

STRONGER & BOLDER

Nearing a Decade of Impact





"As for those who struggle in Our cause, We will surely guide them along Our Way. And Allah is certainly with the good-doers." Quran (29:69)

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About CAIR-MA

The Council on American-Islamic Relations—Massachusetts (CAIR-MA) is a chapter of America's largest Muslim civil rights and advocacy organization. CAIR-MA was established in 2015 and serves the estimated 150,000 Muslims living in the Commonwealth. Our mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.

On the front cover: A photo

from our 2024 Annual Banquet featuring Aly Tahoun, a former CAIR-MA Youth Advisory Council member and past recipient of our Muslim Youth Leadership Award. Proudly wearing his kaffiyeh, he embodies the strength and courage of our community's activists and advocates.



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FROM OUR EXECUTIVE DIRECTOR

Assalamu Alaikum!

Dear Friends and Supporters,

As we near a decade of impact, we reflect on the unshakable foundation we have built together. This past year, the genocide in Gaza and subsequent suppression of and discrimination against pro-Palestinian activists in Massachusetts posed an incredible toll on the Muslim community across the state.

Over the course of 2024, CAIR-MA also saw an alarming rise in Islamophobic violence—with a 65% increase in calls for help with hate crimes and harassment, the highest in CAIR-MA's history.

The challenges we faced were unprecedented. But so was our response.

CAIR-MA grew to six full-time staff
members—our largest team yet—allowing
us to strengthen our community support.
Our legal team handled 209 legal intakes
and we set new records with our outreach:
133 community events, 48 mosque visits,
and 15 school and university engagements
statewide.

We deepened our youth advocacy work.
Our 7th Annual Muslim Youth Leadership
Program (MYLP) brought together 27
high school students for a transformative
experience, equipping them with advocacy,

organizing, and media literacy skills.

We also collected data for our second **School Bullying Report**, revealing that nearly half of Massachusetts Muslim students experienced bullying—**twice the national rate**. We take these findings into 2025 with strong policy demands and recommendations for youth, parents, and community leaders.

Justice requires systemic change, and in 2024, we engaged with our elected officials at every level—from Muslim Hill Day in Washington, D.C., to legislative advocacy in Boston. One of our key efforts was centered around the state's new commission on antisemitism. We worked alongside legal and interfaith partners to challenge attempts to conflate criticism of Israel with antisemitism. This fight for free speech—especially for pro-Palestine activists—remains a top priority.

As the year came to a close, we recognized **Congresswoman Ayanna Pressley**'s advocacy for our community. It was a powerful reminder of the progress we've made and the work that still lies ahead.

Our commitment to justice is solid. With your support, may it remain so.

In solidarity,

Tahirah Amatul-Wadud, Esq.

Executive Director & Chief Legal Officer, CAIR-MA

OUR IMPACT IN 2024 BY THE NUMBERS

209 legal intakes

133 outreach events

48 mosque visits

34
educational
workshops

Malden Islamic Center

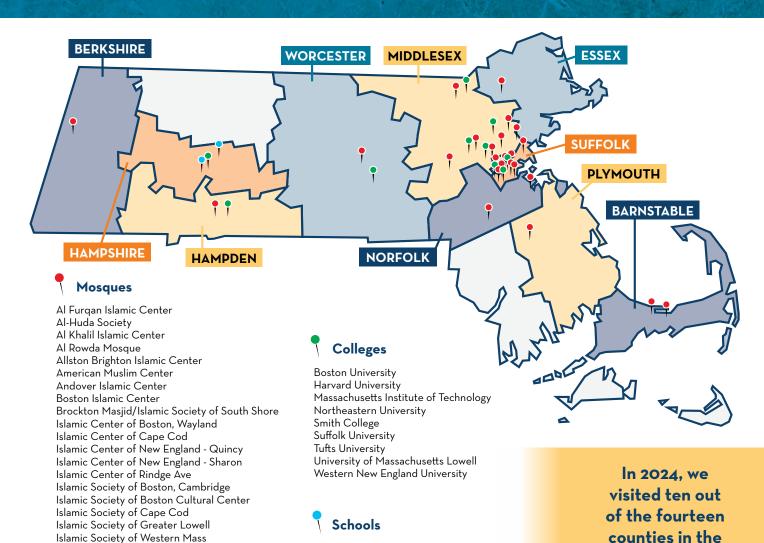
Masjid Al Quran Masjid Alhamdulillah Worcester Islamic Center

Yusuf Mosque

school & university engagements

18 media features

WE WERE THERE FOR YOU



Amherst-Pelham High School

Northampton Public Schools

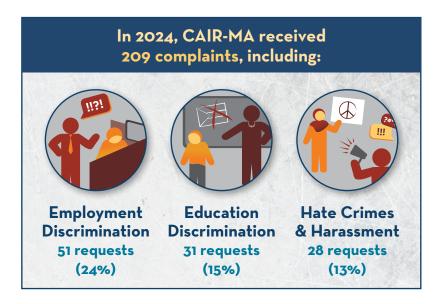
Commonwealth.

LEGAL ADVOCACY | STANDING AGAINST HATE

Legal Assistance

In 2024, CAIR-MA received 209 requests for legal assistance. The top three areas of demand were employment discrimination, education discrimination, and hate crimes/ harassment, which comprised over half of all calls:

- Employment Discrimination 51 cases (24%). As in 2023, the war on Gaza was the backdrop for many of those in need.
- Education Discrimination 31 cases (15%). Students from elementary school through graduate school reported discriminatory treatment due to their religion or their support for Palestinian human rights.
- Hate Crimes & Harassment 28 cases (13%). In 2024, calls for help from victims of Islamophobic violence and hate were the highest in CAIR-MA's 10-year history, a 65% increase from 2023. The dramatic increase in both numbers and the level of violence led to our first-ever mid-year report. Unfortunately, too often these cases also presented policing issues, creating obstacles to justice for Muslim victims.
- Other Discrimination 37 calls (18%).
 CAIR-MA received calls about other types of religious discrimination, including bullying, doxxing, state and municipal actions, housing, law enforcement, prisoners' religious rights, public accommodations, and travel abuses.



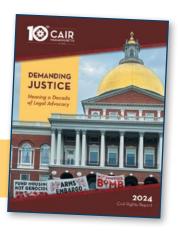
Policy Advocacy & Education

CAIR-MA's legal team also consulted with state and federal officials about civil rights issues and were (and continue to be) involved in a major effort concerning the Commonwealth's new Antisemitism Commission (see page 10). In addition, we created new Know Your Rights materials and provided trainings for activists in response to emerging needs.

2024 Legal Worker Award Recipient

CAIR-MA received the Rob Doyle Award for Excellence from the Massachusetts Chapter of the National Lawyers Guild, recognizing our legal advocacy and commitment to justice.

This honor reflects our ongoing collaboration with NLG-MA, led by Legal Director Barbara Dougan.



For a more complete description of our legal work, including updates on pending litigation, please read our **2024 Civil Rights Report.**²

¹bit.ly/MidYearReport24

² www.cairma.org/civilrightsreport2024

YOUTH ADVOCACY | EMPOWERING TOMORROW'S LEADERS



A special book for future leaders: This year, thanks to a generous community donation, each MYLP participant received a copy of Towards Sacred Activism by Imam Dawud Walid, Executive Director of CAIR-Michigan. Towards Sacred Activism provides an Islamic framework for pursuing social justice.



Muslim Youth Leadership Program 2024

In August 2024, CAIR-Massachusetts hosted its 7th Annual Muslim Youth Leadership Program (MYLP), bringing together 27 high school student leaders from across the Commonwealth. This intensive four-day retreat in Boston empowered young Muslims in organizing and change-making through media literacy training, civic education, and strategic advocacy frameworks.

MYLP participants took part in 13 workshops, engaging with local leaders, activists, and experts. The workshops covered a wide range of topics including:

- Media Matters: Navigating Bias
- Mental Health & Healing Justice
- Student Activism Panel: College Advocacy & Encampments
- Navigating the Legislative System

We are grateful to the incredible guest speakers and workshop facilitators who shared their knowledge and experiences at MYLP 2024.

Learn more about MYLP at cairma.org/mylp

Reflections from MYLP Participants

"I often find myself thinking about the program and being really glad that I attended it. I often tend to use the skills I gained from the program."

"I think everyone should attend a leadership intensive like this at least once, especially Muslims, since it's our duty to be advocates for peace and be active community members."

"This was a great experience to gain confidence being a Muslim in America and an opportunity to connect and have fun."

2025 School Bullying Report

From January to September 2024, CAIR-MA conducted a comprehensive survey on bullying among Massachusetts public school students in grades 6-12. The survey collected responses from 325 Muslim students across 11 counties, revealing **alarming trends**:



48% of Muslim students experienced bullying—twice the national average.



35% of hijabwearing students reported **physical** harassment.



35% witnessed teachers making offensive comments about Islam.

Understanding and Addressing Islamophobia at schools:

Northampton Public Schools - Professional Development

TAHIRAH AMATUL-WADUD, Esq. FATUMA MOHAMED



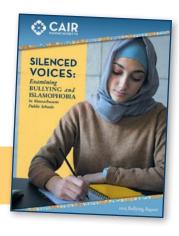




CAIR-MA conducted an Islamophobia training for educators in the Northampton School District, based on findings from our Bullying Report.

These findings underscore the urgent need for policy-driven action. CAIR-MA remains committed to advocating for Muslim youth in response to these troubling statistics. This report serves as a powerful advocacy tool—we urge parents, students, and community

leaders to read, share, and use it to push for safer, more inclusive schools.



Read our **2025 Bullying Report**, Silenced Voices: Examining Bullying and Islamophobia in Massachusetts Public Schools.³

³ bit.ly/2025-bullying-report



LEGISLATIVE ADVOCACY | SPEAKING TRUTH TO POWER

FEDERAL National Muslim Advocacy Day on Capitol Hill

In April, Aneeqa Abid and Vincent Ware from CAIR-MA, along with community members, joined organizations from across the country in Washington, D.C., to meet with federal senators and representatives, demanding an end to the genocide.

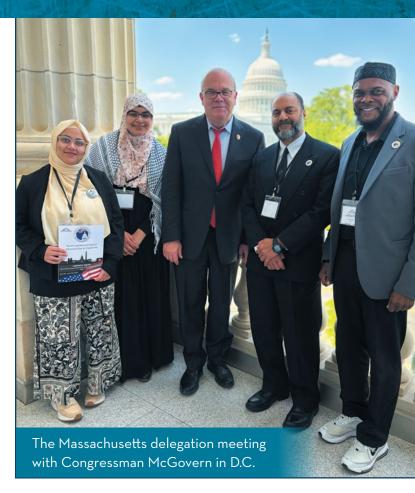
Legislative Agenda:

- Combating anti-Palestinian racism and Islamophobia on campuses.
- Demanding a ceasefire and an end to U.S. military aid to Israel.
- Urging humanitarian aid and reconstruction for Gaza.
- Additional priorities included expanding Hajj visas, supporting Adeel Mangi's judicial nomination, and advocating for the Combating International Islamophobia Act.

We met with Congressman Jim McGovern, the offices of Congresswomen Katherine Clark and Ayanna Pressley, and Senators Ed Markey and Elizabeth Warren. Virtual meetings were later held with Congresswoman Lori Trahan and Congressman Stephen Lynch's office. We shared stories of Massachusetts Muslims facing discrimination and hate crimes for their activism and provided each office with copies of our 2023 Civil Rights and Annual Reports.

Debrief Webinar

Later, we held a meeting to update the community on our discussions with each representative. Forty community members attended, sharing their experiences and strategies for engaging representatives on Gaza—an especially critical conversation with approaching elections.



Meeting with the Department of Homeland Security on Immigration Issues

In collaboration with immigration attorney Mahsa Khanbabai, we met with regional representatives of the Department of Homeland Security's Office of the Citizenship and Immigration Services Ombudsman to discuss ways to improve certain logistical aspects of the immigration system. While our office does not directly handle immigration cases, we recognize the profound and unique impact immigration policies have on the Muslim community in Massachusetts. We are grateful for the expertise and advocacy of Attorney Khanbabai, whose partnership helped ensure that the concerns of our community are effectively conveyed to decision makers.



The **Together for an Inclusive Massachusetts (TIM)** coalition includes representatives from CAIR-MA,
Boston Workers Circle, Massachusetts Peace Action, Jewish Voice for Peace Boston,
IfNotNow Boston, the National Lawyers Guild-MA, and many other organizations and individuals.

STATE

Towards an Inclusive Massachusetts

CAIR-MA is part of the Together for an Inclusive Massachusetts (TIM) coalition, which includes Jewish, Muslim, Christian, labor, education, student, and civil rights groups. The coalition was formed in the summer in response to the legislature's creation of the Special Commission on Combating Antisemitism. While CAIR-MA condemns all forms of religious bias, we are concerned that antisemitism is being prioritized, with some commission members **conflating criticism of Israel with antisemitism**. We are advocating for an inclusive, transparent process and ensuring that any policy recommendations are rooted in an anti-racist framework that upholds free speech and does not pit groups against one another.

Meeting with Governor Maura Healey

In May, we took our advocacy directly to Governor Maura Healey's office, where our Executive Director joined 20 Muslim leaders from across the state to present findings from CAIR's reports and highlight the crisis impacting local Muslims. We met with the governor and Lieutenant Governor Kim Driscoll, urging them to publicly denounce anti-Muslim hate, support students at public colleges and universities facing retaliation for pro-Palestine advocacy, and use their influence to push the Biden administration to demilitarize Israel's war on Gaza and demand an immediate and lasting ceasefire.

Meetings with the Attorney General

The Attorney General (AG) invited CAIR-MA and several other groups to preview and provide feedback on potential legislation addressing **doxxing and hate crimes**. Later in the year, we met with the AG's office again and heard from multiple division heads about their plans in anticipation of **harsh new Trump-era immigration policies**.

CITY

Cambridge City Council Surveillance Ordinance

We testified before the Cambridge City Council to express our concerns about city-owned surveillance cameras recording pro-Palestinian demonstrators outside Elbit, an Israel-based company that provides military technology and equipment.

CIVIC ENGAGEMENT



2024 Voter Guide

In preparation for the **2024 presidential election**, we developed a voter guide for the Massachusetts Muslim community.⁴ The guide highlighted key state and local elections, important ballot questions, and emphasized the power of voting as a means of advocacy and justice. We held educational presentations on our voter guide at mosques and universities.



Voter Registration Week

In the week leading up to the voter registration deadline, CAIR-MA launched Massachusetts Muslim Voter Registration Week. We provided community members with a comprehensive toolkit to set up voter registration tables at community centers. With the support of 20 dedicated volunteers, we established voter registration tables at nine mosques, fostering greater civic education, awareness, and engagement within the community.

⁴ www.cairma.org/voter-guide-2024

PALESTINE ADVOCACY | FIGHTING FOR A FREE PALESTINE

We stood and continue to stand in solidarity with activists through **demonstrations and awareness campaigns**. Our efforts focus on amplifying voices that demand an end to the genocide, the cessation of military aid to Israel, and action from policymakers.

2024 Demonstrations & Rallies



JANUARY

Boston Central Library Interfaith Rally:

Over 400 attendees, including 50+ clergy from various faiths, gathered in Copley Square to grieve lives lost and call for an immediate ceasefire. Congresswoman Ayanna Pressley joined the call for justice.



Worcester County Rally on Leahy Law:

We joined a rally advocating for the U.S. government to abide by the Leahy Law, which would prevent the U.S. from providing security assistance to Israel as it commits gross human rights violations in Gaza.



APRIL

College Encampments: CAIR-MA supported and stood in solidarity with student-led encampments advocating for divestment from companies complicit in occupation and war crimes.



JUNE

Massachusetts High Schoolers for Palestine Protest: Our Youth Advocacy Director backed high school youth activists in a cross-school rally at the Statehouse.



AUGUST

Not Another Bomb Rallies: Together with a powerful coalition, we gathered at the Massachusetts Statehouse in Boston and the U.S. Courthouse in Springfield, calling for funding to support housing and education, rather than war crimes and weaponry.

OCTOBER

One Year of Genocide Protest: In October 2024, marking a year of devastation, we joined activists and rallied to reaffirm our commitment to the Palestinian cause.

2024 Awareness Campaigns

"Stand Up for Palestine" Truck

Throughout the summer, alongside local organizations, Jewish Voice for Peace and the Palestine Advocacy Project, we ran a mobile billboard that drove through populated areas in Boston, raising awareness and encouraging residents to call on lawmakers to demand a ceasefire.



FOR THE ISRAEL OCCUPATION BAND RS

Demonstration at the NBA Finals

In June, we co-organized a coalition-led action at the NBA Finals. We highlighted the long history of sports as a platform for justice, citing Celtics legend Bill Russell as an inspiration for our support for Palestine.

Palestine Night at Fenway Park

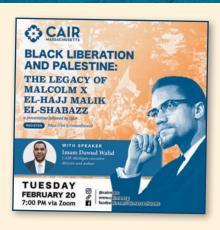
With our coalition partners, we continued to use sports as a platform for justice at Fenway Park during a Red Sox home game. Attendees wore matching shirts, chanted, and even turned the traditional "Sweet Caroline" song, a Red Sox tradition, into "Free Palestine."

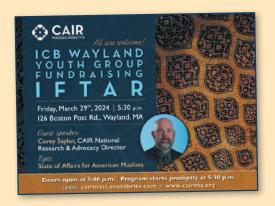


EVENTS | CONNECTING WITH COMMUNITY

Black Liberation and Palestine

For Black Liberation Month in February, we were honored to host Imam Dawud Walid, the Executive Director of CAIR-Michigan, for a discussion on the parallels between the oppression faced by Black Americans fighting for freedom and Palestinians in Gaza, grounded in the legacy of Malcolm X.





CAIR-MA ICB Wayland Iftar

CAIR-MA's Annual Iftar at ICB Wayland in March featured guest speaker Corey Saylor, CAIR's Research and Advocacy Director, who shared key findings from his co-authored report, Gaza: The Resurgence of Islamophobia in 2023. We discussed the state of affairs for American Muslims, the challenges our communities face, and the importance of collective advocacy.

The Rights and Obligations of American Muslims in the Political Process

In September, CAIR-MA and the Boston Islamic Seminary hosted a crucial discussion with community leaders on Islamic perspectives on political engagement. The conversation also addressed the challenging political climate for Muslims in America, particularly amid widespread denial of Palestinian human rights.





Future Muslim Lawyer Webinar

In December, CAIR-MA hosted its first-ever program for Future Muslim Lawyers, with over 80 registrants eager to learn about the law school journey. Led by Attorney Mariam Aydah and featuring insights from legal professionals—including lawyers and law students—the webinar provided a candid look at LSAT prep, applications, and what to expect in law school.

9th ANNUAL BANQUET

Our 9th Annual Banquet, themed **Refusing to Be Silenced. Refusing to Be Silent.**, was an unforgettable evening. Hundreds gathered at Wyndham Beacon Hill in downtown Boston to celebrate our collective victories and reaffirm our unwavering commitment to justice.

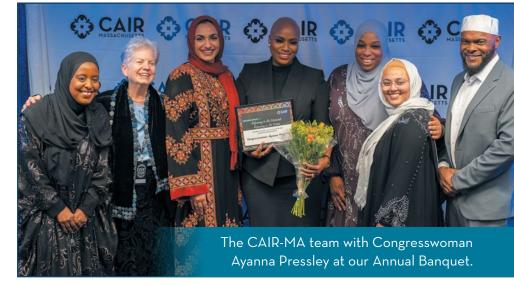
With powerful speeches from **Linda Sarsour** and **Congresswoman Ayanna Pressley**, the night served as a testament to our strength—our voices will not be silenced.

After an incredibly challenging year, we came together not just to reflect but to embrace joy. As Congresswoman Pressley reminds us, "Joy is an act of resistance." And on this night, we stood in gratitude, unity, and joy.

Award Recipients

Each year at our annual banquet, we celebrate the remarkable contributions of youth, community members, and leaders dedicated to justice and positive change.

This year, the Muslim Youth
Leadership Award was presented to two outstanding seniors,
Ayana Bahadur and Aimen Tahir.
We honored four individuals with the Steward of Justice Award:



Abdullah S. Abdul-Rahim, Daa'iyah Abdul-Rahim, Sana Fadel, and Asel Mustafa. Finally, we were proud to present the **Champion of Justice Award** to Congresswoman Ayanna Pressley.

These incredible individuals embody CAIR-MA's mission, and we pray that Allah blesses their efforts and grants them continued success.



MEDIA SPOTLIGHT

This year, through several media interviews, 12 press releases, and a letter to the editor, we refused to be silenced—ensuring that Muslim voices, stories, and realities were heard. In 2024, CAIR-MA was cited by the following media outlets:











Letter to the Editor The Boston Globe

Lawyer finds handling of Harvard criminal case "highly unusual" (6/2024)⁵

The Boston Globe published our letter to the editor questioning the prosecution as a hate crime of a minor incident involving pro-Palestinian students. Islamophobic hate crimes, even violent ones, are rarely treated that seriously.



TV Appearance Boston 25 News

Dozens of Pro-Palestine protesters called for ceasefire outside Game 2 of NBA Finals $(6/2024)^6$

We co-organized at the NBA Finals to raise awareness about the genocide in Palestine. We highlighted the long history of sports as a platform for justice, citing Celtics legend Bill Russell.



⁵ www.bostonglobe.com/2024/06/07/opinion/letters-to-the-editor-harvard-protest-criminal-case/?pi=BGSearch_Advanced_Results

⁶ www.boston25news.com/news/local/dozens-pro-palestine-protesters-called-ceasefire-outside-game-2-nba-finals/W62FU54NVVHUPLZ2ZCZZDGHZLE

Media Articles

CAIR-MA was featured in 18 articles including:

Muslims account for 50,000 registered voters in Massachusetts — WGBH $(2/2024)^7$

CAIR-MA's Executive Director Tahirah Amatul-Wadud highlighted a surge in political engagement among Massachusetts Muslims, driven by the war in Gaza, with many advocating for a ceasefire through city council resolutions and grassroots activism, marking a first-time civic involvement for many.





Pro-Palestinian protests, events will continue off campus now that summer break is underway — New England Public Media (6/2024)⁸

The article discusses how, despite the summer break, pro-Palestinian activism continues, with local groups and students planning ongoing protests, educational events, and actions. CAIR-MA's Executive Director highlighted that students are staying involved through social media and backyard organizing.

Perspectives on Anti-Muslim, Anti-Arab, and Anti-Palestinian Bias — TuftsNow (10/2024)⁹

At a Tufts workshop on inclusion, CAIR-MA's Executive Director addressed rising anti-Muslim and anti-Palestinian discrimination in Massachusetts, its impact on students, and the need for systemic advocacy.





McDonald's employees intentionally filled fish filet with bacon and gave it to Muslim child, agency finds – Law & Crime $(11/2024)^{10}$

The Mass. Commission Against Discrimination found "probable cause" in a case that CAIR-MA filed against McDonald's after bacon was added to the fish sandwich that a Muslim mother ordered for her son. This significant finding allowed her case to move forward.

www.wgbh.org/news/politics/2024-02-26/muslims-account-for-50-000-registered-voters-in-massachusetts
 www.nepm.org/regional-news/2024-06-03/pro-palestinian-protests-events-will-continue-off-campus-now-that-summer-break-is-underway

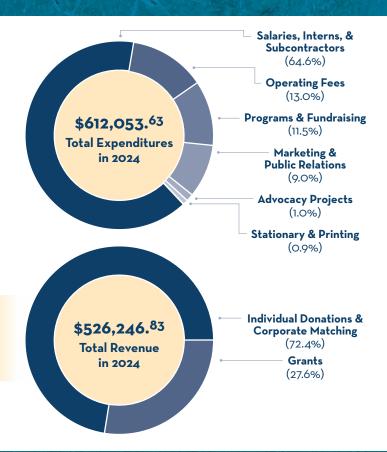
⁹ now.tufts.edu/2024/10/04/tools-and-strategies-addressing-anti-palestinian-anti-arab-and-anti-muslim-bias lawandcrime.com/high-profile/mcdonalds-employees-intentionally-filled-fish-filet-with-bacon-and-gave-it-to-muslim-child-agency-finds

FINANCIAL SUMMARY

In 2024, CAIR-MA experienced a **net negative revenue** of -\$85,806. We utilized our reserve balance to cover the difference, ensuring that operations continued smoothly and allowing us to maintain financial stability despite the revenue gap. While we were able to rely on our savings to recover this year, we ask the community to increase its support this upcoming year. **Your support will enable us to continue delivering high-quality programs and services** while maintaining a fully staffed team of six dedicated professionals.

Our 2025 revenue goal is \$700,000. Can you help fill the gap to support our legal and advocacy work?

Note: 100% of CAIR-MA's income is derived from domestic sources.



OUR CAIR-MA TEAM

Board

- Rev. Corey J. Sanderson, President
- Raheela Rahman. Vice President
- Zahid Siddiqui, Treasurer
- Mouaad Lebeche, Secretary
- Yasmin Abdulatheem. Board Member.
- Sarah Khatib, Board Member
- Othman Ladan. Board Member

Staff

- Tahirah Amatul-Wadud, Esq., Executive Director & Chief Legal Officer
- Barbara J. Dougan, Esq., Legal Director
- Vincent Ware, Deputy Director
- Mariam Aydah, Civil Rights Attorney
- Fatuma Mohamed, Youth Advocacy Director
- Aneeqa Abid, Community Engagement & Advocacy Specialist



Youth Advocacy Intern

Noor Rahman, Amherst College

Legal Interns

- Ana Ali, Northeastern University Law School
- Emma Hamilton, University of Massachusetts School of Law
- Yasmin Khan, University of Massachusetts School of Law
- **Riya Paranjape**, University of Massachusetts School of Law
- Amaan Rahman, University of Massachusetts School of Law

APPRECIATION

A heartfelt thank you to our supporters! Whether as individual donors or organizations, your generosity allows us to protect the rights of Muslims in Massachusetts and create lasting change. May Allah reward you and bless you with even more. Special thanks to the following organizations:

- Cummings Foundation & Hyams
 Foundation: For your generous support,
 enabling us to better serve our community.
- Islamic Council of New England: For supporting MYLP and partnering with us to advance the Muslim community's interests.
- ICB Wayland, Islamic Society of Boston Cultural Center, & Islamic Society of Western Massachusetts: For your invaluable local support and partnership in strengthening our community infrastructure.
- National Lawyers Guild: For partnering with us to develop resources and trainings for pro-Palestinian activists, combating the suppression of Palestinian and Muslim voices.
- Boston Workers Circle, Jewish Voice for Peace Boston, & Massachusetts Peace Action: For leading the calls for justice in pro-Palestinian activism and legislative advocacy, and for your support.
- Muslim Women's Giving Circle: For your generosity and support for sisters in leadership within our community.

HOW TO SUPPORT CAIR-MA

GET INVOLVED

Sign up for our mailing list:

cairma.org

Follow us on social media:

- facebook.com/CAIRmassachusetts
- instagram.com/CAIRmass
- ♣ linktr.ee/CAIRma

GIVE YOUR TIME

Volunteer or Intern with CAIR-MA:

cairma.org/employment

DONATE



Make a general donation to support our legal and advocacy work:

cairma.org/donate

CONTACT US

Call us: (617) 862-9159

E-mail us: info@ma.cair.com

Visit our website: cairma.org

Most importantly, please keep our organization, staff, supporters, and community in your duaas.





Donate Today

cairma.org

(617) 862-9159 info@ma.cair.com

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