

# ANNUAL REPORT 2021

*From Hope to Healing*

COUNCIL ON AMERICAN  
ISLAMIC RELATIONS -  
PHILADELPHIA CHAPTER





# The 2021 Annual Report

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Council on American-Islamic Relations  
Philadelphia Chapter

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[facebook.com/cairphilly](https://facebook.com/cairphilly)

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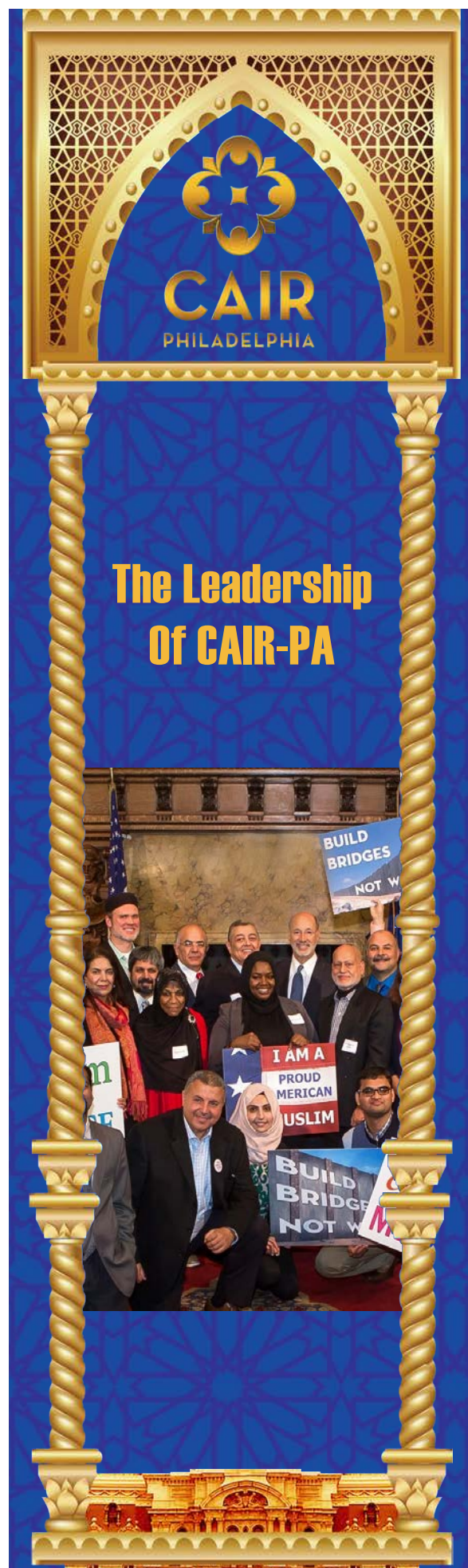
Khaled Ashraf	Soaad Elbahwati	Ijaz Chaudhry, Esq. (of counsel)
Ghada Ghabra	Nevan Hamid	
Razin Karu	Huma Raja	
Humna Rub	Durriya Shamsi	

## CAIR-Philadelphia Staff

Jacob Bender, Executive Director  
Timothy Welbeck, Esq., Civil Rights Attorney  
Ahmet Selim Tekelioglu, PhD., Outreach and Education Director  
Asiyah Jones, Youth Leadership and Advocacy Projects Coordinator  
Leena Jaffer, Operations and Marketing Manager  
Sana'i Parker, Community Organizer

## CAIR-Pittsburgh Staff

Christine Mohamed, Executive Director



In 2021, our office continued to identify new ways we could continue our ongoing fight against Islamophobia, racism, xenophobia, and bigotry in the midst of the continuing COVID-19 pandemic. Despite lingering limitations and restrictions from COVID protocols, our office still found effective methods to meet the legal needs of the near 100 individuals and organizations seeking legal representation to resolve various instances of discrimination based on religion, race/ethnicity, and/or national origin. Our Civil Rights Attorney Timothy Welbeck, together with assistance from Leena Jaffer, our Operations and Marketing Manager, met with nearly 100 community members, each with a specific complaint of workplace harassment, religious discrimination, or school bullying.

It is always an honor to write this brief comment because of the people I work with and the work that we do at CAIR. My journey to CAIR-Philadelphia began a few short years ago with my introduction to the board by Jacob Bender, our Executive Director. Our meeting was a chanced one but one that has enriched my life in many ways since we crossed paths. I am awed by this Jewish man's commitment to justice for all humans regardless of faith. I am awed by his fortitude in enduring the slings and arrows sent his way for his defense of people who are victimized, regardless of what group either the perpetrator or victim belong to.

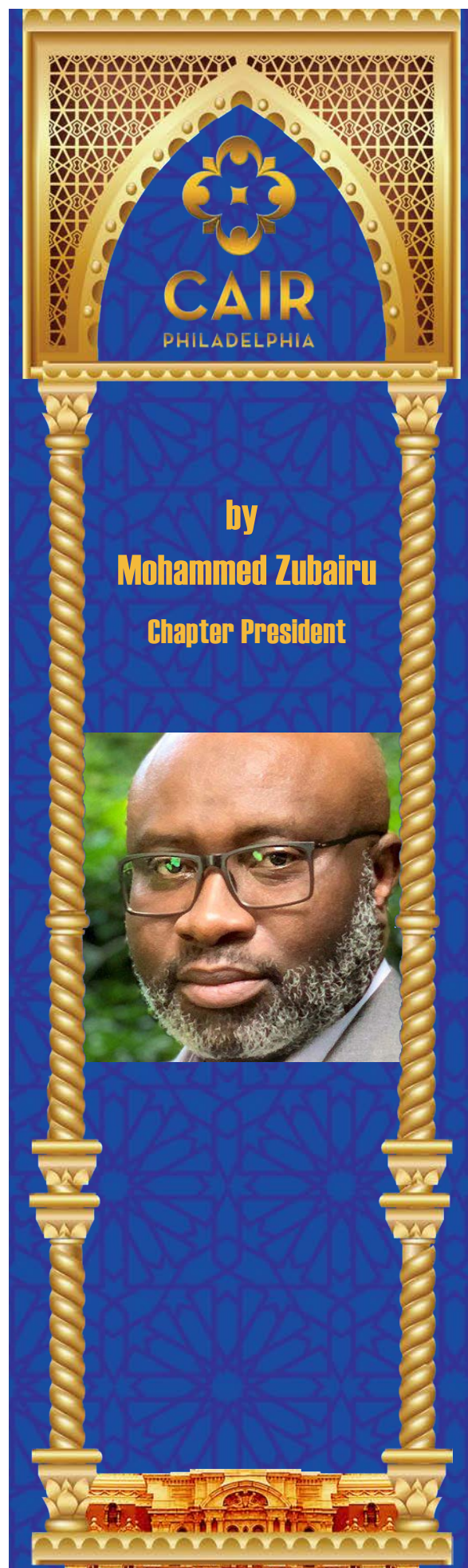
The last two years have been especially difficult in many ways. The pandemic has been difficult, but it has also uncovered many endemic problems that have been with us for a long time. The amelioration of the problems which then manifest as injustice is the tough work that the dedicated staff of CAIR-Philadelphia do every day. We don't always win the fights we take on, but we at least shine a light on the injustice and make those that would previously act with impunity think of the cost and think twice the next time. You will read about some of those fights we undertook in 2021, but for every achievement you read, know that there are perhaps five more we could not tell you about, then think that not all instances of injustice make it to us: there are many of our brothers and sisters that suffer daily indignities because they feel powerless or don't know that there is an organization that fights for them.

I ask that you continue to support CAIR-Philadelphia and its indispensable staff so we can take our services to where they are most needed.

Our staff, Jacob Bender, Executive Director of CAIR-Philadelphia; Ahmet Selim Tekelioglu, PhD Director of Outreach and Education; Timothy Welbeck, Esq, Civil Rights Attorney; Leena Jaffer, Operations and Marketing Manager, and Asiyah Jones, Youth Leadership and Advocacy Projects Coordinator are dedicated individuals leading this crucial work.

Please enable them to do the work that they do.

Mohammad Zubairu | President





As we look back at the year 2021, perhaps the best thing we can say about it is that it is over. It was a year filled with extremities that we could barely have imagined only a year before. Just when it seemed like at least a partial waning of the pandemic was being glimpsed last summer, COVID responded with its deadly Delta and Omicron variants. Pounded and pummeled by the successive waves of illness, and out on the fringes of the population, some of our fellow citizens took to denying science altogether, substituting in its place the conspiratorial delusions of the political and religious extremes. Plainly put, the January 6th Insurrection was no mere riot, but a nationally organized attack on American democracy itself, organized by politicians even within the government, and carried out by shock troops of white nationalists and neo-Nazis.

Fifty years ago, folks in this country bled and died for the right to vote. Now, a half-century after the American civil rights movement transformed the face of America, those rights are once again under attack by the ideology of White Supremacy. This battle for the soul of America can only be won by a multi-faceted strategy that combines education, civic engagement, voter registration, community organizing, coalition building, and civil disobedience.

Social justice is at the heart of Islamic tradition, and therefore at the heart of CAIR-Philadelphia as well. We support the reform of the criminal justice system into a system of Restorative Justice.

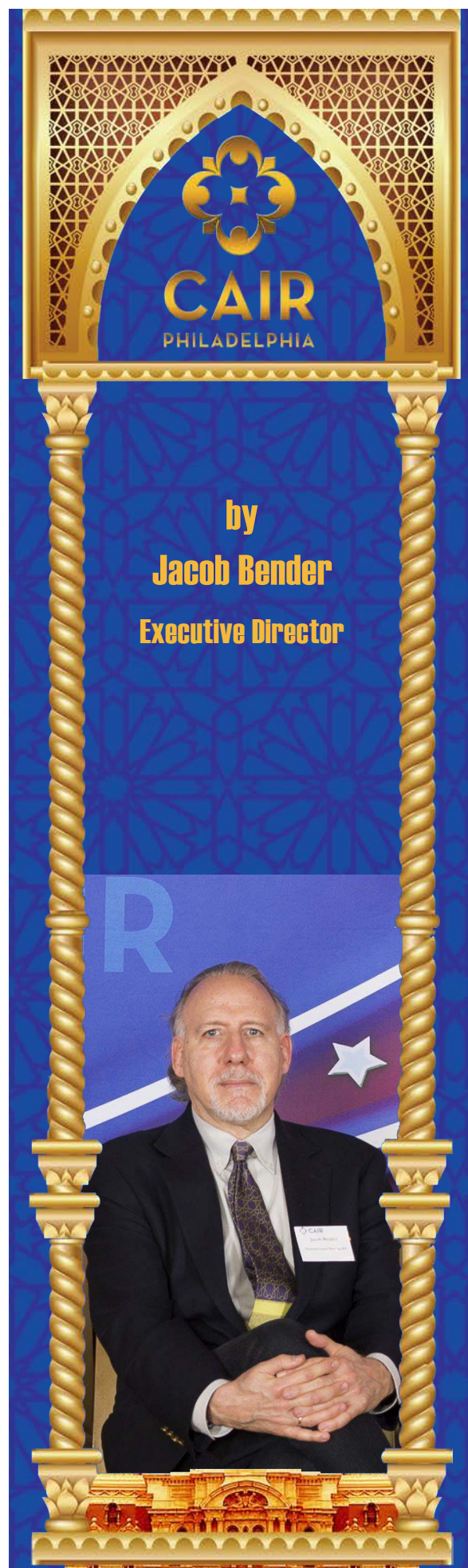
We dare not turn our backs on those in need, or those living under occupation or oppression, and so in the last year we have marched against police violence in our cities and marched for Palestine, Kashmir, the Rohingya, and the Uyghurs.

Under these frightening conditions (a few of our staff members did in fact come down with COVID, albeit with mild symptoms), and bereft of even a functioning office, while working remotely out of our homes, often on the kitchen table after the kids are put to bed, it would have been entirely understandable if we would have taken a step back and hunkered down to wait out the pandemic storm. And yet, not only did we survive, CAIR-Philadelphia thrived as never before.

Throughout 2021, as you will read in this Annual Report, our office identified new ways and new technologies to better serve our constituency with our primary objective: the continuing defense of the civil rights of the American Muslim community. None of the above accomplishments, however, could have been possible without your financial contributions. Especially in these treacherous times, the Muslim community needs CAIR more than ever.

To make a tax-deductible/zakat-eligible donation to CAIR-Philadelphia, go to: [pa.cair.com/donate](https://pa.cair.com/donate)

For those who have supported CAIR-Philadelphia in the past, we are grateful. If you are joining us as a new donor, we extend a warm, heartfelt welcome!





## ***A Few of Our Current Legal Cases***

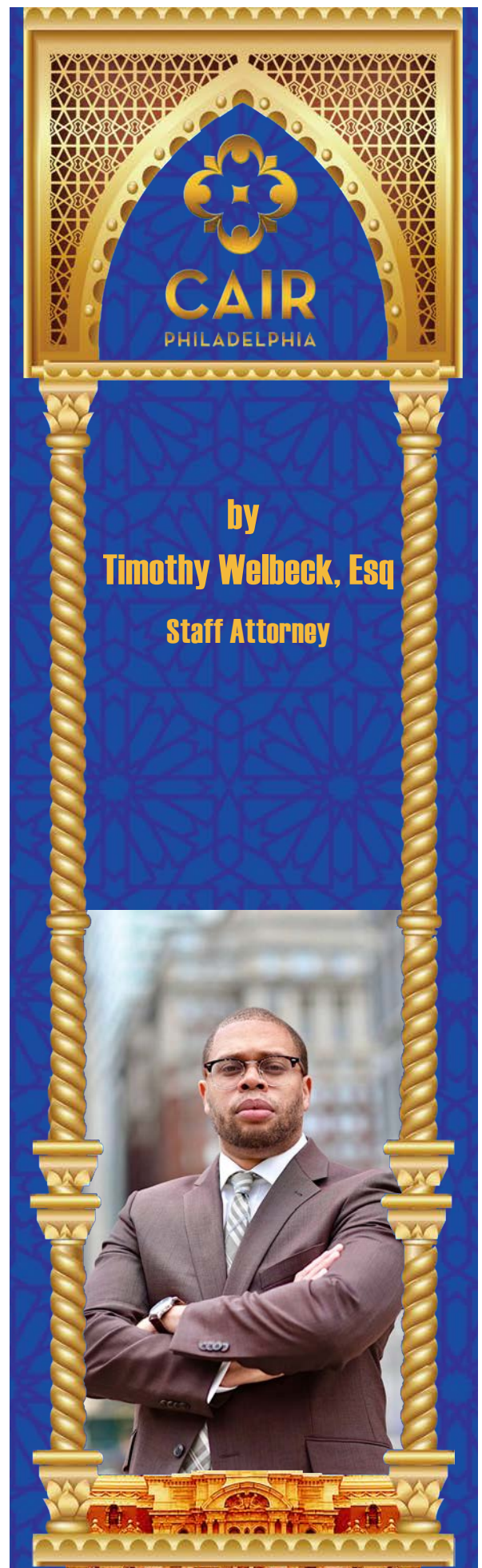
Representing Muslim Americans in the Greater Delaware Valley against workplace discrimination based on religion and ethnic origin remains vital to our legal practice because employment discrimination is one of the persistent ways bigotry and xenophobia impacts everyday people. CAIR-Philadelphia is representing a client who was terminated when her employer learned of a dangerously misleading profile created by an Islamophobic organization. CAIR is actively working to ensure the client receives a resolution that corrects this discriminatory, career-altering termination. CAIR-Philadelphia is also representing a client in the midst of settlement negotiations stemming from her allegations that discrimination and harassment at her job led to the denial of her promotion and her wrongful termination. CAIR-Philadelphia is also representing individuals who allege wrongful termination for speaking Pashto in their work environment.

In 2021, our office observed a spike in reports of hate crimes, bias incidents, and discrimination within public accommodations. These complaints (42 in total) amounted to nearly half of the number of persons contacting our office in 2021. Thus, I routinely represented individuals who experienced humiliating harassment and discrimination in public settings. For example, one of our clients who endured a vile hate crime in the parking lot of a local shopping center retained our office for representation against her attacker when local authorities delayed holding the individual accountable. CAIR-Philadelphia worked closely with local authorities who apprehended and prosecuted the individual appropriately.

Similarly, our office also represented a local high school student who suffered a vicious attack in her school during Ramadan at the hands of two of her fellow classmates. The student defended herself during the attack, which resulted in the forcible removal of her hijab, and received a suspension and subsequent criminal charges for those actions. Because of CAIR-Philadelphia's representation, the student had her suspension overturned and successfully completed the school year. Our office partnered with the school to ensure it provides a safe and welcoming environment for its Muslim students. CAIR-Philadelphia also successfully defended the student against one of the criminal charges as well.

One area of growing concern for our office is government overreach in terms of enhanced government surveillance, racial profiling, and police brutality. In 2021, CAIR-Philadelphia successfully defended a client who was racially profiled in an affluent Philadelphia suburb, and ultimately received a litany of false charges during a routine traffic stop. CAIR successfully represented him during his criminal proceedings, and defeated the improper criminal charges brought against him.

These examples above summarize the various legal services we provide at CAIR-Philadelphia thanks to your generous support. At CAIR, we will continue our work to resist the hate and remain steadfast in fighting for the civil rights and liberties of American Muslims, and for an America living up to its self-proclaimed ideals of liberty for all.





### ***Education, Outreach and Civic Engagement***

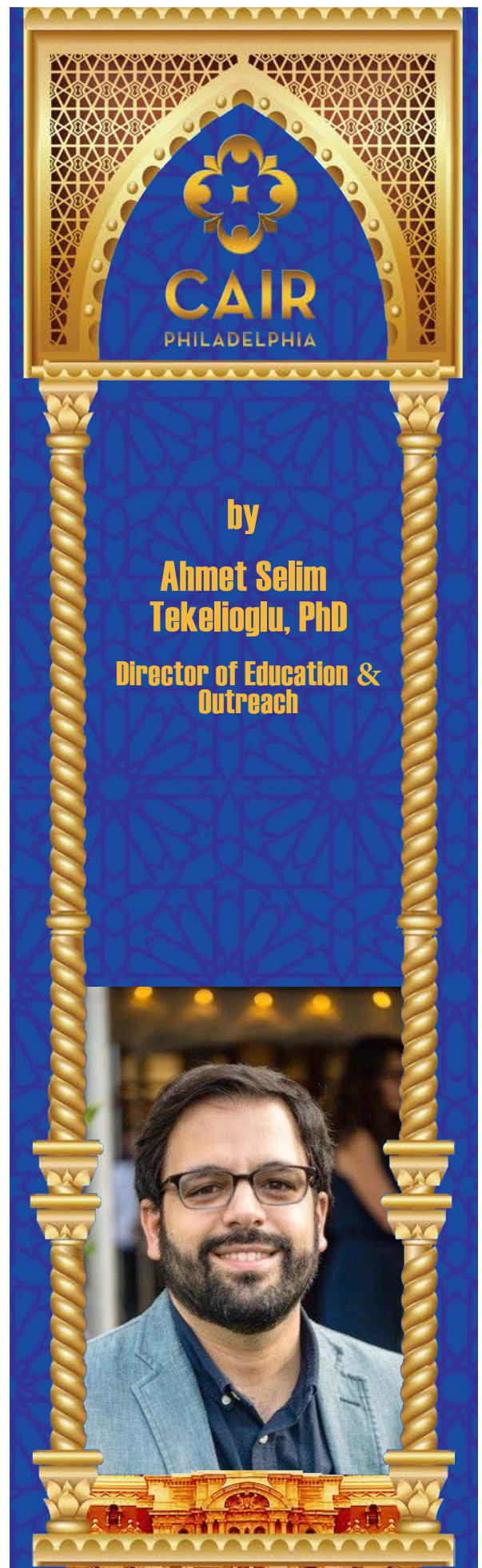
In 2021, overcoming challenges of not always being able to be in physical proximity to our community members was a challenge. Despite this, our programs developed innovative responses and we were able to create positive change for our communities.

CAIR-Philadelphia understands the term “civic engagement” as referring to the efforts of American Muslims to increase their participation, and their agency, in the American democratic political system. As we learned only too well on January 6th of last year, the survival of democracy in these United States is by no means guaranteed.

We developed a new approach to working with corporate and governing offices to engage them in Muslim American concerns with inclusion and equity in order to close the knowledge and experience gap. This included large chains like Burlington Stores as well as the Federal Executive Board and Philadelphia DA’s Office. Similarly, our school districts project received funding from the Philadelphia Foundation and the Bread and Roses Community Fund that seek to develop student leaders and organizing projects to affect better space for Muslim life in the public arena. In 2021, we prioritized listening to our community members from Philadelphia to Lehigh Valley, from Harrisburg to North Penn, from Bucks County to Lancaster and foregrounding their agency in all of our projects. Most recently, our leaders from diverse Philadelphia communities gave their voice to the new Superintendent search process for Philadelphia School District.

In 2021, we continued to work with our mosques and Islamic schools to ensure their safety needs can be met through security grants provided by the State of Pennsylvania. We again collaborated with partners such as ICNA Relief and Muslim Aid Initiative to connect our communities to COVID-19 resources and also started organizing immigration law clinics thanks to a grant from our partner Pennsylvania Immigration and Citizenship Coalition. For the past two years we also joined Haverford College’s Contest of the Fruits project, exploring Uyghur culture and traditions, foregrounding an exploration of rich and diverse set of themes ranging from food to music, from dance to humor.

In the civic engagement landscape, during the 2021 election year, close to 100 volunteers worked with our office in reaching out to Pennsylvania Muslims to register them to vote and to increase participation in the elections. We have been blessed to work with partners such as Pennsylvania Voices, SEAMAAC, API PA, All Voting is Local among many others and also launched with our AAPI Power Caucus partners the AAPI PA Survey to hold the pulse of a segment of our community. Our activism also involved giving our voice to Live Free, Deadly Exchange, and Fair Funding campaigns run by our partners such as POWER Interfaith. Our community empowerment programs included a series of conversations with Philadelphia Muslim community leaders during the African American Heritage month, and an innovative new series of podcast conversations and webinars led by our board members. We also produced additional educational resources for public schools to ensure Muslim students’ rights are preserved and subjects such as 9/11 are taught with care.



**Don't be an "InshAllah voter." \***

**Register to Vote!**

**Show up to Vote!**



**Join our Civic  
Engagement  
Efforts Today!**



**[pa.cair.com/activism](https://pa.cair.com/activism)**

**#MYMUSLIMVOTE**



**CAIR**  
PENNSYLVANIA

\* Muslim Americans who intend to vote  
but have not registered to do so.  
-ISPU American Muslim Poll 2020



### ***Weekly Friday Sermons at the following locations***

1. Islamic Society of Chester County, West Chester PA
2. Islamic Community Center of Lancaster, Lancaster PA
3. Main Line Muslim Society, Bryn Mawr PA
4. IQRA Institute, Oaks PA
5. Foundation for Islamic Education, Exton PA
6. Muslim Youth Center of Philadelphia, Philadelphia PA

### ***Thinking Together Critically Series***

Difficult themes in Muslim Activism and Interfaith Relations: A six-part conversation/lecture series with CAIR-PA's Iftekhar Hussain

### ***Sunday Evenings with Iftekhar Hussain***

1. Seerah Series: Completed August 2021
2. Hadith Methodology & Imam Nawawi's 40 hadith: series underway

### ***Tuesday Evenings with Iftekhar Hussain***

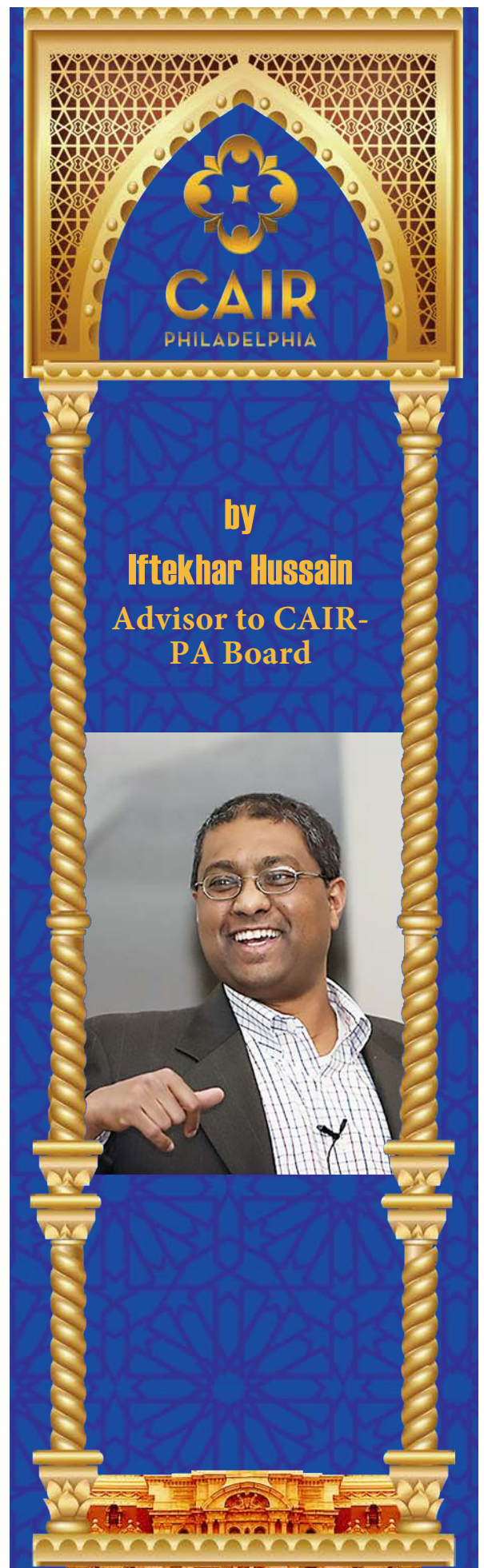
Comparing Imam Sanusi's Creed with Imam Tahawi's Creed:  
Completed August 2021

### ***Osher Lifelong Learning Institute, Temple University***

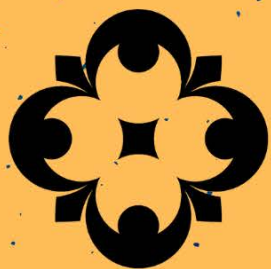
Understanding Political Islam

### ***Raising our Children: October 2021 at Iqra Institute, Oaks PA***

### ***Multifaith Panel on Prayer on 3/9/21***







**CAIR**  
PHILADELPHIA

***WE WANT TO HEAR FROM YOU!***



CAIR Philadelphia Presents....

# MUSLIM YOUTH LEADERSHIP PROJECT

Is there something in your school or community  
you want to see added or changed?

Contact: Asiyah Jones at [ajones@cair.com](mailto:ajones@cair.com)

STUDENT LEADERSHIP  
DEVELOPMENT

YOUTH LED PROJECT  
IMPLEMENTATION

ADVOCATE FOR  
LONG- TERM CHANGES



# Workshops, Courses, and Events Organized by the Education Civic Engagement and Outreach Department of CAIR-Philadelphia

## ***Inclusion / Equity and “Islam 101; Training Programs with the Following Groups/ Companies***

- Burlington Stores (with CAIR-NJ); April 13, 2021
- Risk Management Association (RMA); July 26, 2021
- EEOC/ Federal Executive Board; November 1, 2021
- South Asian Bar Association CLE Program with DA's Office: Post/9/11 and South Asian Communities; November 5, 2021

## ***School Districts Outreach***

- Sensitivity Training Presentation Annville-Cleona School District
- Listening Session with Philadelphia School Board, November 3, 2021
- Listening Session with Students and Parents from Mechanicsburg Area School District; January 20, 2021 and September 2021
- Meeting with MACSD officials and community stakeholders, October 21, 2021

## ***Mosque Security Grant Assistance to***

- Al Aqsa Islamic Academy
- Masjidullah
- United Muslim Masjid
- Islamic Center Al Sabereen, Harrisburg
- Islamic Center of Greater Harrisburg
- Islamic Center of Pennsylvania, Mechanicsburg
- Islamic Community Center of Lancaster
- Norristown Islamic Society

## ***Faith/Interfaith/ Activism Programs & Collaboration***

- Regular Friday prayer sermons at ICCL, ISCC, MLMS, Assalaam Islamic Society, MYCP mosques
- Advise to City of Philadelphia's Legal Case Against Philadelphia Police Officers Penalized due to anti-Muslim posts featured in Plain View Project
- MSDV Career Day presentation, March 20, 2021
- Prayer for Our Nation, POWER Interfaith, April 20, 2021
- Fair Funding Rally with POWER in Allentown; June 21, 2021
- Conversation on Lancaster County Prison, November 19, 2021
- JACL/ Tadaima Panel on Remember Pearl Harbor To Never Forget 9/11: Teaching Japanese American And Muslim American Histories; September 10, 2021
- Guest Lecture, Faith and Incarceration Class, Villanova University, March 25, 2021
- Interfaith Panel, Arcadia University, May 12, 2021
- Civic Engagement with Rep. Madinah Wilson-Anton, April 6, 2021
- Upenn Class on AAPI Communities; October 19, 2021
- Vaccine Outreach and Education Programs with Muslim Aid Initiative
- Immigration Law Clinic with PACRI, Mechanicsburg, PA; October 16, 2021



# 2021 PHOTOS



Ahmet and Asiyah conduct voter outreach.



Jacob and Ahmet join a march in support of Palestine.



Jacob speaks at Philadelphia's 9/11 Commemoration ceremony.



Timothy speaks at a protest in support of a client.



Timothy speaks to the media.



Asiyah represents CAIR-Philadelphia at a community event.

## **The Contest of the Fruits Events with Haverford College's Hurford Center for the Arts and Humanities and Twelve Gates Arts- <https://exhibits.haverford.edu/thecontestofthefruits/exhibits-and-events/>**

### ***Inclusion / Equity and "Islam 101; Training Programs with the Following Groups/ Companies***

- Eye to Tip: Contest in Context Program on dance, music and belonging; February 4, 2021
- Laughlines and Lifelines with Moses the Comic and Esra Karakaya on humor, comedy and Islam; April 1, 2021
- Noodlin' Around on food, culture, and longing; June 10, 2021
- Red-Black Thread Lecture with Prof. Zain Abdullah and Slavs and Tatars on notions of blackness and race; October 27, 2021

### ***Philadelphia Muslim History Series with Local Leaders***

- Abdul February 23, 2021
- Rahim Muhammad, ICPI, January 31, 2021
- Amir Qasim Rashad, UMM, February 10, 2021
- Imam Kenneth Nuriddin, February 17, 2021
- Baba Kenya, Children of Adam, Feb 23, 2021

### ***Civic Engagement Programs/ Participation***

- 2021 Primary and 2021 General Election Voter Registration, Voter Education and Get-Out-The Vote Programs Coordinated with Pennsylvania Voice and SEAMAAC
- Participation and Coordination of AAPI Power Caucus Programs and AAPI PA Survey
- Language Access Coalition with All Voting is Local
- Voting Rights Work with Keystone Votes

### ***Media Appearances/ Comments***

<https://www.courierpostonline.com/story/news/2021/01/12/us-capitol-attack-familiar-south-jersey-pennsylvania-immigrants/6586006002/>

<https://www.inquirer.com/news/trump-riot-coup-capitol-philadelphia-insurrection-immigrants-immigration-20210109.html>

<https://www.inquirer.com/news/philadelphia/sept-11-muslims-world-trade-center-pentagon-hate-crime-mosque-20210911.html>

<https://www.mcall.com/opinion/readers-react/mc-opi-let-tekelioglu-safe-modern-voting-20210618-zw4bb2refngjngsl7x-uqdfqiae-story.html>





# 2021 EVENTS



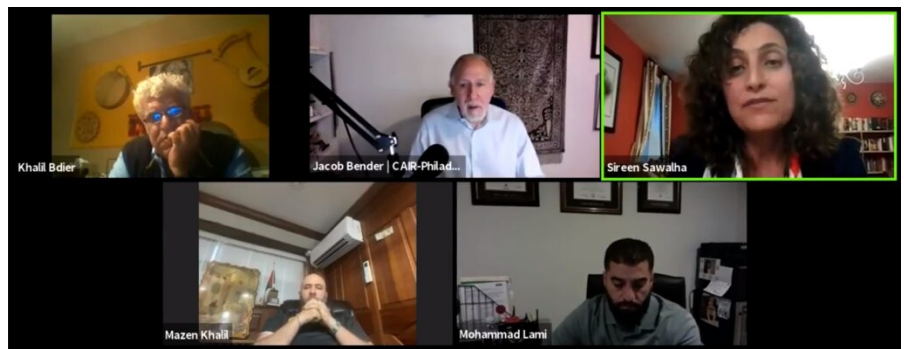
Webinar on the History of African American Muslims in Philadelphia.



Webinar with Representative Madinah Wilson-Anton.



"Mental Health and Islam" lecture by Dr. Rania Awaad.



"Stories From Palestine" | webinar3



Virtual Congressional Advocacy Meeting attendees.



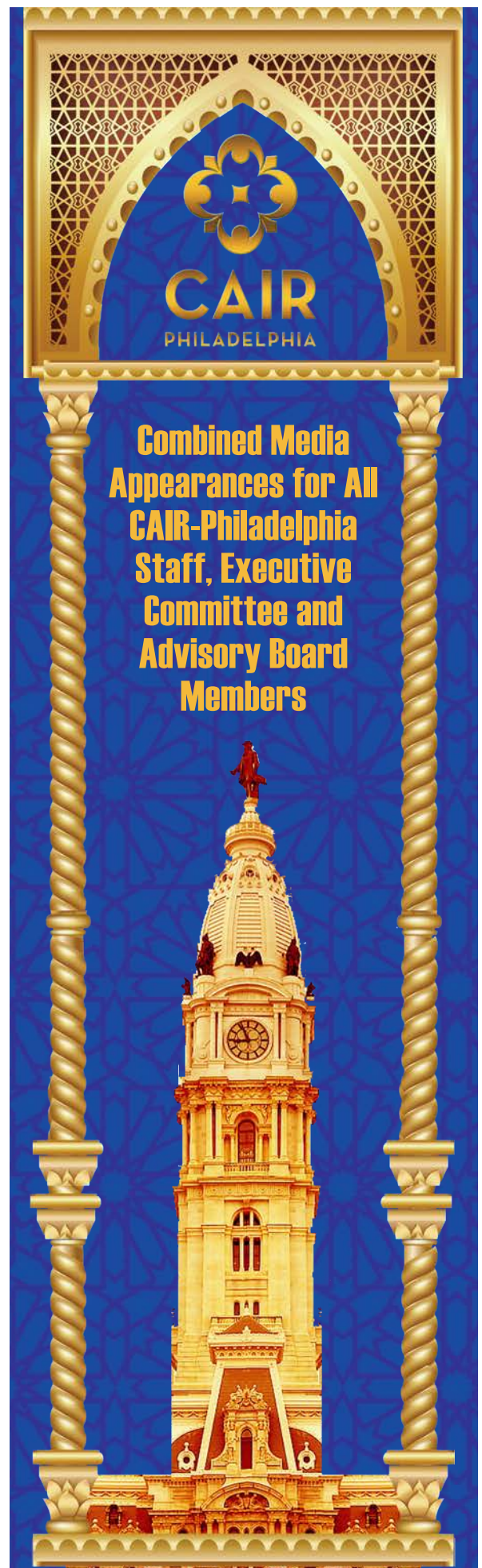
'Primaries Matter' | tystl rskt w fyts webinar.



CAIR-Philadelphia's krst {irtual ganquet3



- Jan 9** Inquirer: “Philly-area immigrants who have lived through coups see American democracy’s fragility in Capitol attack”
- Jan 12** Cherry Hill Courier-Post: “DC Capitol attack was an unsettling reminder, South Jersey, Delaware Valley immigrants say
- Jan 14** WITF ‘We been knew’: Many Black Philadelphians don’t “see how white people didn’t see insurrection coming”
- Jan 15** WHYY and Philly civil rights attorney: “White supremacy attacked democracy after the 2020 election.”
- Feb 24** WHYY: “African Americans’ fight to correct history and preserve voting rights”
- Apr 20** Philadelphia Tribune: “Local experts, clergy skeptical about Chauvin verdict’s impact”
- Apr 29** WHYY: Real Black History: What the Chauvin verdict does and doesn’t chage about American policing”
- May 6** “KYW Podcast FlashPoint” with Cherri Gregg
- May 6** “Id-Eid Fitr in year two of the pandemic?”
- May 20** New York Times: “Letter to the Editor” by Jacob Bender
- Jun 17** Bucks County Courier Times: “Drawing from two worlds, immigrant dads share their experiences for Father’s Day”
- Jun 25** 6ABC: “Local residents, activists react to Chauvin sentencing”
- Jul 13** Worker’s World: “Philadelphia: March against Israeli apartheid”
- Jul 14** CBS Philly: “Montgomery County Community Rallies Around Muslim Student Facing Impending Charges In North Penn School Fight”
- Sep 11** Inquirer: “On the anniversary of Sept. 11, local Muslims contemplate what they’ve endured the last 20 years
- Sep 12** Inquirer: “Sept. 11 brought America together. Today’s crises are driving us apart.”
- Nov 1** thenewcivilrightsmovement.com ‘Potential for Bias’: “Civil Rights Attorney Stunned Rittenhouse Judge’s Phone Ringtone Is Trump Theme Song”
- Nov 15** The College Fix: ‘Outrageous’ that judge’s ringtone is ‘Proud to be an American,’ Temple professor says
- Dec 23** Inquirer: “A Darby Township teacher made a Black Muslim student kneel and beg for his cell phone, lawyer says



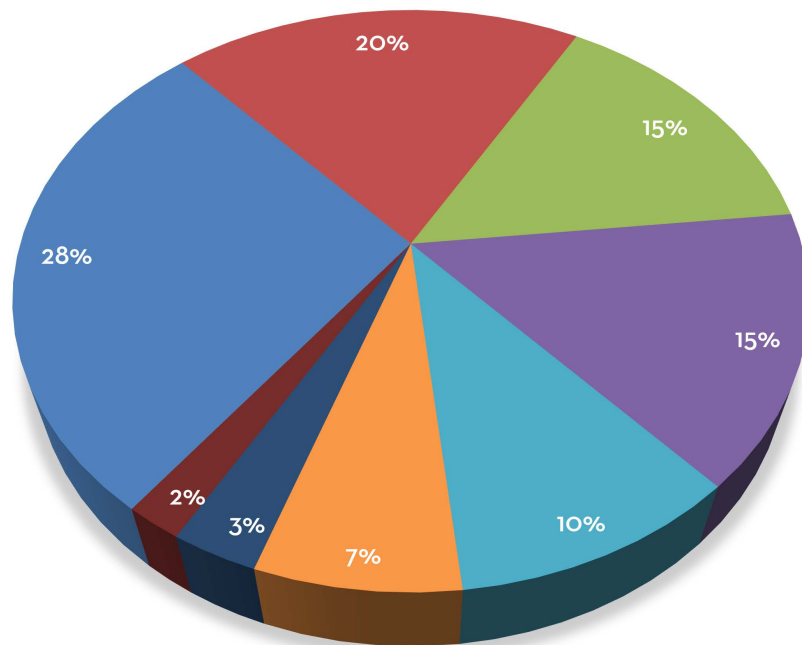


# CAIR-PHILADELPHIA'S VISION & MISSION

To be a leading advocate for justice and mutual understanding and to enhance understanding of Islam, protect civil liberties, promote justice, and empower American Muslims

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## 2021 Total Program Expenses: \$577,863.72



■ Protecting Civil Liberties: \$161,801.84 (28%)

■ Empowering the Muslim Community: \$86,679.56 (15%)

■ Building Coalitions: \$57,786.37 (10%)

■ Interfaith Outreach: \$17,335.91 (3%)

■ Civic Engagement: \$115,572.74 (20%)

■ Programs for the Youth: \$86,769.00 (15%)

■ Educational Programs: \$40,450.46 (7%)

■ Combating Media Bias: \$11,467.84 (2%)

# 2021 STATEMENT OF ASSETS, LIABILITIES, & NET ASSETS

Assets	Total
<b>Banquet</b>	
Banquet Ticket Sales & Advertising	\$3,500.00
<b>Public Support</b>	
Direct Deposits / Credit Card Monthly Payment	\$43,609.00
Grants	\$207,467.00
Paycheck Protection Program	\$48,650.00
Donations / Refunds	\$300,054.00
<b>Total Revenue</b>	<b>\$603,280.00</b>
<b>Operating Disbursements</b>	
<b>Payroll</b>	
Staff and Intern Salaries	\$331,438.00
<b>Health Care</b>	\$24,640.00
<b>Insurance</b>	\$2,808.00
<b>Office Expenses</b>	
Legal Dept. Fees ( Inc Legal Intern )	\$20,796.00
<b>Travel</b>	\$5,131.00
<b>Program, Services &amp; Marketing</b>	
Outreach, Networking	\$872.00
<b>Professional Services</b>	
Tax Services	\$2700.00
<b>Expenses Against Restricted Grant</b>	\$155,854.00
<b>Total Expenditures</b>	<b>\$602,103.27</b>
<b>Change in Net Assets</b>	\$11,308.00
<b>Net Assets, beginning of year</b>	\$267,591.00
<b>Net Assets at Year End</b>	<b>\$256,283.00</b>



# 2022 PROJECTED EXPENDITURES

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Management & Operational Expenses	Total
<b>Payroll</b>	
<i>Staff and Intern Salaries</i>	\$320,000.00
<i>Benefits</i>	\$30,000.00
<b>Office Expenses</b>	\$17,000.00
<b>Legal Department Fees</b>	\$3,000.00
<b>Travel &amp; Expense Reimbursement</b>	\$10,000.00
<b>Professional Services</b>	
Expenses Against Restricted Grants	\$60,000.00
<b>Program, Services &amp; Communications</b>	
Annual Banquet	\$55,000.00
Programming Costs	\$100,000.00
<b>Total Expenditures</b>	<b>\$595,000.00</b>

"الْفُقَرَاءَ الْمُهَاجِرِينَ الَّذِينَ أُخْرِجُوا مِنْ دِيَارِهِمْ وَأَمْوَالِهِمْ يَبْتَغُونَ فَضْلًا مِّنَ اللَّهِ  
وَرِضْوَانًا وَيَنْصُرُونَ اللَّهَ وَرَسُولَهُ أُولَئِكَ هُمُ الصَّادِقُونَ (٨) وَالَّذِينَ تَبَوَّءُوا الدَّارَ وَالْإِيمَانَ مِنْ قَبْلِهِمْ  
يُحِبُّونَ مَنْ هَاجَرَ إِلَيْهِمْ وَلَا يَجِدُونَ فِي صُورِهِمْ حَاجَةً مِّمَّا  
أَوْثَرُوا وَيُؤْتِرُونَ عَلَى أَنْفُسِهِمْ وَلَوْ كَانَ بِهِمْ خَصَاصَةٌ وَمَنْ يُوقِ شَحْنَهُ نَفْسَهُ قَاُولُنَا  
هُمُ الْمُفْلِحُونَ (٩)" سورة الحشر

"For the poor emigrants who were expelled from their homes and their properties, seeking bounty from Allah and His approval and supporting Allah and His Messenger, [there is also a share].

Those are the truthful. And also for those who were settled in al-Madinah and adopted the faith before them. They love those who emigrated to them and find not any want in their hearts of what the emigrants were given but give them preference over themselves, even though they are in privation. And whoever is protected from the stinginess of his soul - it is those who will be the successful." Surat Al-Hashr

*Congratulations CAIR  
for another year of achievements!*



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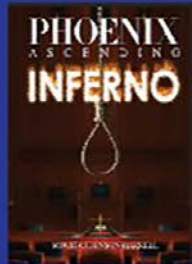
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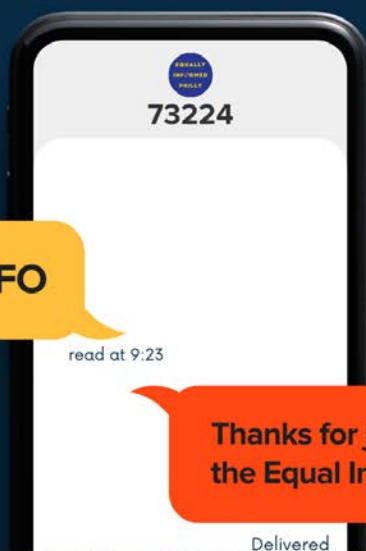
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