ABOUT CAIR-WA

CAIR-Washington State is a nonprofit 501(c)(3), grassroots civil rights and advocacy organization and is a chapter of The Council on American-Islamic Relations (CAIR). CAIR is America’s largest Muslim civil liberties organization, with about 33 regional offices nationwide and in Canada. The national headquarters is located on Capitol Hill in Washington, D.C.

The Washington State chapter started in 2002, when a group of dedicated volunteers in the Seattle area saw a need for a unique kind of Muslim organization—an organization that would work to uphold civil rights of American Muslims, foster a better understanding of the Islamic faith and its followers, and help find avenues for Muslims to integrate more fully into the broader society.

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

OUR VISION
To attain equal opportunity for—and normalize the image of—Muslims in America.

OUR MISSION
To defend civil rights, fight bigotry, empower American Muslims and promote understanding.

OUR ICON

Center
Start with the oneness of God
The oneness of humanity
Faith as the first pillar of Islam
A precious item to be protected such as freedom, equality and justice

Four Pillars
Communication that we all need to work together as members of one human family toward promoting the common goals represented by the center

Together, the four items with the center, also represent the five pillars of Islam

People
From all corners of the world comes diversity
As a people working toward a common goal
The people protect freedom, equality and justice as they bow in prayer

See more: cair.com/AboutUs/BrandIdentity.aspx

Cover photo: 300 Muslims from across Washington State on the steps of the Capitol Building in Olympia, WA on Muslim Lobby Day, January 17, 2011.
Annual report design: Nicole Kandi, Jodi Meyer
Photos: Faisal Aminy, Fatema Bannazadeh, Samia El-Moslimany, Shijith Kunhitty, OneAmerica
Contributors: Ruhani Amin, Arsalan Bukhari, Kelsey Caudebec, Jennifer Gist
Dear friends and colleagues, as-salamu’alaikum,

In its ten years of service, CAIR-Washington State (CAIR-WA) has resolved well over 350 cases of anti-Muslim discrimination, conducted hundreds of media interviews, and graduated over 50 interns.

In 2011:

- Our civil rights department successfully resolved 97 local cases of anti-Muslim discrimination at zero cost to our clients
- We conducted over 25 ‘Know Your Rights’ presentations, reaching a total of 12,000 Muslim community members
- Our assertive media outreach resulted in our staff members and volunteer activists being featured or quoted a total of over 500 times in local and national media outlets such as The Seattle Times, Bellevue Reporter, Tri-City Herald, The News Tribune, KCPQ13, KIRO7, KING5, KOMO4, KPLU, KUOW, KIRO FM, and many others.
- Our communications interns produced a groundbreaking report on The Seattle Times’ coverage of Islam and Muslims
- Our public education efforts, largely comprised of volunteer speakers, reached a total of over 5,000 live audience members at major agencies, colleges, and universities.
- Our government affairs interns planned a series of statewide political and media trainings leading to the formation of local statewide Community Action Groups in 2012
- Our annual Muslim Lobby Day in Olympia brought 400 Muslims from across WA to meet their state legislators
- We registered a total of 600 new Muslim voters
- Some 20 students graduated our 4-day intensive ‘Muslim Youth Leadership Program’
- We continue to build strong, strategic partnerships with individuals and organizations representing the ‘who is who’ of our region’s faith, non-profit and academic leadership

To accomplish the above, we employed the talents of some 4 full-time staff persons, some 20 office interns, and over 90 volunteer activists.

Please consider this report as not just a summary of our accomplishments during 2011, but also an invitation to contribute to our work in some capacity. As you read the report you might imagine that you may be able to strengthen our work by doing as little as providing expert advice, to as much as joining one of our teams in an area that appeals to you most. As always, please contact us with comments or suggestions for improvement.

We hope that you will continue to partner with us to defend civil rights, fight bigotry, empower the Muslim community, and promote understanding.

Sincerely,


Arsalan Bukhari
Executive Director
CAIR-WA is an efficiently-run, high-performance organization. In 2011, with four full-time staff members (in addition to numerous dedicated volunteers and unpaid interns) and an office near downtown Seattle in the International District, our annual expenses were $175,445.40. Our 2011 revenue was $166,675.18. The difference was covered by the balance of funds remaining from 2010.

As in previous years, at least 98% of CAIR-WA's funding during 2011 came from individual donors, almost all of whom reside in the state of Washington, or from matching funds from companies that employ our individual donors and volunteers.

The remaining 2% comes from sponsorship from other non-profits, mosques, and businesses that serve the Muslim community.

Learn more at cairseattle.org/our-financials

### 2011 EXPENSES (rounded)

<table>
<thead>
<tr>
<th>Category</th>
<th>%</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Civil Rights Advocacy</td>
<td>26%</td>
<td>$45,616</td>
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<tr>
<td>Community Empowerment</td>
<td>14%</td>
<td>$24,562</td>
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<tr>
<td>Coalition Building</td>
<td>23%</td>
<td>$40,352</td>
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<tr>
<td>Muslim Community Outreach</td>
<td>6%</td>
<td>$10,527</td>
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<tr>
<td>Fund Development</td>
<td>8%</td>
<td>$14,036</td>
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<tr>
<td>Public Education</td>
<td>6%</td>
<td>$10,527</td>
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<tr>
<td>HR/Volunteer Management</td>
<td>8%</td>
<td>$14,036</td>
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<tr>
<td>General Office Management</td>
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<td>$8,772</td>
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<tr>
<td>Bookkeeping/Finance</td>
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<td>$7,018</td>
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<tr>
<td>TOTAL 2011 expenses</td>
<td>100%</td>
<td>$175,445.40</td>
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</table>
2011 EXPENSES
- Civil Rights Advocacy: 26%
- Community Empowerment: 14%
- Coalition Building: 23%
- Muslim Community Outreach: 6%
- Fund Development: 8%
- Public Education: 6%
- HR/Volunteer Management: 8%
- General Office Management: 5%
- Bookkeeping/Finance: 4%

2011 TOTAL EXPENSES
$175,445.40

2011 TOTAL REVENUE
$166,675.18

2011 REVENUE
- Monthly Donations: 8%
- Fundraising at Muslim Lobby Day: 8%
- Online Fundraising Appeals: 16%
- Fund-raising Appeals at Mosques: 45%
- Individual Donor Appeals & Small Events: 24%
IN FOCUS: Nabeeha’s* Story  
One Complaint Made A Huge Difference

In September, 2011, Nabeeha was riding the Sound Transit light rail in South Seattle. Still adjusting to life in the Northwest after moving from Somalia, Nabeeha used public transportation to get around. Nabeeha had forgotten to swipe her monthly ORCA pass before entering the train and shortly after, fare enforcement personnel checked passengers’ tickets. When Nabeeha gave the personnel her ORCA pass, they informed her that it had not been swiped before she boarded the train and they asked her to step off the train with them at the following stop.

Nabeeha exited the train as requested and the fare enforcement personnel began issuing her a ticket for failure to display proof of payment. After a brief argument about Nabeeha’s address, which had recently changed, fare enforcement personnel called Sound Transit police officers to the scene because they did not like Nabeeha’s “attitude.”

One male and one female police officer arrived to the scene yet the male officer gave Nabeeha a pat down. The male officer told Nabeeha that he didn’t like her attitude and said he was going to take her to jail to “teach” her “a lesson.” Nabeeha was booked in King County Jail on a charge of making “false statements.” While Nabeeha was being booked in King County Jail, she was required to remove her religiously mandated headscarf. Nabeeha spent the night in jail without her headscarf and went to court the following morning, also without her headscarf, an experience she described as violating and embarrassing. Nabeeha was released with no charges against her after spending nearly 24 hours without her headscarf in public. While reporting the complaint to CAIR-WA, Nabeeha was wrought with emotion and expressed feeling extremely powerless without her headscarf, and guilty for being in public without it on.

In response to Nabeeha’s complaint, CAIR-WA assisted her in several ways. First, Nabeeha did not have the funds to pay for her ticket issued as a result of her failure to display proof of payment. CAIR-WA Civil Rights Coordinator Jennifer Gist helped Nabeeha request a contested hearing and ultimately had the fine reduced to six hours of community service. To address the issue of pat downs and headscarves, Jennifer addressed a complaint letter to the King County Sheriff requesting a policy change that would require pat downs to be performed by officers of the same gender if possible, and for individuals booked in King County Jail to wear their headscarves or other religious coverings. To aid this policy revision, CAIR-WA sent a copy of a model policy recently adopted by a Sheriff’s Office in Tennessee.

On April 4, 2012, Jennifer and CAIR-WA Executive Director Arsalan Bukhari met with the King County Sheriff and the Director of the Department of Adult and Juvenile Detention to discuss the letter and CAIR-WA’s suggested remedies. The director embraced CAIR-WA’s suggestions and expressed the importance of developing a policy that reflects the diversity of King County. A new policy is being drafted and will be sent to CAIR-WA for review before being implemented. In addition, all staff will be trained on the new policies. King County also requested training resources to educate their staff about the beliefs and practices within the Muslim community. In addition, the director agreed to issue an apology for Nabeeha for the humiliation she suffered. CAIR-WA is currently awaiting the policy draft for review which can be used as a model policy to encourage and motivate other Sheriff’s Offices to do the same. *Name changed for privacy
Among the 202 cases processed by CAIR-WA in 2011, 18 different complaint categories were represented. CAIR-WA’s 2011 Civil Rights Report illustrates the number of cases reported by case category, gender of complainant, city and county of incident, quarter reported, and case outcome.

To read a frequently updated summary of cases received by CAIR-WA, please visit our online civil rights digest at cairseattle.org/civil-rights-digest
During 2011, CAIR-WA delivered live presentations and trainings on a variety of topics related to Islam and Muslims at a total of over 20 events to a total of over 5,000 live participants. Many of these events were recorded and later viewed by thousands more audience members. Venues for these presentations included Seattle University School of Law, Seattle Central Community College, George Fox University, and Asian Counseling and Referral Service, among many other prestigious organizations.
On February 7, 8 and 9, 2011 CAIR-Washington Executive Director Arsalan Bukhari, Board Vice-President Ahmed Scego, and Civil Rights Intern Annie Kucklick spent three days lobbying members of Congress regarding the following three priority issues: End Racial Profiling Act, PATRIOT Act re-authorization and Rep. Peter King’s hearings on Muslim “radicalization.”

As it does every year, the CAIR-WA delegation met with members of the US House of Representatives and Senate from Utah, Wyoming, Montana, Idaho, Oregon, Washington, and Alaska. In total they met with over 30 U.S. Congresspersons and Senators or their staff. They began meetings by educating the Congresspersons and their staff members on the role of CAIR in the Northwest. The delegation then presented them with information on the three important issues that are currently a national concern for CAIR and informed them of the presence and activities of their Muslim constituents.

We facilitate our community’s full participation in American civic life.
TOP 300 Muslims from across WA march to the State Capitol Building in Olympia, WA on Muslim Lobby Day held on January 17, 2011

RIGHT CAIR-WA Government Affairs Intern Marwa Almusawi assists Eastside community action training participants in finding their lawmakers online.
As a result of many years of consistent grassroots efforts, CAIR-WA enjoys working relationships with almost all of Washington State’s 40+ mosques and Islamic Centers, as well as dozens of other ethnically based Muslim-majority organizations.

Know Your Rights Presentations
During 2011, CAIR-WA conducted over twenty five 15-minute ‘Know your rights’ presentations during community events and major prayer services at mosques across the state, educating a total of over 12,000 Muslim community members.

For more information, visit cairseattle.org/knowyourrights

Annual WA Muslim Lobby Days in Olympia, WA
Each year since 2010, CAIR-WA has mobilized an average of 350 Muslim community members annually to meet over 80 State Representatives and Senators in their offices in Olympia on Martin Luther King, Jr. Day. Participants take chartered buses from cities across the state to Olympia, participate in a morning breakfast and training session, march to the Capitol building, rally at the Capitol steps and then visit their state lawmakers in their offices to discuss issues such as the increase in Islamophobia and local anti-Muslim hate incidents and ensuring funding of critical government services.

Learn more at cairseattle.org/muslimcapitolday

Community Action Trainings & Groups
During late 2011, CAIR-WA planned training sessions on political and media engagement for Muslims across the state. The trainings are designed to form Community Action Groups in those areas with a mission to have Muslims build working relationships with their local lawmakers, law enforcement and media in order to ensure that these influencers represent the interests of their communities.

Learn more at cairseattle.org/communityaction

Voter Registration Drives
In 2011, CAIR-WA registered over 600 new voters through over twenty-five 10-minute presentations during community events and prayer services across the state. Our goal for 2012 is to register at least 2,000 new Muslim voters in WA by October, 2012.

Register to vote online at vote.wa.gov

WA’s First Muslim Voter Guide

To read the full guide, visit cairseattle.org/2011elections

As a grassroots organization, the core of CAIR-WA’s work lies in engaging community members to become activists and leaders that help effect positive social change.
Seattle Times Article Analysis Project
During 2011 CAIR-WA communications interns monitored The Seattle Times on a daily basis and documented articles relevant to Islam and Muslims. In June, 2012 CAIR-WA released a report with detailed analysis of The Seattle Times’ coverage of Islam and Muslims with the purpose of reinforcing accurate coverage of Islam and Muslims and challenging inaccurate or biased reports. The Seattle Times has an estimated readership of over 250,000.

See full report at cairseattle.org/SeattleTimes

Op-eds in The Seattle Times and Everett Herald
Articles written by CAIR-WA were published in The Seattle Times and The Everett Herald in 2011. The Op-Ed in The Seattle Times article informed readers about the contributions of Muslims nationwide. The Op-Ed in the Everett Herald was written to educate the public about commonly held misconceptions about Islam and Muslims. It was timed to coincide with the appearance of a speaker known to promote misinformation and stereotypes about Islam and Muslims.

Assertive Media Outreach
CAIR-WA holds press conferences and issues press releases and media advisories in order to ensure that Muslim perspectives on vital issues and current events are part of public discourse and conveyed to the masses. In 2011 CAIR-WA was mentioned or quoted over 1,000 times in over 100 mainstream print, broadcast and online media outlets across the nation.

CAIR-WA also proactively builds relationships with journalists such that journalists often come to us seeking story ideas and news leads. This allows us to give the general public a better understanding of the American-Muslim community and to highlight the great work being done by members of this community. CAIR-WA also utilizes these relationships to connect journalists with local Muslim activists. As a direct result of this, local Muslim community leaders from across the state were quoted or featured in media over a dozen times in 2011.

New Website Launched
CAIR-WA redesigned our website, releasing the third edition of cairseattle.org. Along with being more visually appealing, the website is easier to navigate and packs more information on each web page. The website’s sections have been designed to provide detailed information on the wide breadth of work performed by CAIR-WA. The website is meant to be a ‘one-stop shop’ for information on CAIR-WA and activism.
LEFT Reverend Carol Jensen speaks at a CAIR-WA news conference announcing the launch of CAIR’s nation-wide public service announcements around Muslim first-responders and interfaith unity prior to the ninth anniversary of the tragedy of September 11.

BOTTOM Over ten members of local news media cover a press conference held in CAIR-WA’s Seattle office addressing the October 2010 Tukwila hate crime where two Muslim women were beaten at a gas station.
CAIR WA is proud to stand with organizations representing diverse communities and initiatives, including, but not limited to, working for racial justice, immigrant rights, fair pay for workers, and the protection of civil liberties. Our partners from various faiths, ethnicities, and social economic backgrounds have stood to protect the freedom of American Muslims and encourage a better understanding of the challenges that our communities currently face.

Learn more at: cairseattle.org/partners

In May, 2011, after a local community college invited and paid a known anti-Muslim hate speaker to speak on campus, almost 60 partner organizational leaders co-signed a letter and contacted the college individually. The messages from leaders representing the ‘who’s who’ of the region’s faith and non-profit leadership sent a strong message to the college administration that hate promotion would not be tolerated and those who promote hate will be challenged by wider community leadership.

Read the full coalition letter: tinyurl.com/everettcc

Our strategic partners include One America, ACLU-WA, Japanese American Citizens League, Puget Sound Sage, UFCW21, Faith Action Network, Asian Counseling and Referral Services and CASA Latina, among many others.
VOLUNTEER PROGRAM

With a fiduciary duty to its donors and community, CAIR-WA accomplishes a tremendous amount of work at a very low operating cost. Interns and volunteers play a very important role in our work, and in many cases lead important initiatives and projects. Learn more at cairseattle.org/volunteer-center and cairseattle.org/intern-center

We utilize the help of volunteers and interns in the following areas, and more:

Accounting  |  Grant Research  |  Publicity
Civil Rights Case Intake  |  Grant Writing  |  Public Speaking
Communications  |  Graphic Design  |  Research
Database entry  |  Journalism  |  Social Media
Event Planning  |  Office Management  |  Strategic Partnership
Fund Development  |  Outreach  |  Technical Writing
Government Affairs  |  Phone banking  |  Web Design

Much of what we accomplish would be impossible without the time and talents of our volunteer team members. The CAIR-WA Team is immensely proud of what we have achieved together!

THANK YOU TO OUR 2011 AND 2012 INTERNS:

Anum Ahmed  |  Emily Gonzales  |  Jodi Meyer
Eric Allen  |  Samir Junejo  |  Christina Neilon
Marwa Almusawi  |  Nicole Kandi  |  Ricky Spruel
Zachary Freeman  |  Annie Kucklick  |  Dana Yoo
Mark Fox  |  Tim Murphy  |  Sara Veltkamp
BrittaLisa Gess  |  Cathy Merchant  |  

Volunteer Coordinator  |  KELSEY CAUDEBEC

Kelsey Caudebec joined CAIR-WA as an AmeriCorps VISTA member in November 2011, the same year she graduated with a B.A. from the Evergreen State College, where her major focus was Linguistics and her minor focus was Women and Gender Studies.

As an AmeriCorps VISTA, Kelsey’s main project over her year at CAIR-WA will be to design and implement a more sustainable, efficient volunteer program.

She strongly supports CAIR’s mission and is excited and proud to work at CAIR’s Seattle office.
“...I gained a new perspective on the opportunities I have to succeed in the real world while still being able to maintain my Muslim identity...”

**TOP** MYLP students draw a systems map in an exercise designed to teach students about the processes and dynamics of influencing policy and public opinion.

**MIDDLE** An MYLP student presents her group’s proposal on the systems mapping exercise.

**BOTTOM** Muslim youth leaders in the KING5 lobby after a meeting with the Executive Producer and Host of the morning talk show New Day Northwest.
MYLP is designed to introduce Muslim youth to influential careers where professionals have great opportunities to shape public opinion and public policy. These are also fields where American Muslims are under-represented. During MYLP 2011, approximately 20 local Muslim high school and college students participated in twenty-two 1-hour meetings, over four days, with 40 executives from more than 20 top public relations firms, law firms, TV stations, radio stations, and the offices of city and county elected officials, among many more. Through these meetings, students learn about the executives’ jobs, career paths they followed, internships, and job shadowing opportunities for students to enter these fields.

Please visit: cairseattle.org/mylp for photos and more details.
Council on American-Islamic Relations of Washington State  
9594 First Ave. NE, #272  
Seattle, WA 98115-2012  

December 9, 2011

To our friends at CAIR-WA,

As your elected representatives from the 38th legislative district, we encourage you to attend the upcoming Muslims Day at the Capitol on January 16th, 2012.

A community is only strong when all of its members have a voice and access to opportunity. It’s an ongoing process, and Washington is fortunate to have CAIR helping us keep our communities strong through their work with Islamic families. Their commitment to social justice will make Washington a better state for generations to come.

Your participation with CAIR during Muslims Day at the Capitol will be an important reminder of the impact that this difficult economy has on all of us, regardless of cultural or ethnic differences. We cannot build a better Washington for all of our citizens until we are truly united as equals.

We hope that you take advantage of this opportunity to bring your voice to Olympia. We look forward to you visiting our offices and sharing your experiences with us.

Sincerely,

John McCoy  
State Representative  

Mike Sells  
State Representative  

Nick Harper  
State Senator
LETTERS OF RECOGNITION

January 16, 2012

Arsalan Bukhari, Executive Director
Council on American-Islamic Relations – Washington
9594 First Avenue NE #272
Seattle, WA 98115-2012

Dear Mr. Bukhari:

On behalf of the people and the communities of the 37th Legislative District and of all Washingtonians, I am honored to welcome you to Olympia for “Washington State Muslims Day at the Capitol.”

As we recognize and celebrate the life of the Rev. Dr. Martin Luther King, Jr. on this day, let us also remember these stirring words he uttered to arouse the conscience of America: “Injustice anywhere is a threat to justice everywhere.” Our nation has made much progress since Dr. King led the civil rights movement but, fifty years later, we continue to struggle with injustice and bigotry.

To be sure, these ills cannot be eliminated overnight. Our country and our communities depend upon the keen vision and continued vigilance provided by leaders like Dr. King and by organizations like CAIR – Washington to safeguard against threats to Constitutional creed of freedom and equality for all. Your work to build coalitions, promote understanding, empower American Muslims, and protect civil liberties is important to curtailing injustice. Your efforts to raise awareness about the key issues facing American Muslims who live and work in Washington State is crucial to fighting the battle against bigotry.

I commend the work of CAIR – Washington as a vital partner in our national endeavor to bring the Dream of the Rev. Dr. Martin Luther King to reality. Thank you for your continued efforts to promote human understanding and to pave the way to a safer and stronger society.

Sincerely,

Sharon Tomiko Santos
Chair, Education Committee
Washington State House of Representatives
37th Legislative District

To view more letters, please visit: cairseattle.org/what-they-say
HOW TO SUPPORT US

SHOW YOUR SUPPORT
Sign up for our mailing list  cairseattle.org
Respond to action alerts
Follow us on Facebook  CAIR-Washington State
Follow us on Twitter  @CAIR_WA

FINANCIAL CONTRIBUTIONS
Become a ‘Shareholder’ of CAIR-WA with any monthly amount  cairseattle.org/dollar-a-day
Make a general donation  cairseattle.org/support-us

GIVE YOUR TIME
Volunteer your talents  cairseattle.org/volunteer-center
Complete an internship  cairseattle.org/intern-center

MAILING ADDRESS
9594 First Avenue NE Suite 272
Seattle, WA 98115

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Seattle’s historic International District

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