



4th Annual
CAIR MN
Banquet

Carrying the Legacy:
Advancing with Confidence

Saturday, February 26, 2011
Crowne Plaza Hotel - Minneapolis, MN

10/29

Department of
Homeland Security
Roundtable

07

3rd Annual Banquet

19

"Media Training"
University of
Minnesota



A LETTER FROM THE CHAIRWOMAN

Asalaamu Alaikum. Peace be with you.

Welcome to CAIR-MN's 4th Annual Banquet! We are eager to have you join us to celebrate the community's successes, listen to inspiring speakers, and show support for CAIR-Minnesota's work.

At this important time in history, CAIR-Minnesota is working tirelessly to build bridges of understanding, educate people of all faiths about Islam and the Muslim community, give a voice to American Muslims, and work for justice.

This week marks the 46th anniversary of the assassination of Malcolm X Shabazz. Today is a celebration of his life and his great legacy. We are truly honored to have with us his eldest daughter, Ambassador Attallah Shabazz, who in her mission to carry out her father's legacy has created her own in the process.

We are also honored to have joining us Congressman Keith Ellison, a current-day civil rights hero for all Americans.

Lastly, no words can do justice in thanking the amazing group of dedicated and talented people that make up this organization - board, staff, advisors, interns and volunteers - who have proven to me that all it takes is a few strong individuals to change the world for the better.

Thank you for your support over the past four years and for demonstrating that support today with your presence.

Sincerely,

Asma Lori Saroya

CAIR-Minnesota Co-Founder and Board Chair

DECEMBER '09

04
MDHR
Human Rights Day
Presentation

05
"Know Your Rights"
Al-Amal School

21
Minnesota Public
Radio Meeting



ABOUT CAIR-MN

The Council on American-Islamic Relations (CAIR) is a nonprofit 501(c)(3), grassroots civil rights and advocacy group. CAIR is America's largest Islamic civil liberties group, with thirty-five regional offices nationwide and in Canada. The national headquarters is located on Capitol Hill in Washington D.C.

The Minnesota chapter of CAIR was revitalized in 2007 to address the discrimination of the unique Muslim population here in the Midwest. From restrictions placed on Muslims to practice their religion freely in the workplace to religious profiling and discrimination stemming from a lack of understanding of Islam, the need for CAIR in Minnesota was great.

CAIR-MN is the state's only Muslim civil rights organization, and the demand for its services has grown tremendously. The civil rights caseload grew from just five cases in 2007 to 114 in 2010.

Since its establishment in 1994, CAIR has worked to promote a positive image of Islam and Muslims in America. Through media relations, government relations, education and advocacy, CAIR puts forth an Islamic perspective to ensure the Muslim voice is represented. In offering this perspective, CAIR seeks to empower the American Muslim community and encourage their participation in the political process, media, and social activism.

In short, CAIR-MN strives to ensure that Muslims have the same rights that all Americans have fought so hard to earn.

For more information on CAIR-Minnesota and to become a member, please visit www.cairmn.com

CAIR-MN
09-'10
TIMELINE
of EVENTS

JANUARY '10

13
Hennepin County
Diversity Panel on
"Religious Bigotry"

26
St. Cloud
Townhall on
Anti-Muslim Hate

09
St. Cloud Schools
Support Staff Training

FEBRUARY '10

13
"Know Your Rights"
Training in
St. Cloud

18
Walmart Training

KEYNOTE SPEAKER: AMBASSADOR ATTALLAH SHABAZZ



Ambassador Attallah Shabazz is one of today's most sought after and captivating keynote speakers, who has spoken throughout the United States, Europe, Africa, Central America, and the Caribbean. A producer, writer, and diplomat, she has spent more than 35 years traveling the world, and has been hailed by executive forums, diplomatic networks, universities, conferences, and self-help organizations as a dynamic, inspirational voice who motivates and encourages the young and mature alike to appreciate diverse cultural traditions and to respect humanity

Raised in Westchester County, N.Y., Shabazz is the eldest of six daughters born to Dr. Betty Shabazz and Malcolm X Shabazz. She graduated from the United Nations International School and entered Briarcliff College, majoring in international law with a minor in English.

Appointed as Ambassador-at-Large by the Prime Minister of Belize, she is an advisor on International Cultural Affairs and Project Development. She is the founder of The Pilgrimage Foundation, Tapestry Bridge, Legacy Inc., and the Malcolm X Shabazz Birthplace and Foundation.

Shabazz's hope is to motivate and inspire people to have a better understanding of their history, the world around them, and their constructive place in it. Thus to encourage a positive self-concept, she affirms, "It is within you to be ALL that your dreams imagine."

CONGRESSMAN KEITH ELLISON



Keith Ellison has represented the Fifth Congressional District of Minnesota in the U.S. House of Representatives since taking office on January 4, 2007. His priorities in Congress are: promoting peace, prosperity for working families, environmental sustainability, and civil and human rights

Ellison was elected as co-chair of the Congressional Progressive Caucus for the 112th Congress. Working together with other members of the Caucus, Ellison helped shape historic Health Care Reform and Wall Street Reform, raise the federal minimum wage, start the process to end the War in Iraq, strengthen veterans' benefits, combat hate crimes, and create guarantees of pay equality for women.

Ellison currently serves on the Financial Services Committee. He previously served on the House Judiciary Committee and the House Committee on Foreign Affairs.

Ellison was born and raised in Detroit, Michigan. He moved to Minnesota in 1987 to attend the University of Minnesota Law School, where he earned his law degree in 1990. Ellison is the proud father of four children.

MARCH '10

04

Minnesota Council
for Social Studies
Presentation

11

Walmart Training

23

Co-Sponsorship
of Muslim Day
on the Hill

01

American Muslim
Panel
Macalester College

APRIL '10

03

Leadership Briefing:
CBP

11

"Know Your Rights"
Anjuman -e- Asghari



BANQUET PROGRAM

- 6:00 Silent Auction Begins
- 6:30 Welcoming Remarks
Dr. Tamim Saidi, Master of Ceremonies
- 6:40 Qur'an Recitation
Dr. Ahmad Fahmy
- 6:45 CAIR-MN Presentation
Zahra Aljabri, Esq. Assistant Civil Rights Director
- 7:00 Dinner
- 7:30 Video Presentation
- 7:40 2011 *Courage Awards* Presentation
Asma Lori Saroya & Kashif Saroya, CAIR-MN Board
- 7:45 Introductory Remarks
Congressman Keith Ellison
- 8:00 Keynote Address
Ambassador Attallah Shabazz
- 8:30 "Meet the Speaker" Networking Social
- 9:30 Program Close

2011 COURAGE AWARDS: AHMED SAID & NIMO WARFA



Ahmed Said has been living in the United States since 2001. He has worked at Electrolux for nearly 10 years and serves as his shift Union Steward, giving a voice to hundreds of non-English speaking Somali employees. He lives with his wife and daughter in Saint Cloud, Minnesota. He is currently pursuing an English degree at Technical and Community College in Saint Cloud. In his free time, he enjoys reading literature. He also enjoys reading and composing poetry.



Nimo Warfa is currently a senior at Apollo High School. She enjoys reading and writing and has written a book reflecting on the struggles in her homeland, the Ogaden region. Warfa believes strongly in equality and justice. Her role model is Prophet Muhammad, peace be upon him, whom she loves, cherishes and uses his teachings in her own life as much as possible.

20
Walmart Training

22
National Crimes
Victims Week
Resource Fair

04
Downtown Professionals'
Presentation

CIVIL RIGHTS CASES



We work hard to advocate on behalf of community members experiencing discrimination and remedy cases to fair and just resolutions. Cases range from employment, public accommodation and education discrimination, to hate crimes and government religious/racial profiling. Below are just a few of the cases we've taken on this year:

CAIR-MN Resolves Workplace Ramadan Accommodations for 300 Muslims

Employees at a large manufacturer of household appliances, Electrolux, contacted CAIR-MN after seven months of failed negotiations seeking accommodations to allow Muslims to break their fast on time during the holy month of Ramadan. CAIR-MN, working with the Equal Employment Opportunity Commission, was able to negotiate appropriate accommodations for 300 Muslims within three weeks.

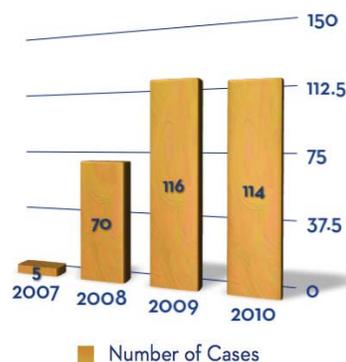
CAIR-MN Receives Probable Cause Finding of Discrimination

A Muslim woman went into the Hennepin Government Center for services and was provided a cubicle to pray in by an employee when it was time for the Muslim prayer. While praying, she was physically and verbally assaulted by another employee, then escorted off the premises by a security guard. CAIR-MN filed a complaint with the Minnesota Department of Human Rights, which resulted in a probable cause finding of discrimination. The case is currently in the settlement negotiation phase.

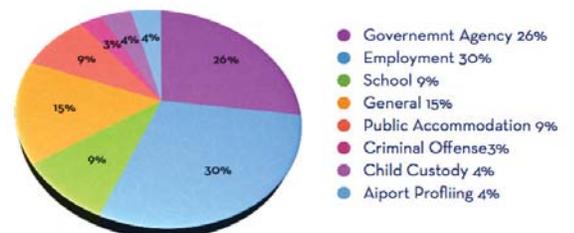
CAIR-MN Calls on Delta Airlines to Investigate Religious Profiling Incidents

In September 2010, four Muslim men were escorted off a Delta flight when it landed at the Minneapolis-St. Paul International Airport (MSP). A flight attendant had reported suspicious behavior after one of the men dropped a pen while filling out a customs form and bent down to pick it up. CAIR-MN called on Delta to review its policies on what constitutes suspicious behavior and is filing a complaint with the Minnesota Department of Human Rights.

The number of cases handled by CAIR-MN has risen significantly over four years of operation.



The types of cases received in 2010 consist mainly of law enforcement and employment issues.



07
“Know Your Rights”
Mankato Masjid

23
Pro Staff Temp
Agency
Diversity Training

25
“Know Your Rights”
Somali Youth
Convention

CIVIL RIGHTS ACTIVITIES



Increasing the understanding of Islam helps us ensure that Muslims' rights are upheld in the workplace, at the airport, and other public arenas. As you can see from our timeline above, a full schedule of trainings for people on both sides of the table kept us busy this year. CAIR-MN assures Muslims and non-Muslims understand their obligations and responsibilities under the law. Here are just a few highlights:

CAIR-MN Hosts Second Annual 'Positive Interactions' Employer Training

25 metro-area Human Resources representatives and managers attended a five-hour workshop training employers on religious beliefs, customs and practices, and obligations to religiously accommodate employees under federal, state, and local laws. The session included Somali cultural nuances and break-out sessions focusing on creative resolutions to industry conflicts.

CAIR-MN Publishes Charitable Giving Guidelines

After grand jury indictments were handed out to Muslims who provided charity overseas, CAIR-MN published a handout to provide greater understanding for the best methods of charitable giving.

CAIR-MN Presents Continuing Legal Education (CLE) to Attorneys

CAIR-MN presented a CLE through the Minnesota Bar Association to over 75 attorneys and managers. The CLE provided participants with information and resources when addressing workplace religious accommodation issues; addressing the basics of Islam and Muslims and highlighting common practices that take place at work. In addition, it discussed the legal obligations of both employees and employers when it comes to religious accommodation in the workplace.

CAIR-MN Meets with U.S. Customs and Border Protection (CBP)

CAIR-MN meets quarterly with CBP as an effort to build ongoing relationships between the Muslim community and different government and security agencies that work in the Minneapolis-St. Paul International Airport. The goal is to proactively facilitate communication, avoid cultural misunderstandings, establish a direct route for discrimination complaints, and discuss ways to educate travelers on ways to travel safely and efficiently.

CAIR-MN
09-'10
TIMELINE
of EVENTS

JUNE '10

6
Parkview Training

15
DEEDS Training

20
"Know Your Rights"
Abu Bakr As-Siddiq
Islamic Center
Convention

22
CLE to Attorneys

MEDIA COVERAGE



CAIR-MN actively engages with the media to ensure that a fair and accurate portrayal of Islam and Muslims is presented to the American public through media appearances, press conferences, opinion editorials and letters to the editor. Moreover, CAIR-MN's staff monitors local media with the aim of reinforcing positive representations of Muslims. **In 2010, CAIR-MN was featured or quoted in over 115 reports from national, local and ethnic media outlets.** This was a more than 50% increase in media coverage from 2009.

Some 2010 Media Quotes:

U.S. Department of Education to look into complaints from St. Cloud students St. Cloud Times, 05/26/2010

"Our goal is to ensure a safe and healthy environment for all students. Decades after the beginning of the civil rights movement, no student should be constantly subjected to racial slurs or harassment at school."

- Taneza Islam, CAIR-MN Civil Rights Director

CAIR asks FBI to investigate St. Cloud anti-Somali vandalism

Minnesota Public Radio, 07/09/2010

"It's intimidation. It's harassment. Writing 'Go Home' on somebody's business clearly is sending the message that you're not welcome here....there is racial and religious bigotry involved here."

- A. Lori Saroya, CAIR-MN Chair

Electrolux, Muslim workers settle dispute over Ramadan

Minnesota Public Radio, 08/06/2010

"The negotiation process was an amazing experience, it sends the message that we live in a country of laws. And whenever we disagree, when we go to the law, justice will be found."

- Ahmed Said, Electrolux Employee and CAIR-MN Client

Somali-Americans worry about how to help their loved ones in Somalia

Madasha, 09/02/2010

"The law is clear and strict- if you send any amount of funds or goods that end up going to a person or organization designated by the U.S. as a terrorist organization, you could be charged with supporting a terrorist organization."

- Zahra M. Aljabri, CAIR-MN Assistant Civil Rights Director

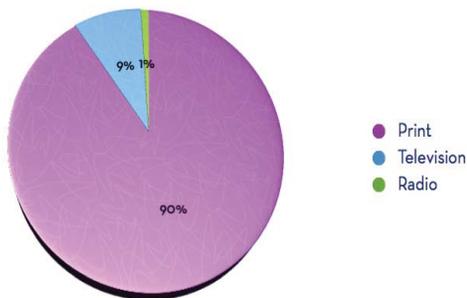
Muslim group wants Delta investigation of religious profiling claims

Minneapolis/St. Paul Business Journal, 10/20/2010

"Wearing 'Muslim clothing,' using the restroom or picking up a dropped pen seem to have become pretexts for religious and ethnic profiling. We believe these incidents are based on stereotyping that targets Muslim passengers and those perceived to be Muslim."

- Taneza Islam, CAIR-MN Civil Rights Director

CAIR-MN 2010 Media Coverage



14
Walmart Training

27
Advisory Board
Briefing

31
Leadership Briefing:
Media

MEDIA CAMPAIGNS



We are your neighbors. We are natives and immigrants. We are educated, skilled, and working hard to achieve the American Dream. **We are a part of America's history and future.** We are doctors, teachers, lawyers, community activists, athletes, elected officials, taxi drivers, service workers, police officers, and business owners.

We are American. We are Muslim.



Council on American-Islamic Relations
www.cairmn.com

Engaging the media in discussions about working with the Muslim community helps to create an environment where fair and balanced journalism can thrive. Educating Muslims on working with the media empowers the Muslim community to assert their rights and respond with confidence when met with requests for interviews on issues important to them. Below are a few of the 2010 campaigns aimed at bridging the divide between Minnesota Muslims and the media:

CAIR-MN Ad Campaign Reaches Thousands

CAIR-MN published its new “We are American. We are Muslim” advertisement in several Minnesota newspapers, including the St. Cloud Times and Mankato Free Press. The campaign was in response to an anti-Islam advertisement, headlined “Does the Islamic Religion Represent a Threat to America,” published in the St. Cloud Times. The CAIR-MN advertisement stated: “We are your neighbors. We are natives and immigrants. We are educated, skilled, and working hard to achieve the American Dream. We are a part of America’s history and future. We are doctors, teachers, lawyers, community activists, athletes, elected officials, taxi drivers, service workers, police officers, and business owners. We are American. We are Muslim.”

CAIR-MN Hosts Community-wide Media Trainings

For the first year, CAIR-MN led its own media trainings in the community after being trained by CAIR National Communications Director Ibrahim Hooper. The media trainings teach participants on the basics of media relations, such as how to publicize their events, respond to negative press, and build relationships with media professionals. In 2010, CAIR-MN media trainings were held at the University of Minnesota and at the Al Aqsa Conference. CAIR-MN also assisted several local mosques and Muslim organizations with writing and submitting press releases and getting media coverage for their events.

CAIR-MN Organizes Coalition to Ask Gov. to Retract Statement in Media

After Governor Tim Pawlenty was quoted in the media opposing the construction of a mosque near Ground Zero because “we shouldn’t have images or activities that degrade or disrespect that in any way,” CAIR-MN organized a coalition of community leaders to issue a joint statement. The statement urged Governor Pawlenty to uphold religious freedom and refrain from collective guilt. It was issued by: Center for Somali Solutions; CAIR-MN; Dar Al Hijrah; EngageMN; Islamic Circle of North America-MN Chapter; Islamic Resource Group; Jafari Islamic Center; Masjid An-Nur; Northwest Islamic Community Center; Sisters Need a Place; Somali Action Alliance; Somali American Community; Somali Community Link; and Tawfiq Islamic Center.

CAIR PSA Campaign Challenges Growing Islamophobia

CAIR-MN participated in a national public service announcement (PSA) campaign, featuring Muslim 9/11 first responders, designed to challenge the growing anti-Muslim bigotry in American society. Three PSAs were distributed nationally; two with the theme “9/11 happened to us all.” The third PSA features Muslim, Jewish and Christian leaders describing the “golden rule” as expressed by their respective faiths -- and ends with the phrase, “We have more in common than we think.” That PSA is designed to show the commonalities between faiths and to challenge those who would divide America along religious lines.

4
Multi-Industry
Employer
Diversity Training

20
4th Annual
Ramadan Dinner

10
"Know Your Rights"
for Activists

OUTREACH



Our outreach activities tie together CAIR-MN's mission and vision. From bringing community members to the table with elected officials to educating Muslims throughout MN on the services CAIR-MN provides—and the rights Americans have—we're advancing our mission while finding out what issues affect everyday Minnesota Muslims. We have reached many communities in 2010 and plan to increase our efforts for 2011. Below are a few of this year's events.

CAIR-MN Holds St. Cloud Town Hall on Anti-Muslim Hate

CAIR-MN organized a community town hall meeting in St. Cloud in response to the growing anti-Muslim hate in the city. More than 300 community members attended the meeting, held in city hall. Speakers included community leaders, including the mayor, city attorney, chief of police, St. Cloud State University president, and the coordinator for the St. Cloud Human Rights Office. An open discussion was held after the speakers gave their presentations. The moderator of the program was CAIR-MN Outreach Director Kashif Saroya.

CAIR-MN Hosts Leadership Briefings with Muslim Community Leaders

Local Muslim leaders were invited to several leadership briefings throughout the year, focusing on issues that affect the community. Briefings included a media training with Fox9 Assistant Producer Maggie Habashy; a discussion on new travel guidelines led by Customs and Border Protection Assistant Port Director Kathy Koetz; and a seminar on charitable giving with U.S. Attorney for the District of Minnesota B. Todd Jones. Over forty Muslim organizations were represented.

CAIR-MN Hosts Civil Rights Networking Lunch

The lunch and networking opportunity brought together several civil rights and community organizations in St. Cloud, including the St. Cloud Islamic Center, Create Community, Great River Interfaith Partnership, Center for Service-Learning and Social Change, St. Cloud Area Somali Women's Association, National Asian Pacific American Women's Forum- St. Cloud Chapter, NAACP- St. Cloud., and others. The event introduced leaders to CAIR-MN's work and educated them on civil rights issues in the Muslim community, while creating partnerships for future collaboration.

CAIR-MN Helps Coordinate Muslim Leaders Dinner in Minneapolis

CAIR-MN helped coordinate an outreach dinner hosted by Minneapolis Mayor R.T. Rybak and City Councilmembers for Muslim community leaders. The dinner was organized in response to a Florida pastor's plan to burn the Qur'an and other anti-Muslim hate incidents. More than 60 leaders of local Muslim organizations were represented at the gathering. CAIR-MN provided an overview of the current status of Muslims in Minnesota and addressed incidents related to Islamophobia. The event provided an opportunity to discuss issues of importance to the Muslim community.

OCTOBER '10

DECEMBER '10

22-23

"Know Your Rights"
Hajj

03

MN Dept. Human
Rights Day
Presentation

05

"Media Training"
Al Aqsa

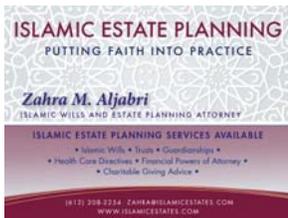
08

MN Department of
Transportation
Diversity Training

ACKNOWLEDGEMENTS

TABLE SPONSORS:

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 National Lawyers Guild - Minnesota Chapter
 Northwest Islamic Community Center
 Sisters Need A Place
 Somali Action Alliance
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 University of Minnesota Law School
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BOARD AND STAFF



ASMA LORI SAROYA, CHAIRWOMAN

Asma Lori Saroya is co-founder and chairwoman of CAIR-MN. She is a graduate of St. Catherine University and is currently working on her J.D. degree. She is a board member of the *Minnesota Council of Nonprofits* and serves as an advisor to the *Muslim Youth of Minnesota*. In 2009, she was recognized as a *Facing Race Ambassador* by the St. Paul Foundation and in 2010, was the recipient of the *IRG Building Bridges Community Leadership Award*. She lives in Blaine with her husband and newborn son.



KASHIF SAROYA, OUTREACH DIRECTOR

Kashif Saroya is a Project Consultant at Ecolab Inc. He has a business degree in Information Systems and Management from the University of Wisconsin-Madison. In addition to volunteering with CAIR-MN, Kashif serves as the President of the Advisory Council of the Muslim Youth of Minnesota. He is a speaker with the Islamic Resource Group and has previously served on the boards of the Islamic Center of Minnesota and the Muslim Youth Leadership Award. He is a policy fellow at the University of Minnesota's Humphrey School of Public Affairs.



TANEEZA ISLAM, ESQ., CIVIL RIGHTS DIRECTOR

Originally from Michigan, Taneeza Islam has been serving as the CAIR-MN Civil Rights Director since March 2008. She is an attorney and worked as a Complaint Investigator at the Minneapolis Department of Civil Rights. In addition to her Master's degree in Intercultural Management and Diversity Training, Taneeza earned her J.D. from Hamline Law and was admitted to the Minnesota State Bar in 2008. With this educational experience, she has created and implemented diversity trainings concentrating on Islam and Muslims.



ABDUL BASIT, FINANCE DIRECTOR

Abdul Basit currently works with Ameriprise Financial as a Project Manager. He holds a Masters degree in Electrical Engineering and a Management Masters from University of Minnesota-Twin Cities. Originally from Pakistan, he has been with CAIR-MN since 2008. In addition to his work with CAIR-MN, Basit is actively involved with *UNICEF-Pakistan*, *Teach-For-Pakistan* initiative and volunteers with multiple non-profit organizations in Twin Cities. He owns *Media Arts LLC*; a Minnesota based media and marketing firm.



TONI NEWBORN, ESQ., EVENTS COORDINATOR

Toni Newborn is originally from Birmingham, Alabama. In the fall of 2004, she moved to St. Paul, Minnesota where she attended William Mitchell College of Law. In May 2007, she graduated from William Mitchell and was admitted to the Minnesota State Bar in May of 2008. Toni is currently employed at the Minneapolis Department of Civil Rights as a Complaint Investigator. She joined the CAIR-MN board as the Events Coordinator in the summer of 2009.



ABDINASSER HUSSEIN, OUTREACH COORDINATOR

Abdinasser Hussein is the newest addition to the CAIR-MN team. In addition to his commitment to CAIR-MN, Abdinasser has been an active board member at Abubakar As-Saddique Islamic Center. In recent years, he has made immense impact while serving as a board member at Minnesota International Middle School (MIMS). He is employed at Heritage Science and Technology Academy.



ZAHRA ALJABRI, ESQ., ASSISTANT CIVIL RIGHTS DIRECTOR, STAFF

Zahra Aljabri joined CAIR-MN as an intern in 2008; she has since been promoted to the role of Assistant Civil Rights Director. Zahra graduated from UCLA in 2005 with a Communications and Mathematics degree. In 2008, she received her Juris Doctorate from Syracuse University College of Law and was admitted to the Minnesota State Bar in 2009. In addition to CAIR-MN, Zahra has a solo law practice providing Islamic estate planning. She is also a co-founder and the Chief Development Officer of MuslimBuddy, Inc. a non-profit organization that provides consulting, planning and facilitation services to organizations serving underrepresented communities.

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2021 E. Hennepin Ave. Suite 407, Minneapolis, MN 55413
(612) 206-3360 | info@mn.cair.com

www.cairmn.com