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A Letter from the Executive Director

Dear Friends and Supporters of CAIR-Philadelphia:

As-salamu alaykum. Peace be unto you.

Over a month has passed since the inauguration of the new president of the United States. I awake some mornings hoping against hope that I am dreaming, living through a nightmare from which I will momentarily awake.

Awake I do, but the same poisonous phrases still hover over the national landscape like an alien invasion waiting to strike: "national registry of Muslims... the Muslim ban... internment camps... build the wall!"

Think of what 2016 brought us:

► The destruction of Syria, and the steady stream of refugees risking all to land on Europe's increasingly unwelcoming doormat...

► Terror attacks in Nice, Brussels, Orlando, Istanbul, and Baghdad...

► An outbreak of shootings of unarmed African American men by police officers...

► A seemingly endless presidential campaign—marked by an eruption of public racism, xenophobia, misogyny, Islamophobia, and anti-Semitism—and its shocking conclusion.

Faith teaches us, however, not to give in to hopelessness.

Being "true in faith," however, does not mean acquiescence to an unjust social order. Indeed, Judaism, Christianity, and Islam all give primacy to the pursuit of justice.

This is the importance of CAIR, both to the Muslim community and to America itself. For as a result of the presidential campaign and the scapegoating of American Muslims and Islam, the Muslim community has now become democracy's bellwether. How American Muslims are treated by the new administration may well determine the future of freedom in our nation for both native and foreign-born alike.

But should the new government seek to stigmatize or legally assault the Muslim community, CAIR-Philadelphia will remain ever-vigilant in the defense of Muslim civil rights. There is simply no other organization in the U.S. that has CAIR's breadth of activities: providing free legal services to Muslims facing discrimination and government overreach; engaging with the media to correct its often misleading and simplistic reporting on the Muslim community; and educating thousands of our fellow Americans about the beauty, compassion, and mercy at the heart of Islam. I am proud of all that CAIR has accomplished, and honored to be working with the Muslim community.

CAIR's ability to carry out its mission, however, depends on your generous donations and your involvement. I hope after reading about all that CAIR has accomplished in this past year, and in these turbulent times, you will conclude that CAIR is indeed worthy of your support.

Sincerely,



Jacob Bender

CAIR-Philadelphia Executive Director

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CAIR-Philadelphia

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Defending Civil Liberties

The following are summaries of the most important legal cases that Ryan Houldin, CAIR-Philadelphia Staff Attorney, worked on in 2016.

FREEDOM OF RELIGION

► CAIR-Philadelphia joined forces with the law firm of Post & Schell to represent a Muslim inmate at a PA State Correctional Institution (SCI-Mahanoy). SCI-Mahanoy terminated our client from his job in the prison kitchen because he performed salat (Islamic prayers) during work hours. As a result, SCI-Mahanoy was sued for infringing upon the inmate's religious rights. The case went to trial and the judge agreed that the prison's policy unfairly burdened Muslim inmates' right to pray. Because of our successful lawsuit, SCI-Mahanoy is now required to allow all Muslim kitchen workers the right to perform salat during their shifts.

► CAIR-Philadelphia teamed up with the Pennsylvania Institutional Law Project (PAILP) to uphold a Muslim woman's religious rights while in custody at Butler County Prison. For several months, despite numerous requests, the prison refused to allow her permission to wear a *hijab* or receive Islamic services. CAIR-Philadelphia and PAILP contacted the warden informing him that Butler County

Prison was violating this woman's religious rights, and a lawsuit would be filed if they do not grant her permission to wear her hijab and receive Islamic services. To the warden's credit, he was responsive and agreed to our client's demands.

FREEDOM OF ACCOMMODATION

► CAIR-Philadelphia partnered with the American Civil Liberties Union of Pennsylvania (ACLU-PA) to help protect the rights of Muslims wishing to visit public pools in Philadelphia. A Muslim mother faced harassment and discrimination when accompanying her children to various Philadelphia public pools. The mother was prohibited from entering several pools in her Islamic attire, and the staff would harass and interrogate her children concerning the appropriateness of their bathing suits.

CAIR-Philadelphia and ACLU-PA demanded a change in policy. To the city's credit, they were apologetic and cooperative in adopting a new policy. It is now the policy of the Philadelphia pools to permit a parent, who is accompanying children to the pool, to wear street attire on the pool deck.

► A group of Muslim students were rewarded with a trip to New York City. While en route, their Megabus driver continually accused the children of

being too loud and boisterous, despite the fact that none of the children were making any noise. The driver went so far as to attempt to photograph several of the children. One chaperone called the police, who met them upon arrival at New York City.

CAIR-Philadelphia wrote a letter to Megabus informing them of the driver's conduct, and highlighted Megabus' own non-discrimination policy. Megabus investigated the incident and reprimanded the driver accordingly, in addition to providing the students with a refund.

IMMIGRATION

► CAIR-Philadelphia filed a federal lawsuit on behalf of a Syrian national whose green card application had been stalled for over three years. As a result of the lawsuit, the United States Citizen and Immigration Services (USCIS) finally processed his application.

GOVERNMENT OVERREACH

► A Philadelphia Muslim woman was harassed by Federal Bureau of Investigation (FBI) agents, who repeatedly called her and showed up at her workplace, demanding an interview. Fortunately, the woman knew her rights and refused to speak with the agents without a lawyer present. Staff attorney Ryan Houldin accompanied the woman while she met with the agents. The agents quickly learned that this woman had done nothing wrong and had no valuable information for them, and finally stopped harassing her.





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Workshops: Educating the Public



KNOW YOUR RIGHTS CARD

WHAT TO DO IF FBI AGENTS COME TO YOUR HOME:

You have the right to remain silent. You should not speak with any law enforcement officers without first speaking to an attorney. If law enforcement does not have a warrant, you should not allow them to enter your home or search your house, car, phone, or computer. If a search is conducted against your wishes, do not resist. Write down the name and badge number of all officers involved and contact CAIR immediately.

QUESTIONING AT AIRPORT/BORDERS:

Any person entering the country is subjected to a search of their person or belongings. However, the decision to search someone cannot be based on race, gender, ethnicity or religion. At airports, law enforcement can ask questions relating to your immigration status. If you are singled out and detained in the airport and you are a U.S. citizen, you should ask for an attorney. If you are not a U.S. citizen, you only have the right to have an attorney present if the questions do not relate to your immigration status. If you are able to speak with an attorney, contact CAIR immediately.

WORKPLACE:

Employers cannot base an employment decision on an employee's perceived race, gender, religion, national origin, or ethnicity. Document each incident of discrimination; take pictures, save emails/texts, write agrees to be recorded. Report the discriminatory conduct to a supervisor, the human relations department, and CAIR.

BULLYING:

If your child is bullied at school, do not assume that the bullying will stop on its own. Report the incident to school officials immediately. Tell your child to document any and all incidents of bullying and harassment, including the names of people involved, when and where it happened, and the details of the incident. Do not instruct your child to fight back. If school administrators fail to take appropriate action, contact CAIR immediately.

CAIR-Philadelphia distributed thousands of "Know Your Rights" wallet cards (text above) throughout the Greater Delaware Valley Muslim community.

KNOW YOUR RIGHTS

As the political climate grew increasingly hostile to American Muslims during the U.S. presidential campaign, many in our community found themselves asking the following questions:

- ▶ *How should I request prayer time from my supervisor?*
- ▶ *What does it mean if the FBI contacts me?*
- ▶ *I know someone who was discriminated against, who should they turn to?*
- ▶ *I am worried about my brother and his immigration status, who can I talk to?*
- ▶ *I was humiliated in front of others at the airport, what can I do now?*
- ▶ *How can I be protected against retaliation if I decide to speak out against workplace harassment?*
- ▶ *What if my child is the victim of school yard bullying?*

As a result of these concerns, CAIR-Philadelphia staff and volunteers were very active in 2016 organizing and presenting "Know Your Rights" and "Anti-Bullying" workshops to hundreds of people, both students and adults, across the Greater Delaware Valley. Regularly cited by community leaders as popular and beneficial programs, these workshops discussed the proper methods in dealing with various situations at the workplace, school, airports, public accommodation, and in encounters with law enforcement officials.

We invite you to contact the CAIR-Philadelphia office and schedule a "Know Your Rights" or "Anti-Bullying" workshop for your Masjid or community in the near future.



Ryan Houldin, CAIR-Philadelphia Staff Attorney, leads a "Know Your Rights" workshop for administrators at George Washington Carver High School.

Enhancing the Understanding of Islam

"ISLAM 101" COURSES

One important component of CAIR-Philadelphia's Mission Statement is our commitment to "enhancing the understanding of Islam."

CAIR-Philadelphia is fortunate to have as its Vice President local Islamic scholar Iftekhar Hussain. For many years, Iftekhar has been presenting "Islam 101" courses around the Greater Delaware Valley to primarily non-Muslim audiences at Christian and Jewish houses of worship, educating thousands about the values, ethics, pluralism, beauty, and culture of Islamic Civilization, and its incalculable contributions to human civilization as a whole.

This course approaches Islam from a historical and scriptural perspective, covering the foundations of the religion and then building on the economic, political and cultural institutions that arose in Muslim societies. It covers the Golden Age of Muslim civilization and then discusses its decline. Contemporary issues faced by Muslims and Muslim societies are covered. A final unit will examine the involvement of the U.S. in the Muslim world and its ramifications.

The "Islam 101" course is offered in one-, five-, or ten-part versions. For more information about bringing "Islam 101" to your institution, please contact the CAIR-Philadelphia office.

Iftekhar has also been a regular giver of *khutba*, the primary formal occasion for public preaching occurring at the *dhuhr* (noon time) congregation prayer on Friday, delivering 52 such sermons at mosques in Philadelphia and its environs in 2016.



Muslim astronomers at the Istanbul Observatory in the Ottoman Empire, 16th Century, CE.



Iftekhar Hussain teaching an "Islam 101" course to an interfaith audience in Harrisburg, PA.



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Engaging the Media



[Below] Interfaith press conference, organized by CAIR, after Orlando Massacre.

For the mainstream media in the Greater Delaware Valley region, 2016 was the year CAIR-Philadelphia became the “go-to” source for quotes and background information on Islam, the Muslim community, and interfaith relations. CAIR staff and board members appeared in the media a collective 13 times, including the following:

- ▶ **FEB 4 - Radio Times on WHY:** Jacob Bender discussed President Obama’s Baltimore mosque visit
- ▶ **MAR 7 - Wake Up With WURD:** Jacob Bender interview
- ▶ **APR 28 - Williamsport SunGazette:** Jacob Bender responds to inappropriate Facebook posts by school director
- ▶ **MAY 21 - Philadelphia Tribune:** Jacob Bender attends panel on Muslims in the media
- ▶ **JUN 2 - NBC Philadelphia:** Jacob Bender comments on addition of Eid holidays to public school calendar
- ▶ **JUL 8 - Lancaster Online:** Sermon by Iftekhar Hussain marking the end of Ramadan
- ▶ **NOV 21 - Wake Up With WURD:** Jacob Bender on Muslim response to election results
- ▶ **NOV 28 - KYW Newsradio:** Jacob Bender makes statement on anti-Muslim hate letters received by mosques nationwide
- ▶ **DEC 9 - Delaware Online:** Ryan Houldin comments on an uncertain future for Muslims and immigrants
- ▶ **DEC 17 - Lebanon Daily News:** Jacob Bender clears up misconceptions of Muslims
- ▶ **DEC 22 - WHY:** Jacob Bender comments on Muslim-Jewish unity and fighting stereotypes
- ▶ **DEC 31 - The Philadelphia Citizen:** Jacob Bender remarks on the unification of progressive groups after election





Congratulations CAIR
for another year of achievements!

قال الله تعالى: (لِلْفُقَرَاءِ الْمُهَاجِرِينَ الَّذِينَ أُخْرِجُوا مِنْ دِيَارِهِمْ وَأَمْوَالِهِمْ
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Empowering American Muslims



MUSLIM CAPITOL DAY

CAIR-Philadelphia's annual Muslim Capitol Day (MCD) took place on October 25th. For the second year in a row, CAIR brought close to a hundred Muslim leaders from around Pennsylvania to the State Capitol Building in Harrisburg to meet with their elected officials in order to express to them the concerns of the Muslim community. MCD participants visited 17 offices, meeting with state senators and representatives, or their staff. The highlight of the day was our one-hour meeting with Governor Tom Wolf, who spoke unequivocally about his strong opposition to the current Islamophobic climate now influencing both local and national



political discourse.

MCD participants then headed to the Capitol Building Rotunda steps for a rally at which state politicians and local activists spoke about the frightening rise in anti-Muslim bigotry, and the need for American Muslims to become more politically active.

Muslim Capitol Day is one of CAIR-Philadelphia's most important activities of the year, not only providing state officials with the viewpoints of their often-overlooked 999988Muslim constituents, but also empowering Muslim leaders to become more civically and politically involved.



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Muslim Women's Symposium

Empowering Muslim Women in Sacred Spaces: Reviving the Prophet's Forgotten *Sunnah*

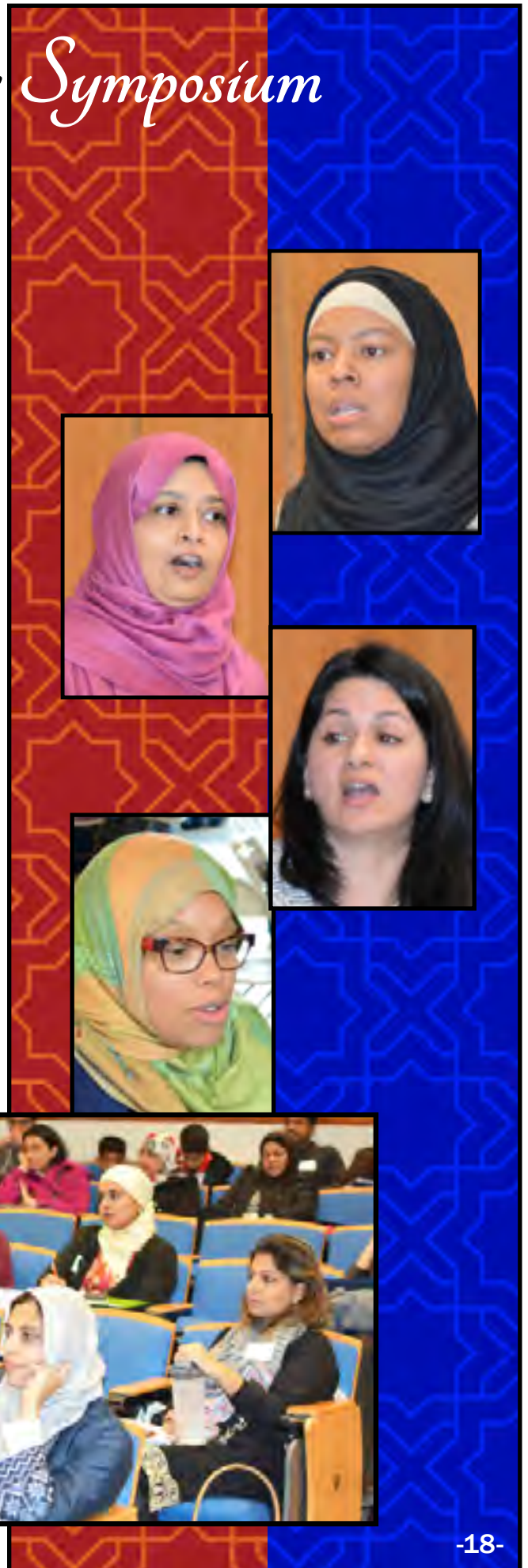
The place and space of women in the mosque continues to be an issue of great concern within the Muslim community. Statistics show that only 18% of Muslim women attend mosques, that over 2/3 of mosques use dividers, and only 13% of mosques allow female participation on boards. This surprising information was shared during CAIR-Philadelphia's groundbreaking Muslim Women in Sacred Spaces Symposium on February 6th at Villanova University.

To bring this problem into the light of open discussion, CAIR-Philadelphia, working with a number of scholars and activists in the fields of religion and gender, organized a one-day seminar to discuss some of the predominant issues relating to women's access to mosque life in the United States.

The Symposium, attended by over 200 participants, of whom 20% were men, explored the major challenges women face in mosques, focusing on issues of prayer space, visibility and audibility of the imam, spiritual and social development, and representation in the mosque leadership.

The Symposium took as its starting point the 2015 "ISNA Statement on the Inclusion of Women in Masjids," which calls for a recommitment to the Prophetic ideal of mosques being open and friendly to women, and attempted to elucidate the practice of the Prophet [PBUH] in empowering and accommodating his women companions within the sacred space of his mosque and supporting their holistic place and endeavors within the community. Scholars on the panel explored the legal questions related to women's mosque attendance, highlighting that the Prophet [PBUH] allowed and welcomed women in his mosque.

Attention was also given to the need for women's full participation in mosque activities and the negative psychological and social effects of the marginalization of women in mosques on Muslim women and families. The panel discussed the best ways for addressing these challenges so that positive change occurs in the immediate future.



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Building Interfaith Coalitions

Working with other communities of faith who share our commitment to social justice and equality—grounded in Islamic values and teachings—is at the heart of CAIR's coalition building strategy. From CAIR's Interfaith Iftar Dinner during Ramadan to our interfaith press conference after the mass murder in a Florida nightclub, and from our Town Hall Meeting during the Democratic National Convention to CAIR's post-election organizing, building interfaith coalitions is, we believe, both an ethically-based and a valuable strategy to protect all the progress in civil rights, economic justice, environmental protection, and health care expansion since the end of World War II.



"Had Allah willed, He would have made you one nation [united in religion], but He made you different so that you might compete with one another in the doing of good works. (5:48)

[Below] CAIR-Philadelphia Executive Director Jacob Bender addressing the Philadelphia City Council in support of a resolution proposed by Council Member Helen Gym expressing solidarity with the Muslim community.



[Left] The Very Rev. Judith Sullivan, Dean of the Philadelphia Episcopal Cathedral, speaking at CAIR's Second Annual Ramadan Interfaith Iftar Dinner.



[Above] Interfaith leaders addressing press conference at CAIR's Countering Islamophobia Town Hall at the beginning of the Democratic National Convention.



[Above] CAIR-Philadelphia Executive Committee Member Salima Suswell with Council Member Gym at City Hall press conference.



[Above] Congressman Keith Ellison speaking at CAIR's Countering Islamophobia Town Hall Meeting at the beginning of the Democratic National Convention.

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Financial Information

2016 Statement Of Activities

REVENUE and SUPPORT	Total
Banquet	
Banquet Ticket Sales & Advertising	\$58,685.00
Public support	
Direct Deposits	\$34,865.00
Donations	\$211,155.00
Total Revenue and Support	\$340,705.00
EXPENDITURES	
Management and Operational Expenses	
Payroll	
Staff and intern salaries	\$175,800.00
Benefits	\$28,121.00
Operations, Utilities and Office Supplies & Rent	\$28,000.00
Legal Dept. Fees	\$4,200.00
Travel and Food Reimbursement	\$7,300.00
Programs, Services & Marketing	
2014 Annual Banquet	\$58,685.00
Newsletters & Publications	\$5,700.00
Other Programs, Services & Marketing	\$6,200.00
Professional Services	
Fees	\$4,700.00
Tax service, legal council	\$3,600.00
Misc. Expenses	
Misc. expenses	\$3,500.00
Total Expenditures	\$325,806.00
Change in Net Assets	\$34,142.00
Net Assets, beginning of year	\$98,200.00
Net Assets at Year End	\$130,342.00

2017 Projected Expenditures

Management and Operational Expenses	
Payroll	\$180,000.00
Benefits	\$30,000.00
Operations, Utilities and Office Supplies & Rent	\$29,000.00
Legal Department Fees	\$6,000.00
Travel & Expense Reimbursement	\$8,000.00
Professional services	
Fees	\$5,000.00
Tax services	\$4,000.00
Programs, Services & Communications	
Annual Banquet	\$55,000.00
Communications and Programs	\$25,000.00
Contingency/Misc. Exp.	\$15,000.00
Total Expenditures	\$357,000.00

PROJECTED 2017 EXPENDITURES BY PROGRAM





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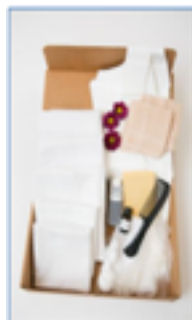
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