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CAIR

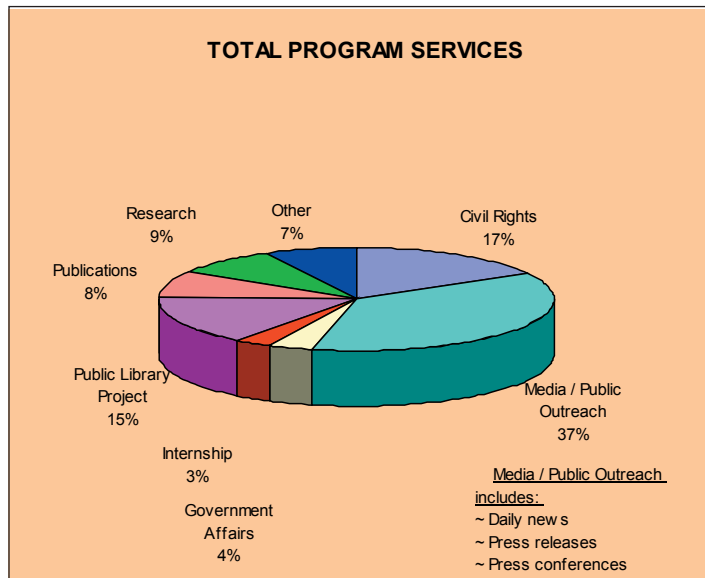
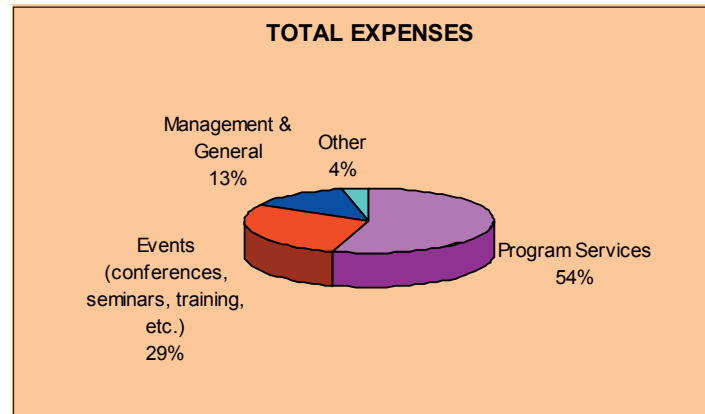
Council on American-Islamic Relations

2004-2005 Annual Report

FINANCIAL ACTIVITY REPORT 2004

CAIR Balance Sheet, December 31, 2004

ASSETS	
Cash & cash equivalents	\$ 1,683,904
Contributions receivable, net	42,695
Other assets & receivables	41,286
Deposits	718,500
Property & equipment, net	2,569,710
Total assets	5,056,095
LIABILITIES AND NET ASSETS	
Current portion on long-term debt	206,990
Accounts payable	1,736
Accrued expenses	44,000
Other liabilities	4,833
Long-term debt, less current portion	32,619
Total liabilities	290,178
Total liabilities and net assets	5,056,095



CAIR Statement of Activities, 12-month period ended December 31, 2004

REVENUE	
Donations	2,285,299
Public library project	114,920
Other revenue	252,096
Total revenue	2,652,315
EXPENSES	
Program services	1,400,421
Events (conferences, seminars, training, etc.)	732,981
Management & general	333,495
Other	92,993
Total expenses	2,559,890
CHANGES IN NET ASSETS	
Net assets, beginning of year	4,673,492
Net assets, end of year	4,765,917

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CAIR BOARD

Dr. Parvez Ahmed, Chairman
 Dr. Ahmad Al-Akhras, Vice Chairman
 Omar Ahmad, Chair Emeritus
 Nihad Awad
 Dr. Ihsan Bagby
 Fouad Khateeb
 Hadia Mubarak
 Dr. Nabil Sadoun

CAIR NATIONAL STAFF

Nihad Awad, Executive Director
 Naglaa Abdul-Alim, Administrative Assistant
 Isra'a Abdul-Rahman, Events Manager
 Ibrahim Abusway, Outreach Coordinator
 Farooque Ahmed, Publications
 Rabiah Ahmed, Communications Coordinator
 Sanaa Ansari, Civil Rights Coordinator
 Khadijah Athman, Civil Rights Manager
 Noman Bajwa, Civil Rights Coordinator
 Alaa Bayoumi, Arabic Affairs Coordinator
 Joshua Brockwell, Executive Assistant
 Asma Gheyoub, Office Assistant/Internship Coordinator
 Ibrahim Hooper, Communications Director
 Arsalan Iftikhar, Director of Legal Affairs
 Khalid Iqbal, Director of Operations
 Katelin Mason, Membership Coordinator
 Ali Memon, Chapters Coordinator
 Khadija Mohammed, Civil Rights Intake Officer
 Dr. Mohamed Nimer, Director of Research
 Tena Qureshi, Membership Director
 Asra Rasheed, Accountant
 Corey Saylor, Director of Governmental Affairs
 Mulham Shbeib, Chief Financial Officer

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CHAIRMAN'S MESSAGE

In the Name of God, the Most Gracious, the Most Merciful

Dear Friends: Assalamu Alaikum (peace be upon you)

With the Grace of Almighty God and the help of our community, the Council on American-Islamic Relations (CAIR) has completed its eleventh year of service. Over the past decade, CAIR has grown from a one-office operation with two staff members to a grassroots presence with dozens of actively staffed offices housing over fifty full-time employees and hundreds of volunteers, catering to thousands of members and positively impacting millions of Americans. CAIR's growth mirrors the aspirations of our community.

American Muslims are a vibrant and thriving community. This is a testimonial to our deep faith and to the great freedoms that America has given to all her peoples. This privilege also places on us a burden of responsibility. As the most diverse and freest Muslim community in the world, we have a responsibility to undertake two great tasks:

- Promote an accurate understanding of Islam and
- Build bridges of understanding between America and the Muslim world.

This opportunity is unprecedented, and our response must do justice to our great traditions. God says in the Quran, Chapter 13, Verse 11, "Verily, God will never change the condition of a people, until they change it themselves." It is no secret that the conditions of the Muslim community need change – change to protect our identity, change to promote education, and change to become better servants of God by serving His creations.

We all desire a better world where people live in peace and where justice prevails. However, peace and justice cannot be achieved by wishful thinking. To achieve this goal we must support institutions that articulate a vision, create a strategic plan and move to execute this plan.

It is our belief at CAIR that we are at the cusp of a great transformation towards a sustainable institution with a clear vision and well-laid plans to achieve that vision. Each day we are taking positive steps to become better at what we do – protecting the rights of American Muslims, building bridges of understanding with people of all faiths, and promoting an accurate image of Islam and Muslims.

We are all part of a great journey to establish and uphold our identities as American Muslims. The choices we make as individuals and as a group will determine the future of our nation and the world. Just as we refuse to let a handful of misguided extremists undermine the image of Muslims, so too must we stand up for our rights and defend the image of Islam. It is time for mainstream Muslims to assert our voices by calling for peace and justice. I hope you will join our effort and rise to this challenge.

Malcolm X once said, "The future belongs to those who prepare for it today." Let us prepare for the future by strengthening our institutions today. I thank you in anticipation of your continued support to CAIR. Where we do right, support us; where we need improvement, help us.

Sincerely,



Parvez Ahmed, Ph.D.
Chairman



CAIR PUBLICATIONS

A Correctional Institution's Guide to Islamic Religious Practices. This pamphlet is designed to help correctional institution officers understand Islamic beliefs and practices and make informed policies promoting cultural sensitivity.

An Educator's Guide to Islamic Religious Practices. For teachers, counselors, and college professors, this guide offers suggestions for religious accommodation in educational institutions.

An Employer's Guide to Islamic Religious Practices. Covering various aspects of religious practice relating to the workplace, this booklet has provided the standard for accommodation of Muslims. It includes a brief summary of the First Amendment to the US Constitution (protecting freedom of religion) and Title VII of the 1964 Civil Rights Act.

A Health Care Professional's Guide to Islamic Religious Practices. An excellent resource for medical health professionals in dealing with Muslim patients, this booklet examines issues such as death, autopsy, circumcision, illness and treatment, dietary requirements, and select medical procedures.

A Law Enforcement Official's Guide to the Muslim Community. Covering areas of Islam most relevant to law enforcement, this booklet is designed to assist the police, FBI, and security offi-

cial in maintaining good relations with the Muslim community.

American Muslims One Year After 9-11. Presents a detailed account of the experiences of Muslims and "Arab-looking" people after 9-11, as well as documenting Muslim responses to the tragic bombing.

American Muslim Voter Registration Guide. This publication guides Muslims on various aspects of voter registration. It includes sample press releases, candidate surveys, flyers and instructions from the Federal Election Commission.

A Rush to Judgment. This report examines the rushed and flawed media assessment of the Oklahoma City Bombing and the subsequent impact on Muslims.

CAIR Brochure. Learn about the mission of the Council on American-Islamic Relations and its various departments and activities through this short, colorful brochure.

Know Your Rights Pocket Guide. This pocket-sized guide presents a brief "how-to" for Muslim activists. It offers guidelines on media relations, dealing with law enforcement, getting involved in the local community, and employee and student rights.

Media Relations Handbook: A Guide for Muslim Activists. This comprehensive guide explains how Muslims can

engage effectively with the American media.

Mosque Open House Project. This pamphlet provides a guide for mosques and Islamic centers in holding open house events.

Muslim Community Safety Kit. Covering multiple issues ranging from building constructive relations with law enforcement agencies and school boards to responding to harassment and threats, the Kit is a step-by-step guide to help Muslims ensure community safety and well-being.

Religious Accommodation in Driver's License Photographs: A Review of Codes, Policies, and Practices. This publication reviews codes, policies and practices pertinent to religious accommodation for driver's license photographs in the 50 states. It is designed to assist local communities and departments of motor vehicles in arriving at best policies and practices.

The American Mosque: A National Portrait. This study features information on American Muslim demographics. It also presents a general survey of mosques in America and examines institutional and leadership structures in the governance of Muslim community affairs.

The North American Muslim Resource Guide. Published in cooperation with Routledge/Taylor & Francis, this book presents a broad and in-depth analysis of Muslims as an essential and active part of the American and Canadian fabric. The Guide examines the various

institutions and organizations Muslims have created to help them fulfill their role as productive citizens, and it includes a reference list of resources for further study.

The Status of Muslim Civil Rights in the United States. A groundbreaking research study, this flagship annual report systematically assesses the status of the civil rights and liberties of Muslims in the previous year, as well as analyzing general trends. The reports include the impact of law-enforcement strategies, federal policymaking, discrimination, hate crimes, and intolerance.

The Usual Suspects presents a critical review of the misleading media coverage of the TWA flight 800 crash, and ends with an overview of the backlash Muslims faced in wake of the tragedy.

US Congress Handbook. Complete with contact information, biographical data, positions, and communication guidelines, this Handbook is a comprehensive guide to the executive, judicial, and legislative branches of the United States Government. The Handbook also lists information by state and features an appendix of the nation's founding documents.

Welcome to Our Mosque. This pamphlet answers many questions on what to expect when visiting a mosque.



CHAPTER HIGHLIGHTS (CONTINUED)

CAIR-Chicago: In a concerted effort to dispel negative stereotypes of Islam and Muslims, the Chicago Chapter coordinated a series of introductory-level lectures in early 2005. This initial 4-week program was so popular it had to be expanded to accommodate the influx of people on the waiting list. Each week's program hosted 75-80 people of different faiths, with a total of over 600 participants. The goal was to offer citizens of the Chicagoland area an opportunity to enhance their knowledge and interact with members of the Muslim community.

The full-day program explored Islam and misconceptions about it. It also highlighted the history and struggles of American Muslims and discussed the commonalities among Islam, Judaism and Christianity. A panel discussion helped clarify the commonly misunderstood aspects of Islam, such as the rights of women, jihad, and democracy. Guests had the opportunity to tour a mosque, observe noon prayer, and enjoy a Middle Eastern meal.

As part of its Ramadan Outreach Program, CAIR-Chicago held several community outreach sessions at local mosques to increase awareness of services available to Muslims through CAIR-Chicago. The sessions targeted mosques in geographically diverse areas as well as racially diverse congregations.

CAIR-Ohio: The main Columbus office hosted feed-the-need campaigns to provide meals to the homeless and hungry. Another project brought needed school supplies to Columbus's Mifflin Elementary School. The summer-long drive culminated in hundreds of smiling children delighting over colorful bags full of new supplies.

CAIR-Ohio hosted its annual Leadership Conference, drawing more than 50 attendees statewide. The event featured distinguished speakers from media, academia, and the civil rights field. Participants were given tools for communicating effectively with public officials and the media, building and organizing coalitions, and gaining an understanding of civil rights.



CAIR-Cincinnati Media Workshop

CAIR-Cincinnati: The Cincinnati office hosted its 2nd Annual Feed-the-Needy Iftar. To honor the true essence of Ramadan, CAIR and Malik Islamic Center provided hot meals to 500 residents of the poorest of Cincinnati's inner city neighborhoods, Over the Rhine.

CAIR-Cincinnati also recently held a community cookout attended by 200 members of the local Muslim and interfaith communities. Attendees enjoyed the picnic fare and received CAIR civil rights and events literature.

CAIR-Cleveland: For the first time in Cleveland's history, the Athan (Call to Prayer) opened an official city-wide prayer service. CAIR coordinated the Muslim component of this multi-faith gathering held in downtown Cleveland in the wake of Hurricane Katrina.

The office expanded its Leadership Roundtable/Muslim Advocacy Committee Meetings with top-level federal law enforcement and conducted a year-long pilot series for the Cleveland Police Department. After the pilot's success, CAIR's was asked to design the 2006 curriculum for mandatory trainings for 1,600 police officers. In support of the Anti-Terrorism Fatwa, the Cleveland office coordinated local signatories and media coverage, securing over 15 endorsements and holding a widely-covered press conference.

CAIR mobilized nearly 100 community members to attend a Cleveland Public School Board of Education meeting as part of a campaign to help acquire a closing public school facility for the area's Muslim children. CAIR also launched the annual Muslims Care: Health, Safety, and Fitness Day at Al-Ihsan School, an event which brought together police and fire officials, public health educators, teachers, and families to promote community well-being.

CAIR-Texas: CAIR-Dallas/Fort Worth, CAIR-Houston, and CAIR-San Antonio met with the Texas Conference of Churches to establish annual statewide Muslim-Christian dialogues. Muslims and Christians from across Texas met in Austin to begin planning this long-term project; CAIR-DFW is a lead organizer.



CAIR-DFW meeting with Council of Churches representatives

CAIR-DFW and CAIR-Austin have offered diversity training for Texas law enforcement officials from across the state, including the State Highway Patrol. Officers gained insight on the practices of Islam and Muslims as outlined in CAIR's *Law Enforcement Official's Guide to the Muslim Community*.

CAIR-DFW staff joined the EEOC director on a panel about religious accommodation in the workplace. The panel was part of the South West Conference of Human Resource Managers, which was attended by over 3,000 HR managers.

ABOUT US

CAIR's Vision

To be a leading advocate for justice and mutual understanding



CAIR National staff

CAIR's Mission

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



Nihad Awad, CAIR-National Executive Director, with David Kelly, Senior Political Advisor to Congressman Dennis Kucinich

CAIR's Core Values

1. CAIR supports free enterprise, freedom of religion and freedom of expression.
2. CAIR is committed to protecting the civil rights of all Americans, regardless of faith.
3. CAIR opposes domestic policies that limit civil rights, permit racial, ethnic or religious profiling, infringe on due process, or that prevent Muslims and others from participating fully in American civic life.
4. CAIR supports domestic policies that promote civil rights, diversity and freedom of religion.
5. CAIR is a natural ally of groups, religious or secular, that advocate justice and human rights in America and around the world.
6. CAIR supports foreign policies that help create free and equitable trade, encourage human rights and promote representative government based on socio-economic justice.
7. CAIR believes the active practice of Islam strengthens the social and religious fabric of our nation.
8. CAIR condemns all acts of violence against civilians by any individual, group or state.
9. CAIR advocates dialogue between faith communities both in America and worldwide.
10. CAIR supports equal and complementary rights and responsibilities for men and women.



Constitutional scholar, Dr. David Cole, at CAIR SFBA 2004 Fundraising Dinner

WHAT THEY SAY ABOUT CAIR

“CAIR continues a tradition of excellence in condemning bigotry and hatred...CAIR has worked diligently with members of Congress to educate and advocate on behalf of American Muslims.”
– **Congressman Michael Honda, California**

“CAIR has done an outstanding job educating the American public about Islam and Islamic perceptions. American Muslims are a rapidly growing community making wonderful contributions to the United States. As CAIR recognizes, however, there are deep misunderstandings and misrepresentations of Islam that exist in the United States. This makes CAIR’s mission one of the most important undertakings in our country today.”
– **Congressman Maurice D. Hinchey, New York**



Community members participating in outreach activities

“I applaud CAIR’s ‘Explore the Quran’ campaign, and I plan to introduce a Sense of the Congress resolution later this week to show how strongly I feel about this matter. The administration will have to do a lot more than blame the press to address their problems with Muslims in America and around the world. We have made the job of our enemies all too easy by sanctioning torture and by white-washing prisoner abuse investigations. We also need to embrace the Muslim people and tolerance if we are truly interested in supporting democracy around the world.”
– **Congressman John Conyers, Michigan**

“I would like to commend the Council on American-Islamic Relations, the leading American Muslim civil rights group, for its dedication and commitment to the civil liberties of all Americans...Questioning authority and holding our leaders accountable shows strength of character and immense devotion to one’s nation. CAIR embodies these quintessential values, and I applaud its efforts to ensure that all Americans, regardless of race, religion, or national origin, are treated equally and given the same constitutional rights.”
– **General Wesley Clark (retired)**

“I commend CAIR for its work in educating the public about the Muslim community and its defense of civil rights. CAIR’s advocacy is fully supportive of the constitutional principles articulated by our country’s founders, which we must work together to strengthen and uphold.”
– **Congresswoman Stephanie Tubbs Jones, Ohio**

CHAPTER HIGHLIGHTS

CAIR-Arizona: The Arizona Chapter took a stand against infringements and attacks on the civil rights of Muslims across the state. When an elderly Phoenix Muslim of Somali heritage wearing Islamic attire was attacked during Ramadan by teenagers shouting racial slurs, CAIR called on law enforcement authorities to investigate bias as a possible motive.

CAIR-AZ took the lead in education, hosting “Explore the Quran” open houses. Designed to acquaint people of all faiths with Islam’s holy text, the events provided an insight into the Quran and its significance in the lives of American Muslims, followed by open dialogue. Free copies of the Quran were distributed.

CAIR-LA: One of this year’s biggest media highlights for California Muslims was the first-ever live radio talk show broadcast from a mosque. CAIR coordinated the broadcast of the four-hour “John and Ken Show” of KFI 640 AM radio from the Orange County Islamic Foundation in Mission Viejo.

Scores of Muslims and members of the wider public came to watch the live program. Not only did visitors gain a better understanding of the Muslim community, tens of thousands of listeners were educated on topics ranging from women’s rights in Islam to Islam’s stance against terrorism. The broadcast was prompted by an hour-long interview in which CAIR invited the show to visit a mosque and hear from the Muslim community directly.

CAIR-Sacramento Valley: In a milestone for the California Muslim community, CAIR-SV held its first Muslim Youth Leadership Program. Thirty Muslim high school students from around the state were sponsored for a four-day training program held at the state capitol. The program featured workshops on organizing and advocacy, public speaking and effective use of the media. Highlights included a ‘mock legislature’ session on the Senate floor, during which participants debated policy and passed mock legislation.



CAIR-Sacramento Valley hosts Muslim Youth Leadership Conference

When the Muslims of Lodi, California felt besieged after several community members were detained on alleged terrorism-related charges, CAIR-SV stepped

in to advocate for civil rights. After receiving reports of harassment and constant surveillance by the authorities including the FBI, CAIR quickly engaged with law enforcement and held a press conference with the ACLU, the Bay Area Association of Muslim Lawyers, and the Lawyers Committee on Civil Rights to make public the civil rights abuses in Lodi. CAIR also held several “Know Your Rights” forums including an all-women forum with Urdu, Farsi, and Spanish translation.



CAIR-Sacramento Valley makes public civil rights abuses in Lodi, California

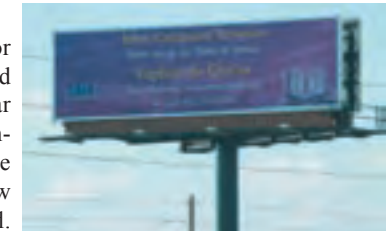
The 2nd Annual Capitol Ramadan Iftar hosted by CAIR and 10 legislative co-hosts from the Senate and State Assembly showed the prominent role Muslims play in the state’s vitality.

CAIR-San Diego: The San Diego Chapter hosted a series of “Know Your Rights” and “Media” workshops in mosques throughout the area. Working with a prominent non-profit employee rights organization, CAIR offered legal help and educated Muslims on their workplace rights.

CAIR also assisted San Diego’s *Union Tribune* in researching an article on local Muslim youth. The article explored their daily lives and included coverage of CAIR’s Youth Leadership Program held at the state capitol.

CAIR-Florida: CAIR-FL and leaders of 15 Islamic Centers in South Florida met with the FBI’s Miami Division and Immigration and Customs Enforcement (ICE) to discuss ways to promote better relations between law enforcement and the state’s Muslim communities.

CAIR-FL also launched its anti-terror billboard project. The billboard, located on the Florida Turnpike Northbound near the I-595 interchange, read: “Islam Condemns Terrorism, Islam Stands for Peace & Justice, Explore the Qur’an.” To view the billboard, go to: http://www.cairfl.org/images/sofla_billboard_w.jpg



Billboard advertising CAIR’s “Explore the Quran” campaign

CAIR NATIONAL HIGHLIGHTS (CONTINUED)

In October, CAIR held its third annual Ramadan iftar on Capitol Hill. Nearly 100 congressional staffers, community leaders and diplomats from Islamic-majority nations attended. The iftar, held in the Rayburn House Office Building, was co-sponsored by 11 House members.



Rep. John Conyers (D-MI) at CAIR's first Congressional Iftar on Capitol Hill

My reaction surprises me: I feel an attraction to the words that I never expected. . . . No matter what, I will learn so much about Islam thanks to your generosity.”



Media coverage of CAIR's "Explore the Quran" campaign

Promoting Outreach to the Wider Community

CAIR initiated its "Explore the Quran" campaign in response to allegations that American military personnel desecrated the Quran at Camp X-Ray in Guantanamo Bay. The campaign promotes understanding and appreciation of Islam by making the Quran widely available. Muslims are encouraged to sponsor the \$25 package which includes a Quran and guidelines for handling. To date, more than 20,000 people have requested free copies of Islam's holy text, including law enforcement officials, students, religious leaders, and ordinary people of all faiths.



CAIR volunteers prepare copies of the Quran to fulfill requests

A North Carolina physician wrote: "I appreciate what your group is doing to foster better understanding between the Muslim and non-Muslim communities. I look forward to reading the Quran and learning more about Islam."

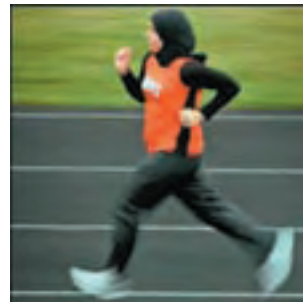
Another recipient from California wrote: "It just arrived today and I've only read the intro and forward and started reading the verses.



CAIR-sponsored North Columbus Sport (NCS) softball team

This summer, CAIR launched an initiative called "Muslims Care" to promote volunteerism. The summer-long, nationwide campaign offered resources to help Muslims improve their neighborhoods and communities. "Muslims Care" is designed as an annual effort, with this year's focus on health awareness, helping the needy, and activities for youth.

A new website, www.muslims-care.com, contains a downloadable toolkit with information about volunteerism and suggestions for activities such as blood drives, health awareness fairs and student tutoring. The "Muslims Care" kit also provides advice to Islamic leaders on promoting volunteerism in mosques. It also suggests establishing partnerships with groups such as the American Cancer Society and Habitat for Humanity.



Muslim woman participating in the "Run for the Cure"

HISTORY OF CAIR-NATIONAL

1994: In the Beginning

Facing numerous challenges in its first year, CAIR worked to establish a presence and offered Muslims a new sense of confidence and strength.

When CAIR's founders first opened the cramped, two-person Washington office on K Street, they knew great challenges lay ahead: first, the negative image of Islam and Muslims in the media was having a devastating effect on public perception and policies; second, the founders had to address the lack of direction and motivation among American Muslims to change their situation.



Muslim community protests Hollywood stereotyping

One of CAIR's first campaigns protested the negative portrayal of Arabs and Muslims in the Hollywood blockbuster "True Lies" by 20th Century Fox.

When a greeting card that demeaned Muslim women, Shiites, and the holy city of Mecca was brought to its attention, CAIR responded. After 400 people com-

plained about the offensive card, Recycled Paper Greetings apologized and ended its publication.

1995: The Challenge of Intolerance

CAIR's first efforts to end discrimination and intolerance paved the way for future successes.

CAIR took on its first discrimination case involving a company's refusal to accommodate an employee wearing "hijab," the Islamic headscarf. Such cases became commonplace in CAIR's civil rights department.

CAIR had its first run-in with sports-wear giant Nike when it asked the company to remove an offensive billboard ad that equated a basketball player with Allah. Nike officials removed the ad and apologized.

When the Murrah building in Oklahoma City was bombed, killing hundreds of federal workers, CAIR quickly sent representatives to the city and held a news conference condemning the attacks

and asking fellow Americans not to rush to judgment against Muslims. CAIR donated over \$21,000 to the relief effort.

Anti-Muslim attacks in the aftermath of the bombing showed the need to document hate crimes and discrimination. CAIR's new research department published a report on hate crimes. Entitled "A Rush to Judgment," the study documented 227 bias-related incidents against Arab-Americans and Muslims after the Oklahoma City bombing, which media reports initially linked to Arabs and Muslims.

1996: Defending Islam

CAIR challenged those who worked to divide our nation along ethnic and religious lines.

CAIR's frequent media appearances and news of its successes inspired a belief that positive change could take place.

Media outlets and individuals who defamed Islam were increasingly held accountable. CAIR demanded an apology for defamatory remarks against Prophet Muhammad by the editor-in-chief of *U.S. News & World Report*. After an initial refusal, he retracted his allegations when CAIR held a news



CAIR National Headquarters, U.S. Capitol, Washington D.C.

conference demanding an apology for his defamatory remarks.

CAIR reached out to political candidates and held its first voter-registration drive. In return, candidates began to seek votes from the Muslim community.

1997: Collective Action Leads to Positive Results

CAIR focused on a cooperative empowerment strategy to prevent discrimination nationwide.

CAIR joined other American Muslim organizations in asking the U.S. Supreme Court to remove a sculptural depiction of Muhammad, shown with a Quran and a sword, reinforcing long-held stereotypes of Muslims as intolerant conquerors. In a compromise, Chief Justice William Rehnquist said that although the image

HISTORY OF CAIR-NATIONAL (CONTINUED)

would not be removed, tourist literature would be revised to show more respect for Islamic beliefs. The literature would note that the image was a “well-intentioned attempt” to honor Muhammad, but Muslims “have a strong aversion to sculpture or pictured representations of their Prophet.”

CAIR had its second encounter with Nike over an offensive shoe logo that resembled the word “Allah” in Arabic. Nike apologized, discontinued the logo, and removed the offensive product.



Action Alert mobilizing the community to protest Nike's offensive shoe logo design

Nike also implemented changes to its logo design procedures and worked with CAIR to develop design resources in the Muslim community. CAIR's input gave Nike a better understanding of its Muslim customers worldwide.

1998: Education Through Outreach

CAIR implements new strategies to inform the public.

CAIR launched a new e-mail list designed to be a journalist's and public official's window to the American Muslim community. Subscribers to ISLAM-INFONET began to receive daily news releases and articles on issues of concern to the Muslim community.

1999: Working with Lawmakers

CAIR ensured that Muslims were heard in the halls of Congress.

CAIR began to speak out on issues affecting America's interests at home and abroad. As a member of the Kosova Task Force, CAIR supported action to end Serbian aggression and win freedom and independence for Kosova.

After Turkish parliamentarian Merve Kavakci was denied her seat and stripped of citizenship for refusing to remove her religious headscarf, representatives of several national American Muslim organizations, including CAIR, met with the State Department to discuss religious and political rights in Turkey.

2000: An Increased Political Presence

With a physical presence on Capitol Hill, CAIR broadened its role in American politics.

CAIR's new headquarters in Washington DC, located in the heart of Capitol Hill, marked the establishment of the American Muslim political presence in the nation's capitol. CAIR's new Leadership Training Center began providing training to community members on civil rights, political and media activism.

From its new headquarters, CAIR and other national American Muslim leaders called on presidential candidate George W. Bush to support the Secret Evidence Repeal Act (H.R. 2121). Governor Bush later criticized secret evidence and racial profiling against Muslims and Arabs.

During Ramadan, President Clinton invited CAIR to the White House where he said that

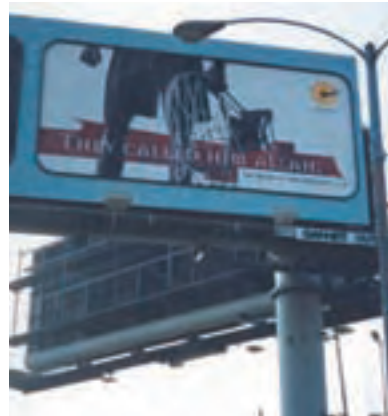
the world could learn much from Islam.

CAIR launched its largest official American Muslim voter registration drive by issuing its American Muslim Voter Registration Guide, prepared by CAIR's Research Center. As part of the American Muslim Political Coordinating Committee (AMPCC), CAIR and other prominent Islamic organizations mobilized a Muslim bloc vote that impacted election outcomes in several states.

2001: United We Stand

Faced with unforeseen challenges, CAIR reminded America that we are stronger when united.

The terrorist attacks of 9/11 were a defining moment for all Americans. Within minutes of the attacks, American Muslim organizations coordinated a national statement condemning the acts in unequivocal and categorical terms.



CAIR challenged an offensive billboard advertising Nike shoes

In response to CAIR's letter, Boeing Co., Bell Helicopter, Textron and the *National Journal* magazine apologized and retracted the ad.

Boeing wrote: “The CV-22 advertisement that appeared in the *National Journal* is clearly offensive, and did not proceed through the normal channels within Boeing before production.”

“We consider the ad offensive, regret its publication and apologize to those who like us are dismayed with its contents,” said Mary Foerster, Vice President of Boeing Integrated Defense Systems Communications.

Challenging Hate on the Airwaves

When a DC Radio host refused to apologize for his on-air Islamophobic comments, CAIR initiated a campaign against WMAL and the station's advertisers.

Radio host Michael Graham had stated on air that: 1. “Islam is a terrorist organization.” 2. “Islam is at war with America.” 3. “The problem is not extremism. The problem is Islam.” 4. “We are at war with a terrorist organization named Islam.” Other listeners said that Graham even encouraged a public “backlash” against Muslims.

After hundreds of complaints, WMAL finally decided to fire Graham because he refused to retract his anti-Islamic statements, make an on-air apology and conduct outreach efforts to the Muslim community and others who were offended.

Defending American Muslims' Civil Rights

CAIR was retained as legal counsel by Muslim workers of Somali heritage who walked off the job at a Dell, Inc. plant in Nashville, TN. The workers felt they were being forced to choose between their prayers and keeping their jobs.

After CAIR negotiated with Dell, workers were allowed to return, given back pay, and were provided with religious accommodation. The settlement also required managers to undergo further training on religious accommodation.

When a Muslim American received a credit card solicitation letter addressed to ‘Palestinian Bomber’, CAIR immediately called on JPMorgan Chase to investigate. The recipient, a 54-year-old American citizen, has lived in this country for 51 years and served in the United States Army.

In continuing its proactive stance, CAIR recently announced the “2005 Rosa Parks Civil Liberties Award Recipient,” to be offered in honor of Rosa Parks to students studying in fields that promote civil rights, social justice and conflict resolution.

Encouraging Civic Participation

In March, CAIR applauded a decision by the US to deny a visa to Narendra Modi, an Indian official accused of complicity in the massacre of Muslim civilians. Modi had been scheduled as a keynote speaker for the annual convention in Florida of the Asian American Hotel Owners Association.

Weeks before, CAIR and other groups joined forces to block Modi's entry, urging the Bush administration to deny his visa based on Section 604 of the International Religious Freedom Act making any foreign official who has engaged in “particularly severe violations of religious freedom” inadmissible to the US. Media reports indicate that US officials used that provision to revoke his visa, citing his role as Chief Minister of the Indian state of Gujarat during the 2002 anti-Muslim riots that left more than 1,000 dead.



CAIR names a scholarship after Rosa Park recognizing her fight against hate

CAIR NATIONAL HIGHLIGHTS (CONTINUED)

groups, leaders and institutions. The fatwa, released during a news conference at the National Press Club in Washington, D.C., states in part:

“Islam strictly condemns religious extremism and the use of violence against innocent lives. There is no justification in Islam for extremism or terrorism. Targeting civilians’ life and property through suicide bombings or any other method of attack is haram – or forbidden – and those who commit these barbaric acts are criminals, not martyrs ... In the light of the teachings of the Qur’an and Sunnah we clearly and strongly state: 1. All acts of terrorism targeting civilians are haram (forbidden) in Islam. 2. It is haram for a Muslim to cooperate with any individual or group that is involved in any act of terrorism or violence. 3. It is the civic and religious duty of Muslims to cooperate with law enforcement authorities to protect the lives of all civilians. We issue this fatwa following the guidance of our scripture, the Qur’an, and the teachings of our Prophet Muhammad – peace be upon him.”

CAIR also announced the release of its radio and television versions of CAIR’s 30-second “Not in the Name of Islam” public service announcement (PSA) in English, Arabic and Urdu. The PSA ties into CAIR’s “Not in the Name of Islam” online petition drive designed to disassociate the faith of Islam from the violent acts of a few Muslims. More than six million American TV viewers have already seen CAIR’s “Not in the Name of Islam” public service announcement.



“I Am an American Muslim” campaign showing Muslims’ diversity

CAIR’s 30-second PSA features American Muslims stating: “We often hear claims Muslims don’t condemn terrorism and that Islam condones violence. As Muslims, we want to state clearly that those who commit acts of terror in the name of Islam are betraying the teachings of the Quran and the Prophet Muhammad. We reject anyone of any faith who

commits such brutal acts and will not allow our faith to be hijacked by criminals. Islam is not about hatred and violence. It’s about peace and justice.”

Promoting an Accurate Image of Islam in the Media

Early this year, CAIR met with representatives of the Fox network and producers of the hit drama “24” to discuss concerns about the depiction of a “Muslim” family at the heart of a terror plot in that popular program.

CAIR was concerned that the portrayal of the family as a terrorist “sleeper cell” would cast suspicion over ordinary American Muslims and increase Islamophobia.



CAIR challenged Fox network’s drama “24”

At the meeting, which included CAIR and Muslim Public Affairs Council representatives, Fox officials agreed to distribute a CAIR public service announcement to network affiliates and ask that it be aired in proximity to “24.” Network officials also agreed to air a disclaimer stating that American Muslims reject terrorism. Fox’s disclaimer, read by actor Kiefer Sutherland, stated:

“Hi. My name is Kiefer Sutherland. And I play counter-terrorist agent Jack Bauer on Fox’s 24. I would like to take a moment to talk to you about something that I think is very important. Now while terrorism is obviously one of the most critical challenges facing our nation and the world, it is important to recognize that the American Muslim community stands firmly beside their fellow Americans in denouncing and resisting all forms of terrorism. So in watching 24, please, bear that in mind.”

When an ad in the *National Journal* depicted soldiers rappelling off an aircraft onto the roof of a building labeled “Muhammad’s Mosque” in Arabic, CAIR wrote to top officials of Boeing, Bell and Textron demanding that they withdraw the advertisement and investigate how it was approved for publication.

CAIR also placed a full-page ad in the Washington Post condemning terrorism. The ad read: “We at the Council on American-Islamic Relations (CAIR), along with the entire American Muslim community, are deeply saddened by the massive loss of life resulting from the tragic events of September 11th. American Muslims unequivocally condemn these vicious and cowardly acts of terrorism. Our thoughts and prayers are with the families, friends and loved ones of those who have been killed or injured. We also extend our gratitude to all the heroic firefighters, police officers and emergency medical workers who continue



“Explore Islamic Civilization and Culture” package sent to public libraries nationwide

to risk their lives in the ongoing rescue and relief efforts. We join with all Americans in calling for the swift apprehension and punishment of the perpetrators of these crimes. May we all stand together through these difficult

times to promote peace and love over violence and hate.”

On September 17, 2001, President Bush met with CAIR and other American Muslim leaders at a news conference held at the Islamic Center of Washington, D.C.

2002: Defining Our Future

In the wake of 9/11, CAIR helped American Muslims define their role in society.

The year following the 9/11 terrorist attacks proved to be a great challenge for our community. Civil right abuses, a wave of hate crimes, Islamophobic rhetoric and discrimination forced CAIR to defend its community on an unprecedented scale.

Complaints of rampant profiling prompted CAIR to meet with the Department of Transportation (DOT) over civil rights issues. One of the cases raised concerned a software consultant who was routinely delayed or prevented from flying due to his name, which matched that of a detainee being held in Guantanamo Bay, Cuba. At the DOT meeting, CAIR suggested ways to avoid profiling and stressed the need for sensitivity training of new federal airport security staff.

Later, when a Muslim high school student was forced by airline security guards at BWI Airport to remove her hijab, the President of Delta Air Lines apologized to her directly.

As controversy grew over the treatment of Muslims prisoners held at Guantanamo Bay, CAIR published *The Correctional Institution’s Guide to Islamic Religious Practices*, a booklet designed to sensitize correctional institutions to the religious needs of Muslim prisoners.

CAIR launched a national education initiative to counter anti-Muslim bigotry. The year-long campaign, called “Explore Islamic Civilization and Culture,” involved the distribution of books, videos and audio cassettes about Islam and Muslims to 16,000 public libraries nationwide.

2003: Faith in Action

CAIR continued to rely on Islamic principals of justice and equality to guide its work.

While CAIR continued fighting discrimination and the negative impact of certain post-9/11 policies, hate crimes and new forms of anti-Muslim rhetoric from public officials and media

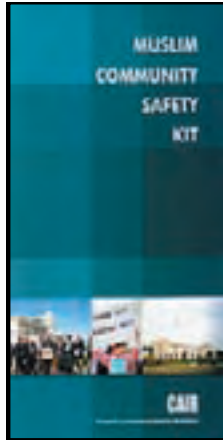
personalities required an even more proactive stance.

CAIR called on Republican leaders to condemn a walkout by two GOP legislators, Louis McMahan and Cary Condotta, during a Muslim prayer at the Washington State House. Condotta said he “wasn’t particularly interested” in the prayer. McMahan said: “It’s an issue of patriotism...The Islamic religion is so...part and parcel with the attack on America. I just didn’t want to be there, be a part of that...My god is not Mohammed.” CAIR stated that such divisive actions by elected leaders could only serve to divide the nation and increase ethnic and religious discrimination.

A North Carolina Congressman blamed CAIR for the failure of his 50-year marriage, claiming that the break-up stemmed from the stress of living near the Muslim civil rights group. CAIR viewed the incident as a direct byproduct of the continued campaign waged by neoconservatives to marginalize American Muslims. In response, CAIR filed a defamation lawsuit and called on national Republican leaders to repudiate such bigotry.

HISTORY OF CAIR-NATIONAL (CONTINUED)

CAIR called for the reassignment of a top U.S. general who said he was in “the army of God” and claimed Muslims worshipped an “idol.” Speaking in uniform to a Christian group, Boykin claimed “radical Islamists” hate America “because we’re a Christian nation, because our foundation and our roots are Judeo-Christian...and the enemy is a guy named Satan.” Our “spiritual enemy,” Boykin said, “will only be defeated if we come against them in the name of Jesus.” Boykin, the new deputy undersecretary of defense for intelligence, was assigned to track down Osama bin Laden, Saddam Hussein and other high-profile targets in the Muslim world.



Muslim Community Safety Kit

CAIR distributed a “Community Safety Kit” for American Muslims, Arab Americans and those perceived to be “Middle Eastern.” The kit offered proactive steps to protect against hate crimes, vandalism and bigotry and to secure basic legal rights.

2004: Building a Better America
CAIR celebrated 10 years of service and reflected on past lessons and visions of the future.

After 9/11, Americans realized they could no longer live in isolation. CAIR intensified its diplomatic efforts, including attending conferences overseas, meeting with U.S. officials and ambassa-



Online petition rejecting acts of violence against innocent lives

adors from around the world. CAIR participated in a Brookings Institute conference, entitled “U.S. Policy Toward the Islamic World.” Held in Qatar, the conference aimed at building positive relations between the U.S. and Muslim countries. Leading scholars and practitioners from around the world were invited to inform and shape the wider policy debate; among them was CAIR’s Executive Director Nihad Awad.

CAIR launched numerous campaigns to disassociate the faith of Islam from acts of violence. The “Not in the Name of Islam” online petition encouraged Muslims around the world to take a public stand against terrorism. To date, over 700,000 individuals and signatory organizations have signed the petition.

Another campaign, “Hate Hurts America” was designed to counter hate radio by encouraging Muslims to monitor the media for hate speech. The campaign was based on the pre-



“Islam in America” campaign to foster understanding of Islam

ise that media attacks on Islam are not only offensive they harm our nation by creating a downward spiral of interfaith mistrust and hostility.

CAIR also launched a television and radio public service announcement entitled “I am an American Muslim.” The PSA highlighted the Muslim community’s support for religious diversity and service

CAIR NATIONAL HIGHLIGHTS

In its 11th year, CAIR experienced tremendous growth and success. Defending the civil rights of American Muslims and advocating for their interests in the public square, CAIR continued to do what it does best but it took its struggle to another level.

CAIR hosted a conference to examine the causes and remedies of anti-Americanism and Islamophobia, two compelling phenomena that impact today’s world.



Panelists at CAIR’s “Islamophobia and Anti-Americanism Conference in Washington, D.C.”

CAIR helped coordinate the first ever US fatwa against terrorism and extremism. Issued by the Fiqh Council of North America, the fatwa was endorsed by more than 300 American Muslim groups, leaders and institutions.

CAIR continued to challenge hate and negative portrayals of Islam in the media and entertainment industry. Working with FOX, ABC and others, CAIR took proactive measures to balance media portrayals and encourage Muslims to enter the fields of writing, producing and acting.



KFI Radio Program ‘The John and Ken Show’ at Orange County Islamic Foundation with CAIR-LA

CAIR’s civil rights department documented more anti-Muslim incidents than ever and resolved many cases of discrimination and hate crimes. The data compiled goes into CAIR’s one-of-a-kind annual report on Muslim civil rights in America.

This is just a fraction of what we have achieved with your support. We invite you to read more about what CAIR accomplished in 2005.

Examining Key Issues in the World Today

In May, CAIR hosted its first annual conference, “Islamophobia and Anti-Americanism: Causes and Remedies,” in Washington, D.C. Over 300 people attended the conference which brought together scholars, researchers, religious leaders, and community activists to discuss the twin phenomena of growing anti-Muslim bigotry in the West and increasing anti-Americanism in the Islamic world. Speakers included: former Malaysian Deputy Prime Minister, Anwar Ibrahim; Amnesty International USA Board Chair, Chip Pitts; Gerald Michael Feierstein, US State Department’s Bureau of Near East Affairs; and Cherif Bassiouni, DePaul University law professor.

CAIR hosted a special keynote breakfast address by Seyyed Hossein Nasr, George Washington University Professor of Islamic Studies, on “Shias, Sunnis, and the Future of U.S. Relations with the Muslim World” at the Washington DC Press Club.

CAIR helped distribute the “Sister-Friendly Mosque Brochure,” a brochure designed to help promote the rights of Muslim women and improve their status at Islamic centers. CAIR also hosted a panel on “Muslim Women Leaders in Public Life.”

Making Clear Islam’s Stand on Terrorism

In July, CAIR offered its support for a fatwa, or Islamic religious ruling, against terrorism and extremism issued by the Fiqh Council of North America (FCNA) and endorsed by more than 300 U.S. Muslim



National Muslim scholars and leaders announcing the fatwa against terrorism and extremism