CA has developed reputable relationships with public officials, law enforcement, and interfaith communities to eradicate unjust and discriminatory actions. Racial profiling can have a subtle and adverse effect on individual citizens, and by extension communities. This is why CAIR-CA is a vital resource for people to turn to when they need to be affirmed of their rights and protected against misconduct, abuse, or illegality exercised by law enforcement.

Questionable tactics toward a group of people affects the perception and treatment of them. Young American Muslims, in particular first- and second-generation, are growing up with the burden of negative stigmas attached to their faith. Such a precarious environment can lead to a gap in trust between agencies of authority and people they aim to protect, not to mention an increase in misunderstanding that casts people out. CAIR-CA bridges the gap of communication between the public agencies, neighborhoods, and the American Muslim community.

The rights of American Muslims is dominating public debate, and only scratching the surface of related issues. However, these issues can be overcome by countering negative imagery with collaboration and civic engagement. I look forward to continued service alongside all those interested in preserving civil rights.

EDGAR ON DMV DISCRIMINATION

Edgar Hopida

Director of Public Relations, CAIR-San Diego

Dina Rabie

February, 2010

My family and I moved to Oceanside, CA about six months ago. When I went to the Oceanside DMV office to take a photo for my driver's license, I was told to remove my headscarf by one of the DMV officials. I've lived in New York and New Jersey for fifteen years, and never once was I asked to remove my scarf for a driver's license photo. Although I was very distraught and disturbed that my religious beliefs weren't accommodated, I took off my scarf and had my photo taken without it. A few months later, still feeling bothered by the incident, I called the CAIR-San Diego office to assist me.

DINA'S STORY

I received a call from Ms. Rabie and was shocked that there were still instances of such blatant discrimination at the DMV, since the DMV has recognized that it is a violation to ask someone to remove their religious head covering for a DMV photo. I visited the local DMV office and requested the DMV retake Ms. Rabie's photograph with her hijab on, that a formal apology be issued to Ms. Rabie and that DMV officials at that particular office be retrained on religious accommodation in driver's license photographs. Within several hours of the meeting, the DMV called to arrange for Ms. Rabie to retake her photo and apologized for the inconvenience it had caused her and her family.



Dina Rabie, Egyptian native, permanent U.S. resident of 15 years

Photo Credit: Chris Nichols, North County Times

CAIR-CALIFORNIA 2009-10 HIGHLIGHTS

- * Provided commentary and analysis on issues including airport screening search guidelines and the Fort Hood shootings
- * Met with over forty Congressional offices on Capitol Hill, advocating for immigration reform and an end to government racial profiling
- * Responded to over 500 reported civil rights incidents
- * Conducted sensitivity trainings for government and law enforcement agencies
- * Responded to hate crime incidents across the state including the cities of Mission Viejo, Cypress, West Sacramento, and San Diego
- * Launched vital research initiatives on FBI practices and counter-terrorism policies

CAIR-GREATER LOS ANGELES AREA

- * Co-panelist on Media Image Coalition discussion on hate speech and crimes
- * Op-eds on racial profiling and free speech on campuses
- * Handled over 30 FBI related cases, remaining the lead advocate responding to FBI/JTTF cases
- * Prepared and distributed Ballot Initiative Summaries and Congressional Scorecards for June primaries, and November mid-term elections

CAIR-SAN FRANCISCO BAY AREA

- * Held multiple screenings of "Inside Islam: What a Billion Muslims Really Think"
- * Handled over 25 FBI related cases
- * Presented over a dozen "Know Your Rights" trainings for Masjid attendees and MSA members across the San Francisco Bay Area
- * Co-sponsored and testified at San Francisco Human Rights Commission hearing on surveillance and profiling of Arab, Muslim, Central and South Asian communities

CAIR-SAN DIEGO

- * Demanded investigation by San Diego Police Department of hate crime assault on Afghan-American Muslim cab driver who was attacked after praying in a public park
- * Provided San Diego State University "Diversity Training for Future Educators"
- * Held lecture series for local educational and religious institutions entitled, "Islamophobia: Root Causes, Components, and Remedies"
- * Held discussion with San Diego Human Relations Commission on wrongful association of honor killings with Islam

CAIR-SACRAMENTO VALLEY

- * Hosted the seventh annual Capitol Iftar (breaking of the fast) with community leaders and members of the California legislature
- * Held a series of lectures throughout the year in partnership with Elderhostel and the Sacramento Public Library
- * Provided over 300 lunches monthly to the needy in downtown Sacramento through the "Project Feed" program

HOW TO SUPPORT US

We all have something valuable to learn and inspire in each other, and InshaAllah (God-willing), we continue to be granted the opportunity to do so. CAIR-CA thanks all the volunteers, interns, and staff that have given their time and effort to the advancement of 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:
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:
on.fb.me/cairsv

* San Diego:
on.fb.me/cairsandiego

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

GIVE YOUR TIME

1. Volunteer with your local chapter

2. Complete an internship

3. Apply for a law clerkship

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

Los Angeles	714.776.1847
Sacramento	916.441.6269
San Diego	858.278.4547
San Francisco	408.986.9874

DONATE YOUR MONEY

(Scholars have confirmed donations to CAIR are eligible for Zakat)

1. Be a Champion of CAIR for "A Dollar a Day"

2. Make a general donation to CAIR

3. 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

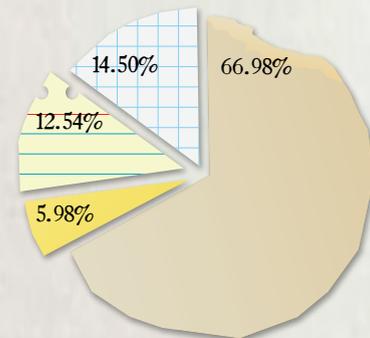
For more information on planned giving to CAIR-California, please call 714.776.1847

FINANCIAL ACTIVITIES

The statement of activities below is for the fiscal year of 2009 for all CAIR-California chapters (San Francisco, San Diego, Greater Los Angeles Area, and Sacramento Valley).

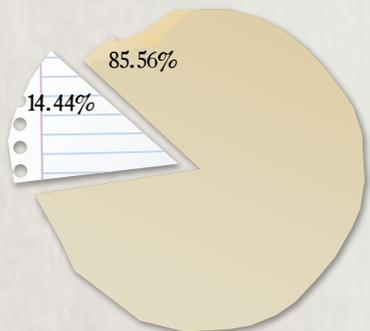
OPERATIONAL INCOME

	Greater Los Angeles Area	\$946,540
	66.98%	
	San Francisco Bay Area	\$204,949
	14.50%	
	Sacramento Valley	\$177,177
	12.54%	
	San Diego	\$84,451
	5.98%	
Total		\$1,413,117



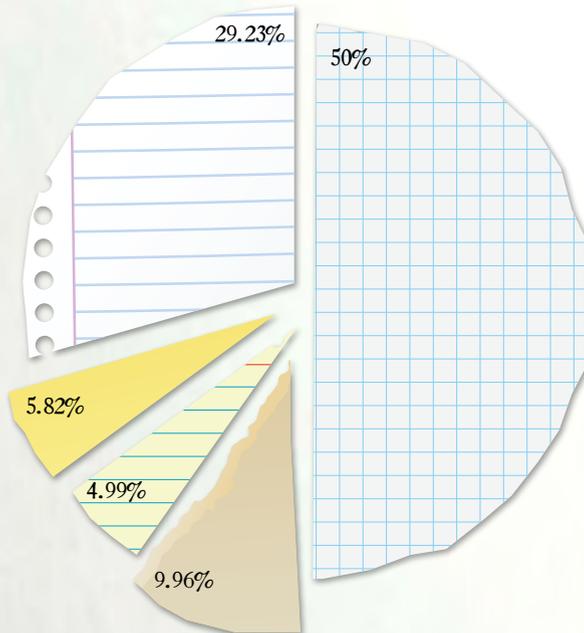
EXPENSES

	Program Services.....	85.56%
	Management/Fundraising.....	14.44%



LIST OF EXPENSES (for all CAIR-California Chapters)

	Payroll.....	\$662,808
	50.00%	
	Events/Projects.....	\$387,448
	29.23%	
	Employee Benefits	\$77,207
	5.82%	
	Office Admin/Supplies.....	\$66,119
	4.99%	
	Occupancy & Utilities	\$131,979
	9.96%	
Total		\$1,325,561



CAIR-CALIFORNIA BOARD

Masoud Nassimi	Chairman
Dr. Waheeda Samady.....	Vice Chairman
Najme Minhaj	Treasurer
Hussam Ayloush	Secretary
Safaa Ibrahim	
Fouad Khatib	
Fawad Yacoub	

CAIR-SAN DIEGO

Executive Committee

Dr. Waheeda Samady.....	President
Ahsen Ahmed	
Lina Bailony	
Hani Eltalmas	
Dr. Ehab Shehata	
Owais Siddiqui	

Office Staff

Edgar Hopida	Director of Public Relations
Fazila Paband	Administrative and Membership Coordinator

CAIR-SAN FRANCISCO BAY AREA

Executive Committee

Safaa Ibrahim	President
Athar Siddique.....	Vice President
Donna Shaikh	Secretary
Aliah Abdo, Esq.	
Omar Ahmad	
Jamal Haider	
Malika Khan	
Ahmed Shah	
Isa Shaw	
Shafath Syed	

Office Staff

Zahra Billoo, Esq.	Executive Director
Sana Rydhan	Events and Office Manager
Sameena Usman	Government Relations Consultant

CAIR-SACRAMENTO VALLEY

Executive Committee

Najme Minhaj.....	President
Wasim Ali	Secretary
Shabbir Khan.....	Treasurer
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Imran Khan, Esq.	
Wazhma Mojaddidi, Esq.	
Imam Haazim Rashed	
Jeffrey A. Saladin, DDS	

Office Staff

Basim Elkarra.....	Executive Director
Adel Syed	Civil Rights Coordinator
Saeeda Islam.....	Programs Coordinator
Janna Sultan.....	Administrative Coordinator
Fereesa Khan.....	Programs Assistant

CAIR-GREATER LOS ANGELES AREA

Executive Committee

Fawad Yacoub.....	President
Dr. Ashraf Ibrahim.....	Vice President
Asem Abusir	
Tahara Akmal	
Omar Jubran	
Baraa Kahf, Esq.	
Yasir Kahf	
Masoud Nassimi	
Amana Siddiqi	
Deeba Sultani	

Office Staff

Hussam Ayloush, M.B.A.	Executive Director
Ameena Mirza Qazi, Esq.	Deputy Executive Director / Staff Attorney
Atif Butt	Programs Coordinator
Nida Chowdhry	Membership and Administrative Coordinator
Lana Daoud	Development Coordinator
Ilham Elkoustaf, Esq.	Government Relations Coordinator
Sherrel A. Johnson	Assistant to Director, Community Relations Manager
Azeem Khan.....	Case Manager
Affad Shaikh	Civil Rights Manager
Munira Syeda, M. J.	Communications Manager

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