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“CAIR-FL, through your support, has become a model organization for people who look up to us as a beacon of hope, a beacon of justice. All we embody is the idea that being a Muslim or a friend of the Muslim community will naturally make you an ally to stand strong for justice, to stand strong for compassion, for peace, for equity, for humanity.”

-CAIR-FL Leadership
2020 was one for the books. A year no one saw coming subhan’Allah. Yet even amid the global Covid-19 pandemic and the unprecedented challenges it brought, CAIR-Florida and our team thrived. This year, we were able to expand services, improve our organizational processes and communications, streamline expenditures, and build capacity to support CAIR-Florida’s long-term sustainability.

By the grace of Allah (swt) we were able to keep all offices fully staffed and operational. While postponing in person events for the safety of our communities, the CAIR-FL team did not miss a single day of work, transitioning immediately following the pandemic to virtual offices, where we continued to modify how we reached the community with our programs and services.

Quickly adapting to the new virtual way of life, this shift provided us an opportunity to integrate digital strategies and solutions to our legal work, community outreach seminars, trainings, internal and external meetings, and even our banquets, as we eagerly awaited the chance to meet our friends and family in person, yet again.

As you will see in the following report, 2020 saw an increase in the support and services we provided to the community. These services ranged from legal guidance on how to interact with the impacts felt from Covid-19, new virtual programming including our groundbreaking Exposed series, and our largest get-out-the-vote election effort to date, in which we contacted over 115,000 Muslim voters in Florida, and so much more.

We could not have accomplished this without the support of our community. Your generosity enabled us to remain open, to serve the community during the entirety of the pandemic and answer the calls to action we received.

Thank you for your continued support. We look forward to continuing to educate, advocate and protect, defending the rights of Muslims for a safer and more inclusive state of Florida for all.

Sincerely,

The CAIR-Florida Team
Br. Khalid, President, Board of Directors
In 2020, CAIR-Florida’s attorneys worked on 670 legal consults and retained 173 cases regarding:

- Forceful removal of hijab
- USCIS applications for citizenship
- COVID-19 regulation exemptions
- Asylum, family petitions, naturalization, and visa extensions
### PRISONERS’ RIGHTS

“When I contacted CAIR-FL, I worked in a restaurant. I wanted my employer to provide a reasonable religious accommodation to pray in accordance with my Islamic beliefs and be treated with respect. After Human Resources granted the request, I was subjected to racial and religious discrimination by my manager and coordinators. My work environment became hostile, supervisors treated me differently, my schedule was arbitrarily changed, and reasonable religious accommodation was denied despite approval by HR. I experienced depression due to the emotional and mental abuse from my fellow employees.

CAIR-FL advocated for the union representative to address these issues and organized a meeting with Human Resources. I was moved to a more welcoming work environment that affords me a safe place and time to pray. Thank you CAIR-Florida for your help and support!”

### CITIZENSHIP

“I wanted to formally thank you for everything you helped me with during my citizenship process. I took oath after a long waiting period of almost 4.5 years. Your team, Bob Sichta, and his office, were a great help during this whole process. I told many friends about how CAIR-Florida helps people. You are doing such an amazing job Masha Allah. May Almighty Allah reward you here and hereafter.”

### EMPLOYMENT DISCRIMINATION

“Over several months, I received several letters from Capital One with the word ‘terrorist’ instead of ‘terrace’ written on the address. My wife and I were shocked. We tried to make excuses for this ‘accident’ and dealt with the emotional impact of being racially abused because of my apparent Muslim name. Disappointingly, Capital One and their customer excellence team did not identify this heinous error.

CAIR-FL immediately contacted Capital One’s highest administrative level about the discriminatory treatment. Thanks to your work, we received an apology, discipline for the responsible employee, and confirmation from Capital One the issue was investigated and administrative action was taken against the responsible employee.”

### DISCRIMINATION

A note of gratitude from the mother of an incarcerated inmate said:

“Thank you for everything you have done, and that’s an exceptional, awesome, and outstanding job. Especially your organization’s voice in regards to human beings within the prison system. I will always be grateful to you for all of your endeavors.”
EDUCATE

Highlights

KYR, Interfaith and Islam 101s

42 Events

Empowering Muslims through Kwon Your Rights trainings, fostering mutual respect and tolerance through interfaith activities, and providing the non-Muslim community with Islam 101 trainings.

Community Digital Resources

26 Informational Materials

Unique Guides, Videos, Infographics, Columns, and Materials developed around GOTV, 2020 Census and hate crimes.

Webinars and Community Events

67 Events

Virtual programming and events covering employment, immigration, student KYRs, telethons, and community appreciation dinners.
PROTECT Highlights

Legal Clinics/Tabling Events/Community Training

18 Events
Community outreach and events training to officials and institutions to provide legal guidance.

Legal Requests for Help

Prisoner’s Rights
155 Grievances/Requests
Calls to action, Chaplain inquiries, requests for halal food, educational materials, and support.

- 670 Calls for Assistance
- 448 Intakes Completed
- Retained 173 New Immigration and Civil Rights Cases
Advocate Highlights

Connecting with the Community

Over 100 Townhalls and Community Partner Meetings

- 110,000 Florida Muslim Voters Reached before the 2020 Elections
- 34K live calls
- Targeted Digital Marketing Campaign Reaching 35K people, making 243K digital impressions, with a click rate of 18%

Get Out The Vote and Get Out the Census

- 104K text messages sent
- Assembled a Team of 41 Election Volunteers
- Over 20 Elected Official and Candidate Meetings
In 2020, the programs and outreach team achieved:

- Our largest Get Out The Vote and Get Out the Census effort to date
- Elections Mobilization
  https://cairflorida.org/events-programs/electionempowerment
- Hosted Party at the Polls across the state impacting 2,000 voters
- Developed 35 Election and Census Educational resources

We produced the four-episode Exposed Series to expose civil rights abuses from political prisoners to police brutality. The episodes were seen by 11,969 viewers. Episodes highlighted the U.S. history of civil rights abuses. In one episode, Kairi Al-Amin spoke about his father, Jamil Al-Amin, a civil rights activist, who was on the FBI’s 10 Most Wanted list and is sentenced to life in prison without parole for murdering a deputy and wounding another officer, despite another man later confessing as the shooter. In April, Al-Amin was declined a retrial by the Supreme Court. Many people told us the Exposed Series shared stories they never knew about.

We are using this education to protect the community, and to advocate for systemic change.
https://cairflorida.org/events-programs/exposedseries
PROGRAMS & OUTREACH DEPARTMENT

CAIR-FL increased the public’s understanding of Islam by conducting 42 Islam 101, Interfaith & Know Your Rights trainings.

- Virtual Programming
- Townhalls
- Tablings at Community Events
- Interfaith and Racial Justice Programs
- Partner Meetings & Coalition Building
- Know Your Rights Trainings
- Islam 101 Trainings
- Educational Materials
1096 Foundations, plus individual donors and corporations provided *$1.5 BILLION to 39 Islamophobic Network Groups

ANTI-MUSLIM BIAS INCIDENTS:
1. Bullying
2. Attacking Mosques
3. Travel and Immigration Restrictions

TOTAL REVENUE OF ANTI-MUSLIM ORGANIZATIONS:
*Cumulative Total Revenue:
$1,483,010,000
this amount was compiled over three years (2014-2016)

2014 Total Revenue: $498,800,000
2015 Total Revenue: $452,939,000
2016 Total Revenue: $531,271,000

MOST EGREGIOUS ANTI-MUSLIM GROUPS
• ACT FOR AMERICA
• AMERICAN CENTER FOR LAW AND JUSTICE
• AMERICAN FREEDOM LAW CENTER
• CENTER FOR SECURITY POLICY
• GATESTONE INSTITUTE
• MIDDLE EAST FORUM
• INCLUDING MANY OTHERS

Source: Hijacked by Hate – CAIR Islamophobia Report 2019
2020 CAIR-FL TEAM

CAIR-FL Staff

Bilal Abdurraahid  
Executive Vice President

Hassan Shibly, Esq.  
Chief Executive Director

Thania Diaz Clevenger, Esq.  
Operations Director & Acting Civil Rights Director

Raniah El-Gendi  
Programs & Outreach Director

Wilfredo A. Ruiz, Esq.  
Communications Director

Taj Murphy, Esq.  
Civil Rights Attorney

Omar Saleh, Esq.  
Civil Rights Attorney

Robert Sichta, Esq.  
Immigration Attorney

Norma Henning, J.D.  
Government Affairs Coordinator

Hiba Rahim  
North Florida Regional Coordinator

Ahmed Khan, Esq.  
Southwest Florida Regional Coordinator

Lara Ghannam  
Central Florida Regional Coordinator

Nadim Modi  
Tampa Bay Regional Coordinator

AlaEldean Elmunaiier  
Law Clerk

Sarah Anderson  
Law Clerk

Shawn Shaikh  
Law Clerk

Silvia Nagi  
Civil Rights Coordinator

Nathaly Osorio-Rios  
Civil Rights Coordinator

Rania Ghonim  
Office Administrator

Begüm S. Becerik  
Communications Coordinator

Shari Akram  
Donor Relations Manager

Safiah Khan  
Office Manager

Interns & volunteers

Farres Bayyat

Raja Benchekeroun

Mary Ginchereau

Katherine Harris

Melisa Hussain

Hiba Ismail

Shaymaa Shwel

Matilde Velasco

Bisan Amireh

Mohammed Khan

Merle Abushanab

Intuitive Solutions Support Team

Tayyab Yunus  
Development

Cathy Lou Mondigo  
Development

Sergio Giraldo  
Development & Communications

Patricia Vicars  
Programs & Outreach

Ashley Furlong  
Programs & Outreach
## BUDGET OVERVIEW

### FUNDS RAISED

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
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<td>2019</td>
<td>$1,332,302</td>
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<td>2020</td>
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### EXPENSES

<table>
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<th>Category</th>
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<tr>
<td>Community Outreach &amp; Events</td>
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<td>Communications</td>
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<td>Administration</td>
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<td>Payroll Expenditures</td>
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<tr>
<td>Employee Benefits &amp; Other Expenses</td>
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<tr>
<td>Property, Rent, &amp; Building Maintenance</td>
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<td>Utilities</td>
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<td>Legal, Court, &amp; Professional Fees</td>
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<td>Office Supplies &amp; Equipment</td>
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<td>Travel</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$1,521,802</strong></td>
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MISSION

CAIR-Florida’s mission is to enhance an understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.

VISION

CAIR-Florida’s vision is to be a leading advocate for justice and mutual understanding.

TAMPA OFFICE
HEADQUARTERS

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TAMPA, FL 33617

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SUNRISE

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