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CAIR-Florida
in Action

Tampa Florida
South Florida
Central Florida
Northwest Florida
Southwest Florida
INTRODUCTION

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

OUR 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.

“Family separation and child detention is immoral and does not further the just administration of our immigration laws.”

Norma Henning, J.D.
CAIR-Florida Immigration Attorney
# CAIR-FLORIDA 2019 BUDGET OVERVIEW

## FUNDS RAISED

<table>
<thead>
<tr>
<th>Year</th>
<th>Funds Raised</th>
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</thead>
<tbody>
<tr>
<td>2015</td>
<td>$1,183,572</td>
</tr>
<tr>
<td>2016</td>
<td>$1,421,135</td>
</tr>
<tr>
<td>2017</td>
<td>$1,665,100</td>
</tr>
<tr>
<td>2018</td>
<td>$1,872,963</td>
</tr>
<tr>
<td>2019</td>
<td>$1,332,302</td>
</tr>
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</table>

## EXPENSES

<table>
<thead>
<tr>
<th>Department</th>
<th>Expenses</th>
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<tbody>
<tr>
<td>Legal Department</td>
<td>$325,813</td>
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<tr>
<td>Community Outreach &amp; Events Department</td>
<td>$255,667</td>
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<tr>
<td>Communications Department</td>
<td>$92,454</td>
</tr>
<tr>
<td>Administration</td>
<td>$248,699</td>
</tr>
<tr>
<td>Employee Benefits &amp; Other Expenses</td>
<td>$138,075</td>
</tr>
<tr>
<td>Property, Rent, &amp; Building Maintenance</td>
<td>$65,609</td>
</tr>
<tr>
<td>Utilities</td>
<td>$7,243</td>
</tr>
<tr>
<td>Legal, Court, &amp; Professional Fees</td>
<td>$36,649</td>
</tr>
<tr>
<td>Office Supplies &amp; Expenses</td>
<td>$33,568</td>
</tr>
<tr>
<td>Printing, Shipping, &amp; Postage</td>
<td>$5,125</td>
</tr>
<tr>
<td>Technology, Equipment &amp; Software</td>
<td>$49,968</td>
</tr>
<tr>
<td>Travel</td>
<td>$55,599</td>
</tr>
</tbody>
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**TOTAL** $1,314,470
CAIR-FLOIDA’S LEGAL DEPARTMENT: KEEPING YOU PROTECTED

1. 835 Calls for Service with 456 open cases.
2. Our relentless legal team of dedicated professionals worked tirelessly for those who needed naturalization petitions, family petitions, renewals of green cards, certificates of citizenship, asylum petitions, temporary protected status and DACA recipients.
3. The legal team has filed lawsuits for victims of discrimination, including challenging the government's profiling of the community that continues to subject them to harassment while traveling.

CAIR-FLOIDA’S COMMUNICATIONS DEPARTMENT: #HIGHIMPACT RESULTS IN 2019

13 CAIR-Florida team members were interviewed and appeared on local, national, and international media outlets including the New York Times, Miami Herald, CNN, CNN en Español, Telemundo, Univision, FOX, ABC, CBS, and NBC affiliates as well as several international media outlets from around the Globe.

CAIR-FL’s along with Executive Director’s combined social media subscribers and followers numbered nearly 100,000 making CAIR-Florida’s media presence one of the strongest among CAIR’s chapters.
CAIR-Florida events & trainings: keeping you well informed

13
Know Your Rights
Legal Trainings

50
Lectures/Panel

19
Jumu’ah Khutbahs

189
Community Partnership Events

144
Legal Clinics & Orientation Tablings

1
Safety & Security
Know Your Rights
Trainings

51
Events/Dinners/Banquets

10
Community Trainings

74
Elected Official Meetings

89
Law Enforcement Meetings

3
Voter Drives

48
Fundraising Events

11
Prison Visits & Advocacy

Highlights from our amazing community outreach & events teams

🌟 Southwest Florida Office: May 2019. CAIR-FL officially opened up our Southwest Florida office in Fort Myers and hired Ahmed Khan, Esq. as our Engagement Coordinator to represent the region thanks to the Southwest Florida Community Foundation.

🌟 HR Florida Conference: August 2019. Thania Diaz Clevenger, Esq., Civil Rights Director and Majda Rahmanovic, Community Planning & Development Director presented Islam 101 and Accommodations for Muslim Employees at the annual HR Florida Conference. The conference had thousands of HR professionals in attendance. This was the first time that the HR Florida Conference had a presentation focusing on Islam and Islamic practices.

🌟 International Association of Official Human Rights Agencies Conference: August 2019. Thania Diaz Clevenger, Esq. and our Community Partner, Paul Valenti, Pinellas County Office of Human Rights Director, moderated an interfaith panel entitled “Empowered and Undivided by Our Different Religious Beliefs with Orlando faith-based leaders:
- Rev. Ngan Ling Lung from the United Church of Christ
- Navtej Khalsa, Past President of Sikh Society of Central Florida, Inc.
- E. Louis Canter, OEF, Director, Pastoral Care of St. Joseph Catholic Church in Lakeland, FL
- CAIR-Florida’s Executive Committee Member, Imam Husman Bacchus from the Islamic Center of Clermont.

The conference had thousands of professionals in the human rights field attend from across the country and internationally.

#CAIRFlorida #StrongVoice #CivilRights #Islamophobia #HateCrimes #NoMuslimBanEver

833.CAIRFLA www.caifornia.org info@fl.cair.com CAIRFlorida @CAIRFlorida @CAIRFlorida CAIRFlorida
MESSAGE FROM CHIEF EXECUTIVE DIRECTOR

Targeted. Anxious. Fearful. Since the start of this President’s administration, American Muslims have expressed concern about our place in American society.

We watched anti-Muslim bias incidents become increasingly common. We watched Trump use his power and platform to spread a false narrative about, and encourage hatred toward, the Muslim community.

Though Trump and his administration have not backed down from their hate, neither has CAIR-Florida conceded. Even in the final days of his presidency, we continue our resistance of this administration’s policies and bias incidents committed by their supporters. Where hatred and discrimination persist, you will find CAIR-Florida standing strong on the front lines with those who were discriminated against and affected by hate.

Trump’s words have spurred the actions of people who were allegedly inspired by him. The charged suspect in the New Zealand attack in Christchurch in 2019 cited Trump “as a symbol of renewed white identity and common purpose.”

In 2019, we saw numerous homegrown hate crimes in Florida including the plot by Maryland resident, Eric Lin, to pay a man $10,000 to kidnap and beat up a Hispanic woman in Miami. Lin repeatedly vowed to kill every Hispanic person in Miami and was quoted saying “I thank god every day Donald John Trump is President and that he will launch a Racial War and Crusade to keep the N***rs, Sp**cs, and Muslims and any dangerous non-White or Ethnically or Culturally foreign group ‘In Line.’”

As our communications director, Wilfredo Amr Ruiz, stated at the time, “...We find President Trump’s divisive and racist rhetoric quoted as a common denominator for many of [the hate crimes]. We are afraid for our community’s safety and security. Our children attending schools don’t need to be afraid and neither should the worshipers attending prayers nor the families in their homes. We refuse to accept hate speech, xenophobia, and hate crimes as our new normal.”
While President Trump denies white nationalism is a rising global threat, the acting director of Homeland Security testified that white supremacist extremists in 2018-2019 were the most persistent and legal threat within domestic terrorism. CAIR-Florida is working to stamp out the hate and bigotry rooted in white nationalism by:

- Mounting legal challenges of the government’s profiling of the community
- Supporting immigrants who need naturalization petitions, family petitions, renewals of green cards, certificates of citizenship, asylum petitions, temporary protected status, and DACA recipients
- Answering 835 calls for services and opening 456 legal cases
- Providing more than $2 million of professional immigration and civil rights legal services

You might be surprised to know, that despite these widespread concerns, Muslim Americans are persistently optimistic. They are proud of their American identity, satisfied with the ways things are going in their own life, even if they are not satisfied with the direction of the country. Despite the hardships facing our communities, day in and day out, more than half of our brothers and sisters think Americans are generally friendly toward U.S. Muslims. This is due in part to the work that CAIR-Florida has been doing over the past 19 years to educate and take action, when action is needed.

Although we will see a new administration enter the White House in 2021, we know this fight is far from over. We appreciate your unwavering support in continuing the good fight for justice and equality.

Hassan Shibly, Esq.
Chief Executive Director
CAIR-Florida
COMMUNICATIONS DEPARTMENT

HIGH IMPACT RESULTS

SOCIAL MEDIA

SUBSCRIBERS AND FOLLOWERS

NUMBERED NEARLY 100,000

OVER $125 MILLION

WORTH OF

MEDIA APPEARANCES

13 CAIR-FLORIDA TEAM MEMBERS

INTERVIEWED AND APPEARED

ON LOCAL, NATIONAL, AND INTERNATIONAL

MEDIA OUTLETS
In November, we welcomed the U.S. District Court for the Southern District of Florida’s order dismissing a lawsuit filed by anti-Muslim, right-wing activist and alt-right commentator, Laura Loomer, against CAIR-Florida. Loomer used social media platforms like Twitter, Facebook, Instagram, PayPal, Lyft, Uber, and others to promote hate against the Muslim community. Loomer was banned from these social media platforms which she claims cut her income by 90% and quashed business opportunities. Because she was unable to financially benefit from selling Islamophobia to the masses, she sued CAIR-Florida, claiming we worked behind the scenes to have her banned from Twitter. Fortunately, the decision by U.S. District Judge Rodolfo Ruiz, ruled that Loomer failed to establish an actual business relationship with identifiable customers on Twitter. Furthermore, Judge Ruiz cited Loomer offered no proof of any wrongdoing by CAIR.

“...The complaint filed by Ms. Loomer can’t be mistaken for anything other than rantings of an individual’s irrational hatred of CAIR and Muslims.”

Omar Saleh, Esq.
CAIR-Florida Civil Rights Attorney
KNOW YOUR RIGHTS TOUR

As American Muslims, we are entitled to the same rights as every other law-abiding citizen by our Constitution. With that said, it is our obligation to know our rights and to stand up against discrimination of any kind. Now more than ever, it is important for you to attend one of our “Know Your Rights” sessions and to contact CAIR-Florida if you are ever faced with racism or discrimination. In 2019, we led Know Your Rights sessions on your rights as an employee, student, immigrant, woman, when contacted by law enforcement, workplace discrimination, hate crimes, and as a traveler. We provide free Know Your Rights workshops for local communities and encourage individuals to file a complaint if they feel their rights have been violated.

STATEWIDE HOTLINE LAUNCH

In March 2019, CAIR-Florida launched a statewide hotline, 833-CAIRFLA, with assistance in Spanish, English, and Arabic for individuals dealing with discrimination from another person, state official, state entity, or business/employer.

SAFETY AND SECURITY

The Muslim community is highly concerned, not to the extreme of considering forgoing its Ramadan rituals, but convinced that it has to take decisive measures for its personal security. Sadly, the situation in Florida is not very good or comfortable. The bomb threats, the harassment, the hate crimes and incidents are always present.

In 2019, 100+ mosques reported participating in active shooter training in recent years and mosques, schools, and Islamic centers strengthened their surveillance systems, hired more police officers, and adopted other security measures for Ramadan.

CAIR-FLORIDA SOUTHWEST OFFICE OPEN HOUSE

Thanks in part to the Southwest Florida Community Foundation Community Impact and Immigration Programs grant award and the Gulf Coast Muslim community, CAIR-Florida opened an office in Fort Myers, our fifth in the state. Through education, community outreach, legal services, and advocacy, CAIR-Florida is working tirelessly to make Southwest Florida a place where children of all people regardless of race or religion can grow up proud of who they are without fear of discrimination or harassment.
#RepealTheMuslimBan

To mark the two-year anniversary of the Trump administration’s discriminatory “Muslim Ban” executive order, CAIR-Florida called on all Americans to urge their elected members of Congress to support legislation that would either:

1) #RepealTheBan
2) De-fund the order, or
3) Enhance the rights of travelers entering the United States.

#RiseForRefuge

The Trump administration is dismantling the U.S. asylum system and targeting the refugee resettlement program. CAIR-Florida, the Florida Immigrant Coalition (FLIC), and others joined in a national day of action demanding Congress stop the attacks on asylum policies and immediately restore refugee resettlement policies to historic norms. We denounced the administration’s anti-immigrant policies in Florida and ICE raids occurring around the country, which are resulting in more immigrant family separations and communities living in fear.
ENDING FAMILY SEPARATION + CHILD DETENTION

Witness Homestead vigil denounces immigration policies

During the “zero tolerance” immigration policy of President Trump in 2018, at least 55 child migrants, separated from their families were sent to the Homestead center. The children held at the detention center undergo “prison-like” regimens and may have sustained psychological damage from being away from their families.

Lights for Liberty Vigils in Homestead, Fort Myers, Tampa, and Orlando

Our team members linked with thousands of parents and allies to protest and pray to stop human rights abuses that result in family separation and child detention.
In Their Footsteps: An American Muslim Civil Rights Journey

The documentary and discussion sessions explored African Americans’ and American Muslims’ past and present racial injustices.

Faith Perspectives on Refuge Seekers

Wilfredo Ruiz participated in a panel with fellow faith leaders to explore ideas and act upon conclusions about issues facing asylum seekers, immigrants, and their families.

Covered Girl Challenge

CAIR-Florida co-sponsored NOVA Southeastern University’s Covered Girl Challenge for World Hijab Day.

Donna Nevel, a community psychologist and educator, organizes, teaches, and writes on Islamophobia and anti-Arab racism, on Israel and Palestine, and on public education. She is a co-founder of Jews Against Anti-Muslim Racism and coordinating team member of Facing the Nakba project. She was a co-founder of Jews for Racial and Economic Justice and the Center for Immigrant Families and its Project to End Segregation in Our Public Schools. Donna’s long-term commitment to being on the first line of defense for immigrant communities, the Palestinian people, and the broader Muslim community is why we were proud to award her the 2019 Fighting for Justice Award. She and JVP continue to stand firm against racism, Islamophobia, anti-Semitism, and social injustices.

FIGHTING FOR JUSTICE AWARD

AWARDED TO DONNA NEVEL

WITH JEWISH VOICE FOR PEACE
America’s founding fathers, most notably Thomas Jefferson who owned a copy of the Quran, explicitly sought to include Islam as they established the principles of religious liberty. However, it would not be until 1962 (Fulwood v. Clemmer) that prisoners were provided the right to practice Islam. It took decades for other institutions to follow suit.

CAIR-Florida regularly deals with a lack of understanding about Islam and the specific needs of Muslim inmates from prison administrators. Because of this limited understanding, inmates’ constitutional rights to equal protection and guarantee of religious freedom are routinely violated. At CAIR-Florida we prioritize communication, education, and training to proactively thwart potential grievances and civil rights violations. We work with detention centers and law enforcement officers throughout the state to educate officers on religious practices, cultural differences, and necessary accommodations for Muslim detainees.

**LED 89 LAW ENFORCEMENT TRAINING PROGRAMS, TWICE A WEEK, FOR HILLSBOROUGH COUNTY SHERIFF’S OFFICE AND 5,000 CORRECTIONS OFFICERS**
ANTI-MUSLIM HATE CRIMES

Anti-Muslim assaults reported to the FBI from 2000-2018
- Includes simple and aggravated assaults

FBI Hate Crime Statistics for 2018

Of the 1,617 victims of anti-religious hate crimes 14.6% (236) were victims of anti-Islamic/Muslim bias.

Increase of Hate Crimes Year over Year

Increase of 67% (2014-2015)
Increase of 44% (2015-2016)

Source: FBI.gov
(Hate crimes include crimes against persons, intimidation and simple or aggravated assaults, as well as crimes against property, such as destruction or damage/vandalism, larceny/theft, robbery, burglary, or arson)

U.S. GOVERNMENT’S TERRORIST WATCH LIST VIOLATES THE CONSTITUTION

As of June 2017, approximately 1.16 million people, including 4,600 Americans, were included in the watchlist. The list, also known as the Terrorist Screening Database, is maintained by the FBI and shared with a variety of federal agencies.

In April 2019, Chief Executive Director for CAIR-Florida, Hassan Shibly, questioned the constitutionality of the government’s use of a federal terrorist watchlist, as one of 23 plaintiffs on CAIR’s lawsuit on the watchlist. The suit exposed unknown details about the list and how it is disseminated, particularly since more than 50 private entities are given access to the list that are described as “law enforcement adjacent” even though they include university security, railway companies, and animal welfare organizations.

Hassan shared that “since I was 18 years old, I’ve personally been stopped over two dozen times, including being placed in handcuffs, asked about my religious practices and subjected to extremely humiliating treatments at the hands of federal officers who have treated me like a second-class citizen on account of my faith.”

In September, District Judge Anthony Trenga in Virginia, granted summary judgement to nearly two dozen Muslim U.S. citizens who challenged the watchlist. Trenga ruled that the watchlist violates the constitutional rights of those placed on it and the concerns about erroneous placement on the list are legitimate.
2019 FLORIDA CAPITOL DAY

On April 10th the CAIR-Florida team met with your elected officials at the Florida Capitol in Tallahassee. Staff from our offices in South Florida, Tampa, Orlando, and Panama City met with dozens of Representatives, Senators, and their staff about issues directly affecting our community such as ‘Study of Bible and Religion in Public Schools’, ‘Federal Immigration Enforcement’, ‘Discrimination in Florida Public Education System’, ‘Voting Rights Restoration’ and others. Thanks to your support, CAIR-Florida continues to amplify your voice, stands strong against religious discrimination in Florida, and protects immigrants.

2019 NATIONAL MUSLIM ADVOCACY DAY

In April, CAIR-Florida joined CAIR and other national and local Muslim organizations to meet with more than 250 elected officials and congressional staffers in Washington, D.C. Muslim delegates met with a third of the House of Representatives and almost half of the Senate.

In the House, delegates urged Congress to co-sponsor and support Rep. Judy Chu’s House Resolution 276, recognizing the history of American Muslims and their contributions to our nation. Other legislative measures included:

• Repeal the Muslim Ban
• Support Immigration Reform
• Support Human Rights for Muslims Worldwide
• Support Reforming Bank De-Risking Practices
On December 19th, a federal judge at the U. S. District Court for the Middle District of Florida, sentenced David Allen Boileau to one year of supervised probation for interfering with the victim’s housing rights. The judge disregarded the prosecutor’s recommendation that the sentence include jail time, the use of a monitoring device, and an extended period of supervised probation.

Boileau was accused of threatening, harassing, and intimidating his neighbor because of her Muslim faith and Iraqi origin. Following the harassment, the victim, Rana Al-Hakeem, said she quit wearing a hijab, quit a teaching job at a local Islamic school for fear of attracting unwanted attention, and her children were afraid to stay in their home. Rana told the judge, “My family and I deserve protection of the law no matter what religion we practice,” she said. “I never thought in a free country my religion would affect my life and my neighbors’ lives in a negative way.”

Before sentencing, CAIR-Florida hoped the sentence would send a strong message to anyone considering harassing or intimidating members of Muslim communities or any other ethnic or religious minority. Unfortunately, there is a disconnect of the judiciary with the gravity and consequences that crimes like this have on families who belong to religious and ethnic minorities. A sentence of only one-year probation missed the deterrence and rehabilitation purposes of our justice system.

“At a time when Americans are increasingly targeted with violence and intimidation because of their faith, the Florida legislature urgently needs to consider hate crimes enhancement legislation to protect all religious, racial and ethnic minorities. This family is still scared, particularly since the offender had previously violated court orders.”

Norma Henning, J.D.

CAIR-Florida Immigration Attorney
CAIR-Florida Staff

Hassan Shibly, Esq.
Chief Executive Director

Bilal Abdurrahisd
Executive Vice-President

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

Majda Rahmanovic
Community Planning & Development Director

Wilfredo A. Ruiz, Esq.
Communications Director

Nadim Modi
Community Outreach & Events Coordinator

Amatullah Muhammad
Community Outreach & Events Coordinator

Sarah Anderson
Law Clerk

Omar Saleh, Esq.
Civil Rights Attorney

Yusuf Nganga
Community Outreach & Events Coordinator

Safia Khan
Office Manager

Shari Akram
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Norma Henning, J.D.
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Taj Murphy, Esq.
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Begüm S. Becerik
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Lara Ghannam
Law Clerk

Hiba Rahim
North Florida Regional Coordinator

Ahmed Khan, Esq.
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Noor Altawan
Huda Awan
Alexander Bejaran Estevez
Jheanell Clacken
AlaEldean Elmunaer
Mehreen Tariq
Merle Abushanab
Azmatullah Mustahsan
Khalafallah Osman
Naomi Robertson

Mariam Tabrez
AbdulRahman Fayyad
Anum Shakir
Zahra Abouzeid
Natallia Chong
Farha Ahmed
Mary Ginchereaux

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