



2012

ANNUAL

REPORT

ABOUT CAIR-WA

CAIR-Washington State is the local chapter of the Council on American-Islamic Relations (CAIR), a non-profit 501(c)(3), grass-roots civil rights and advocacy organization. CAIR is America's largest Muslim civil liberties organization, with about 33 regional offices nationwide and in Canada. The national headquarters are located on Capitol Hill in Washington, D.C.

The Washington State chapter started in 2002, when a group of dedicated volunteers in the Seattle area saw a need for a unique kind of Muslim organization—an organization that would work to

uphold civil rights of American Muslims, foster a better understanding of the Islamic faith and its followers, and help find avenues for Muslims to integrate more fully into the broader society.

Eleven years later, the chapter has grown tremendously, deepening its base in the Washington State Muslim community. It has become a reliable resource and partner for media, public officials and policy makers, advocacy groups, and the interfaith and ethnically-based communities.

OUR VISION

To attain equal opportunity for—and normalize the image of—Muslims in America.

OUR MISSION

DEFEND CIVIL RIGHTS

FIGHT BIGOTRY

EMPOWER AMERICAN MUSLIMS

PROMOTE UNDERSTANDING



CREDITS

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YEAR IN REVIEW

- 2 FULL-TIME STAFF
- 85 VOLUNTEER ACTIVISTS
- 20 INTERNS
- 5,000 HOURS DONATED BY VOLUNTEERS
- 265 CIVIL RIGHTS CASES PROCESSED
- 24 MUSLIM YOUTH LEADERSHIP PROGRAM PARTICIPANTS
- 8 PRESS CONFERENCES
- 45 PRESENTATIONS, PANELS, AND DISCUSSIONS
- 20 NEW STRATEGIC PARTNERSHIPS
- 400 NEW MUSLIM VOTERS REGISTERED



FROM THE EXECUTIVE DIRECTOR

Dear friends and colleagues, *as-salamu'alaikum*,

In its eleven years of service, the Washington State chapter of CAIR (CAIR-WA) has resolved well over 425 cases of anti-Muslim discrimination, conducted hundreds of media interviews, had tens of thousands of mentions in print, broadcast and online media, and registered about 10,000 Muslim voters in our state.

- In 2012:
- Of the 265 cases received in 2012 by our Civil Rights department, 74 were successfully resolved during the very same year, at zero cost to our clients
 - We conducted over 20 'Know Your Rights' presentations reaching a total of 10,000 local Muslim community members
 - Our assertive media outreach resulted in our staff members, volunteer activists and community members being featured a total of over 1,000 times in local, national and international media outlets such as *The Seattle Times*, *Tri-City Herald*, *The News Tribune*, KCPQ13, KIRO7, KING5, KOMO4, KPLU, KUOW, KIRO FM, and many others
 - Our Government Affairs interns produced a user-friendly manual to support the launch of a comprehensive mosque and Islamic school safety project
 - Our network of activists lobbied their state lawmakers during late 2012 and beyond, resulting in the passage of the Senate Religious Freedom Resolution in our state Senate in April 2013
 - Our annual Muslim Lobby Day in Olympia brought hundreds of Muslims from across the state to meet their state legislators
 - We registered about 400 new Muslim voters
 - About 20 students graduated our 4-day intensive 'Muslim Youth Leadership Program'
 - CAIR-WA volunteers dedicated a total of over 5,000 volunteer hours to our work
 - We continue to build strong, strategic partnerships with individuals and organizations representing the 'who is who' of our region's faith, non-profit, academic, and business leadership

This report is not just a summary of our accomplishments during 2012, but also an invitation to you to contribute to our work in some capacity. As you read the report you might realize that you can strengthen our work by doing as little as providing expert advice, to as much as joining one of our teams in an area that appeals to you most. As always, please contact us with comments or suggestions for improvement.

We hope that you will continue to partner with us to defend civil rights, fight bigotry, build power in our communities, and promote understanding.

Sincerely,

S. Arsalan Bukhari
Executive Director

DEPARTMENT:

CIVIL RIGHTS

CASE STUDY #1

FBI agents visit home of local IT executive

When Mukhtar*, an IT executive, was away on a business trip, an FBI agent visited his house. When Mukhtar's wife opened the door, the agent told her that he needed to question Mukhtar. Mukhtar's wife was terrified, and their children were curious why someone from the FBI was asking for their father. Initially, Mukhtar planned to meet with the FBI agent on his own because he knew that he had nothing to hide. However, after listening to a radio program about the FBI, Mukhtar realized it was important to have an attorney with him to protect him rather than trying to "prove" his willingness to speak freely with the FBI. Mukhtar was afraid because he had heard that others had been arrested for lying to a federal agent because they had a memory lapse or were shy about sharing personal information. When Mukhtar called CAIR-WA, we put him in touch with two highly-experienced local attorneys who volunteer their time with CAIR-WA to take FBI questioning cases for clients. By the end of the week, the issue was resolved and Mukhtar says he has not heard from the FBI since. Looking back, Mukhtar says: "After talking with CAIR-WA, I immediately felt safe and supported. I knew I was in good hands."

CASE STUDY #2

After being turned away for headscarf, applicant gets interview and job

The last thing Hibo* expected at her job interview was to be told that she couldn't have an interview because of her headscarf. But that is exactly what happened to the mother of five children when she arrived for her interview at a medical center. When the manager interviewing Hibo learned that she could not remove her scarf because she wears it for religious reasons, he mentioned the strict dress code and said that there was no reason to continue the interview and escorted her out. Hibo felt embarrassed and confused. She wondered if she had made a mistake in her interview or if the interviewer just didn't like her. Hibo heard about CAIR-WA from her daughter, an MYLP participant, and decided to call. After CAIR-WA sent a complaint letter, the medical center took action against the interviewer, clarified the company policy, trained employees on the new policy, and offered Hibo an interview for the job. About CAIR-WA Hibo says: "You have done so much for me. Where would I be without you?" After interviewing for the position, Hibo got the job.

*all names have been changed for privacy

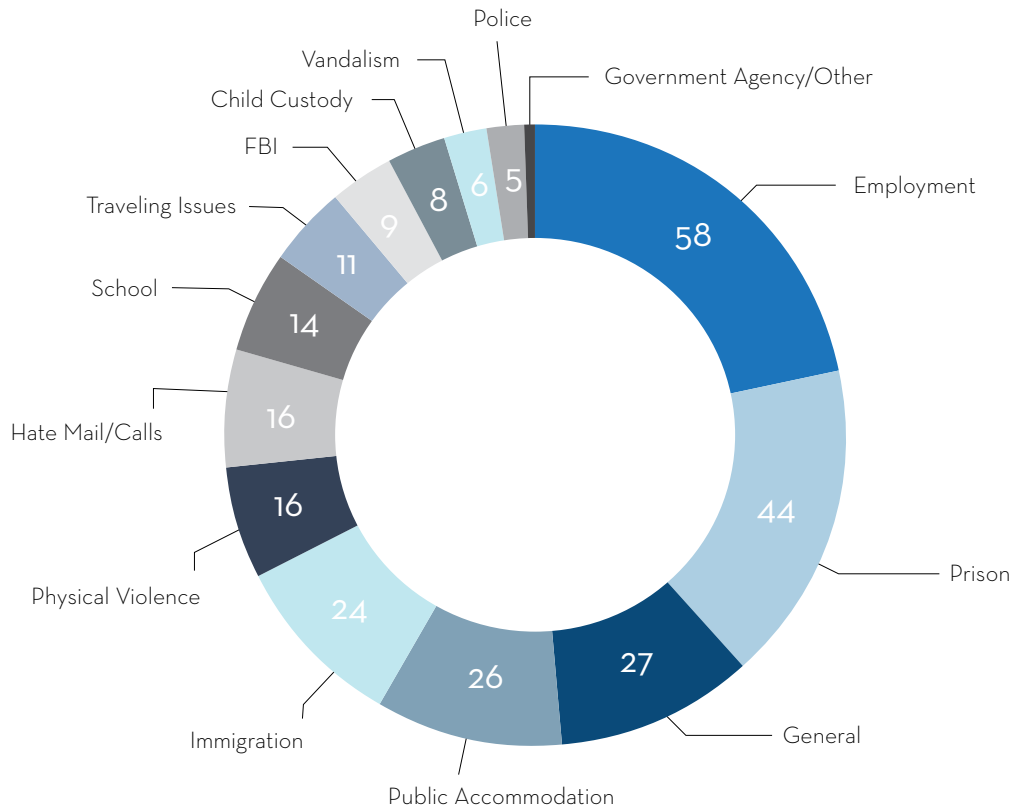


2012 Accomplishments

- ✿ Processed every single one of the civil rights complaints from Muslims across the NW, received by our office in 2012, and aggressively pursued full resolution in every case.
- ✿ Worked with over 40 non-profits around the country to aggressively address issues facing the American Muslim community, encourage reporting of cases, get expert legal advice on our cases, and increase the number of organizations we can refer people to when their case falls outside of CAIR-WA's scope.
- ✿ Advocated policy changes with the US Dept. of Homeland Security at quarterly meetings and used relationships with government officials to decrease the number of citizenship delays, traveling stops, and the FBI's targeted surveillance of the Muslim community.
- ✿ Developed creative case resolution strategies including on-line action alerts, assertive media work, and acquiring public records to ensure that the wider public is aware of hate crimes against the Muslim community and to motivate law enforcement to quickly respond to complaints.
- ✿ Recruited over 10 new interpreters to provide case intake interpretation for callers who cannot speak English or prefer to speak in their first language, as well as translate written documents and posters.
- ✿ Worked with King County Sheriff's office to ensure that no man or woman will have to remove religious head coverings in jails or court by passing a model policy that will now be adopted by many more counties across the state, and with the help of other CAIR chapters, across the nation.
- ✿ Expanded our pool of cooperating attorneys by recruiting over 20 new attorneys across the state and establishing relationships with two of Seattle's largest law firms, to provide top quality pro bono legal services to community members who have been contacted by the FBI and for low-income persons.
- ✿ Created two new internship positions in the Civil Rights Department to help with a caseload that grew by 31% in 2012, to educate the community with more 'Know Your Rights' presentations, and have very frequent contact with mosques and other civil rights organizations across the entire Northwest on Muslim civil rights related issues.
- ✿ Educated over 6,000 local Muslims on exercising their rights through 'Know Your Rights' workshops at mosques and organizations around the state.
- ✿ Participated in active nationwide coalitions to motivate government agencies to end profiling of the American Muslim community and discriminatory practices including FBI surveillance of mosques and community leaders, the use of coercive practices by FBI informants, and extensive traveling delays.

EMPLOYMENT CASES WERE #1 COMPLAINT IN 2012

Among the 265 cases processed by CAIR-WA in 2012, 18 different complaint categories were represented.

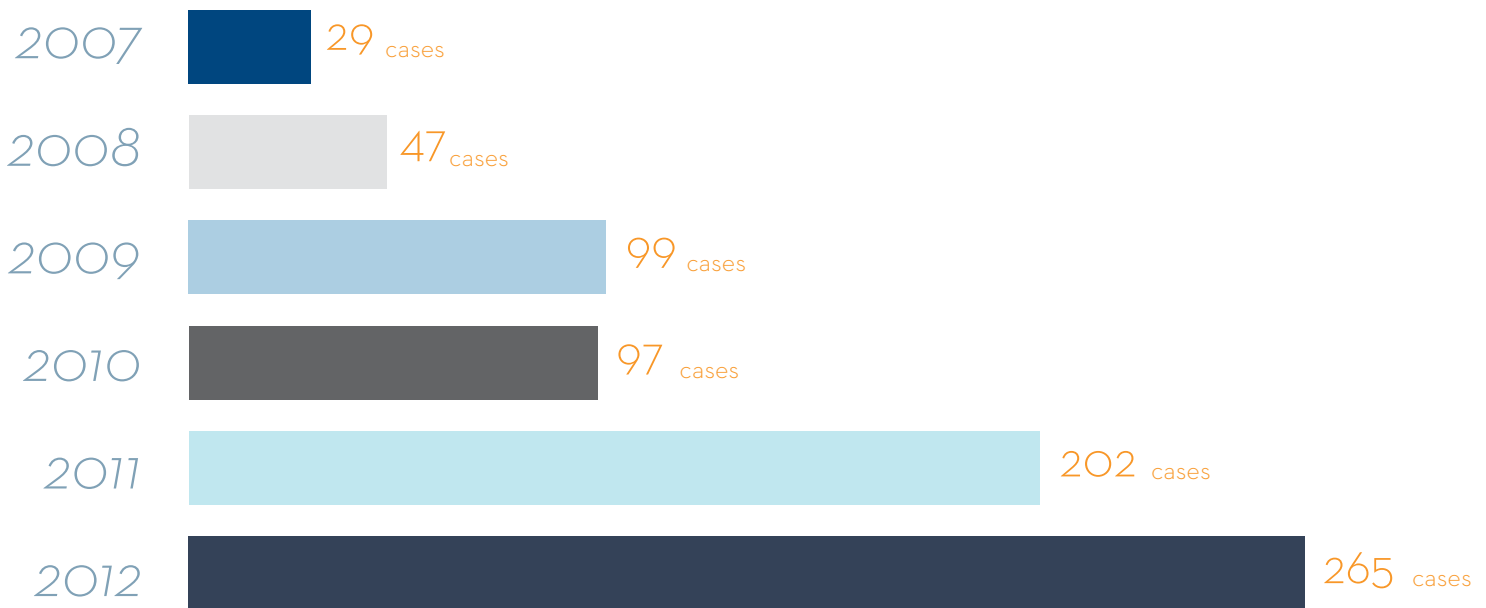


CASE STUDY #3

Inaction by police on mosque bomb threat until CAIR-WA demands comprehensive investigation

The board members of a local mosque received a bomb threat by email and immediately reported it to the local police, expecting immediate action to be taken. Even though the suspect was immediately identified, there was no investigation or search of the suspect. One officer even said that the man had “nice parents” and “didn’t seem like a threat.” The board members and community were terrified and felt dismissed by law enforcement. Stories had been on the news of shootings and bombings at other mosques, and they thought they would be next. Mosque attendance dropped by over half, people stopped walking to/from the mosque alone, and children stopped playing on the playground outside. CAIR-WA publicly challenged the police department for failing to respond and requested a federal investigation. That same day, the board finally received a call back from the police officer investigating their case. Eventually, a search was conducted of the suspect’s home. Now, the suspect is facing prosecution at the county level, taking counseling, anger management classes, diversity training, and will receive a felony conviction if he does not pass this rehabilitation program.

CASES INCREASED BY 31% IN 2012



Goals for 2013

- ✿ Work with at least 10 major police departments and sheriff's offices to adopt the model policy allowing religious head coverings in detention, jails, and courts, and requiring same-gendered pat downs to ensure that law enforcement agencies statewide protect religious freedoms.
- ✿ Increase CAIR-WA's presence outside King County by scheduling frequent visits to Spokane, Tri-Cities, Yakima, Bellingham, and Vancouver to meet local leaders and activists, and deliver 'Know Your Rights' workshops to increase reporting of civil rights abuses.
- ✿ Continue to fully resolve increasing number of cases, anticipated to reach approximately 300 cases in 2013.
- ✿ Frequently contact all the mosques and organizations across the Northwest (Oregon, Montana, Idaho, Alaska) to remind them of CAIR-WA's civil rights work, encourage reporting of civil rights complaints, and work together to end religious profiling and unlawful surveillance of the Muslim community.
- ✿ Document a greater number of FBI and traveling cases in order to persuade lawmakers to reform current discriminatory policies and practices, and end profiling of the American Muslim community.

DEPARTMENT:

PUBLIC EDUCATION



“[one thing I will take away as a result of this session is:] Make a genuine effort to educate myself [further] about [Islamic] culture and utilize resources for information & support”

- Nov. 2012 UW M.Ed. class lecture attendee.

In 2012, CAIR-WA's 30-person speakers bureau educated over 2,000 students and professionals on topics related to the American Muslim experience through live presentations and personal testimonies about the effects of Islamophobia on local Muslims' lives. These presentations are designed to provide audience members with ways they can challenge hate promotion by politicians, media personalities, and in other areas. Many of these presentations were recorded and later viewed by thousands more audience members. Venues for these presentations included Seattle University and Bellevue City Hall, among many other prestigious institutions.

Learn more at cairseattle.org/requestaspeaker

DEPARTMENT:

GOVERNMENT AFFAIRS

On March 5, 6, and 7, 2012, delegations from CAIR chapters nationwide spent three days lobbying members of Congress in Washington, DC regarding the following priority issues: The End Racial Profiling Act (ERPA) meant to ban the use of racial and religious profiling by law enforcement and the 'Due Process Guarantee Act' intended to prohibit indefinite detention of Americans.

As it does every year, the CAIR-WA delegation met, in Washington, DC, with members of the US House of Representatives and Senate from the following states: Utah, Wyoming, Montana, Idaho, Oregon, Washington, and Alaska for a total of over 30 U.S. Congresspersons and Senators or their staff. During the

meetings, we urged them to support passage of our two priority legislative issues, and provided information about the vibrant, active Muslim communities in their states. During 2013, CAIR-WA will build on this by having Muslims across the NW meet their US Congresspersons in their local cities, and urge them to include a ban on the use of racial, religious, and national-origin profiling by law enforcement in the final comprehensive immigration reform bill. Passage of such a bill in US Congress will enable organizations like CAIR-WA to end the widespread issue of law-abiding Muslims having to go through secondary checks at airports and border crossings.

More details coming soon at cairseattle.org/communityaction



“Thank you for encouraging Muslims to be proactive and to participate in the daily lives of their communities, standing up for their rights, and projecting a positive picture of their faith and heritage.” -Mayor of Renton Denis Law

MUSLIM COMMUNITY

EDUCATION AND EMPOWERMENT

2nd Largest Muslim Lobby Day in Nation

Since its first annual Muslim Lobby Day in 2010, CAIR-WA has taken about 2,000 local Muslims to meet their state lawmakers in their offices in Olympia. Hundreds of participants each year take chartered buses from cities across the state, march to the State Capitol building, rally at the Capitol Steps and then hold meetings with their lawmakers to discuss issues such as the need to speak out against bigotry and to fund critical social services.

Learn more at cairseattle.org/MuslimLobbyDay

Muslim Voter Guide

Electing the right candidate for public office can have repercussions that can last for years, well after a candidate has left office. In August, 2012, CAIR-WA released an online Muslim voter guide covering elections in regions across the state that have a Muslim community presence. The voter guide helped inform the Muslim community of candidate opinions and stances on key issues. As Franklin Roosevelt once said “Democracy cannot succeed unless those who express their choice are prepared to choose wisely. The real safeguard of democracy, therefore, is education.” By educating Muslim voters, we hope to ensure that they make informed voting choices based on candidates’ past voting records and past activities, which more accurately reflect what stances they will take if elected, rather than based on marketing materials and slogans.

To read the voter guide for 2013, to be released in July 2013 and for subsequent years, please visit cairseattle.org/vote

Register to vote online at vote.wa.gov

WA Senate Adopts ‘Freedom of Religion Resolution’

Recent anti-Muslim hysteria has caused 32 states to try to pass so-called ‘anti-Sharia’ laws that, if passed, could invalidate Islamic marriage contracts and wills in those states’ courts. In response to this, we launched an effort during November and December 2012 to have a number of Muslims across our state meet their state lawmakers in their neighborhoods. The goal of these meetings was to get these lawmakers to commit to supporting a ‘Freedom of Religion Resolution’ that would affirm on the state legislative record that there is no religious law that poses a threat to our US constitution and that our state welcomes all religions. A direct result of the effort in late 2012 and consistent lobbying by local Muslims after the 2013 Muslim Lobby Day, was the passage on April 19, 2013, of this historic resolution, titled ‘Senate Resolution 8652,’ to counter the nationwide wave of anti-Muslim legislative efforts.

Learn more at cairseattle.org/communityaction

Voter Registration Drives

In order to maximize the abilities of Muslim communities to elect candidates that represent their interests and to have a political impact, CAIR-WA conducts assertive voter registration drives year-round. In 2012, CAIR-WA registered over 400 new Muslim voters through more than 15 voter registration drives across the state. CAIR-WA has registered about 10,000 new Muslim voters since CAIR-WA was established in 2002. During 2013, CAIR-WA aims to register 600 new Muslim voters statewide ahead of the 2013 elections and mobilize, through phone calls, at least 2,000 Muslim voters statewide to cast their vote in primary and final elections this year.

As a grassroots organization, the core of CAIR-WA's work lies in developing community members to become leaders that help effective positive change in media and politics.





The Seattle Times Article Analysis Project

Public opinion of Islam and Muslims is largely shaped by the words and images used in media reporting and commentary on these topics. In 2012, CAIR-WA Communications interns monitored *The Seattle Times* on a daily basis and documented articles relevant to Islam and Muslims. CAIR-WA will release a report in August 2013 with the purpose of reinforcing accurate coverage and challenging inaccurate or biased reporting. The research report is part of a multi-pronged effort by CAIR-WA to ensure accurate coverage and appropriate use of language in reporting about Islam and Muslims. *The Seattle Times* has a number of Pulitzer Prize winning journalists on its staff and is the most widely read newspaper in the Northwest. It has an estimated subscribership of over 250,000 and its website receives over 2 million unique hits daily. Additionally, many of its articles are reprinted by other periodicals world-

wide. Millions of readers' opinions are shaped by the words and images used by *The Seattle Times*. Our work aims to ensure that these millions of readers base their opinions of Islam and Muslims on accurate and representative coverage.

Read our analysis at cairseattle.org/SeattleTimes

Op-Eds in The Seattle Times

CAIR-WA actively recruits local community members with an opinion about a current issue, to write Op-Eds to be published in major newspapers. A number of articles written or facilitated by CAIR-WA were published in *The Seattle Times* in 2012, with a goal to consistently contribute a mainstream American Muslim perspective to the public discourse.



DEPARTMENT: MEDIA AND COMMUNICATIONS



Latest Version of Website Launches

In response to feedback from community members, we added a number of new features to our website, including monthly civil rights case digests, 3-4 new detailed civil rights case studies each month, and a front page that is updated almost every day with new articles and content. The website's sections have been designed to provide detailed information on the wide breadth of work performed by CAIR-WA and how community members can get actively involved.

Explore our website at cairseattle.org

Assertive Media Outreach

In 2012 CAIR-WA was mentioned or quoted more than 1,000 times in over 100 mainstream print, broadcast, and online media outlets across the nation and the world. CAIR-WA holds press conferences and issues press releases and media advisories in order to

ensure that Muslim perspectives on vital issues and current events are part of the public discourse and are conveyed to the masses. It is our goal to ensure that media coverage is provided to events that convey an accurate and realistic image of Islam and Muslims, as well as to raise awareness of hate attacks against the Muslim community.

CAIR-WA also proactively builds relationships with journalists such that journalists often come to us seeking story ideas and news leads. This allows us to give the general public a better understanding of the Muslim community and to highlight the great work being done by members of this community. CAIR-WA also utilizes these relationships to connect journalists with local Muslim activists. As a direct result of this, mainstream Muslim community members and leaders from across our state were quoted, published, or featured over 100 times in mainstream print, broadcast, and online media outlets across the nation and world.

VOLUNTEER PROGRAM



With a fiduciary duty to its donors and community, CAIR-WA accomplishes a tremendous amount of work at a very low operating cost. Interns and volunteers play a very important role in our work and in many cases lead important initiatives and projects.

Event Planning interns lead all aspects of logistical planning of the annual Muslim Lobby Day, the annual banquet, and the MYLP. Communications interns lead projects including *The Seattle Times* article analysis research and report. Government Affairs interns lead research and drafting of voter guides and other projects.

Learn more at cairseattle.org/volunteer and cairseattle.org/intern

Much of what we accomplish would be impossible without the time and talents of our volunteer team members.

The CAIR-WA Team is immensely proud of what we have achieved together!

CAIR-WA volunteers dedicated more than **5,000 volunteer hours** during 2012.

THANK YOU TO OUR 2012 AND 2013 INTERNS:

Marwa Almusawi
Zachary Freeman
Emily Gonzales
Samir Junejo
Nicole Kandi
Annie Kucklick
Tim Murphy
Cathy Merchant
Jodi Meyer

Ricky Spruel
Danny Smith
Sam Shugart
Suzanne Gaber
Kendra Wert
Lily Fender
Jaidaa Abou-Ali
Alaina Schultz
Jessy Hampton

Olivia Johnson
Jill Johnson
Emily Marriott
Thea Marriott
Erin Peña
Samah Imtiaz
Shadie Hijazi
Anna Hatch

DEPARTMENT: STRATEGIC PARTNERSHIPS

CAIR-WA's efforts are furthered through strategic partnerships with organizations representing diverse communities and initiatives, including racial justice, comprehensive immigration reform, fair pay for workers, and the protection of civil liberties.

Among many other outcomes, one direct result of our relationships with strategic partners is having a ban on racial, ethnic, national-origin, and religious profiling included and prioritized as part of federal comprehensive immigration reform legislation.

Our strategic partners include OneAmerica, ACLU-WA, Japanese American Citizens League, Puget

Sound Sage, UFCW Local 21, Faith Action Network, Asian Counseling and Referral Services, and CASA Latina, among many others.

Our strategic partnerships and active participation in broad regional and nationwide coalition efforts are also designed to ensure that the voice and interests of the mainstream Muslim community are represented and considered in all facets of society, including broader social justice and legislative reform movements.

Learn more at cairseattle.org/partners



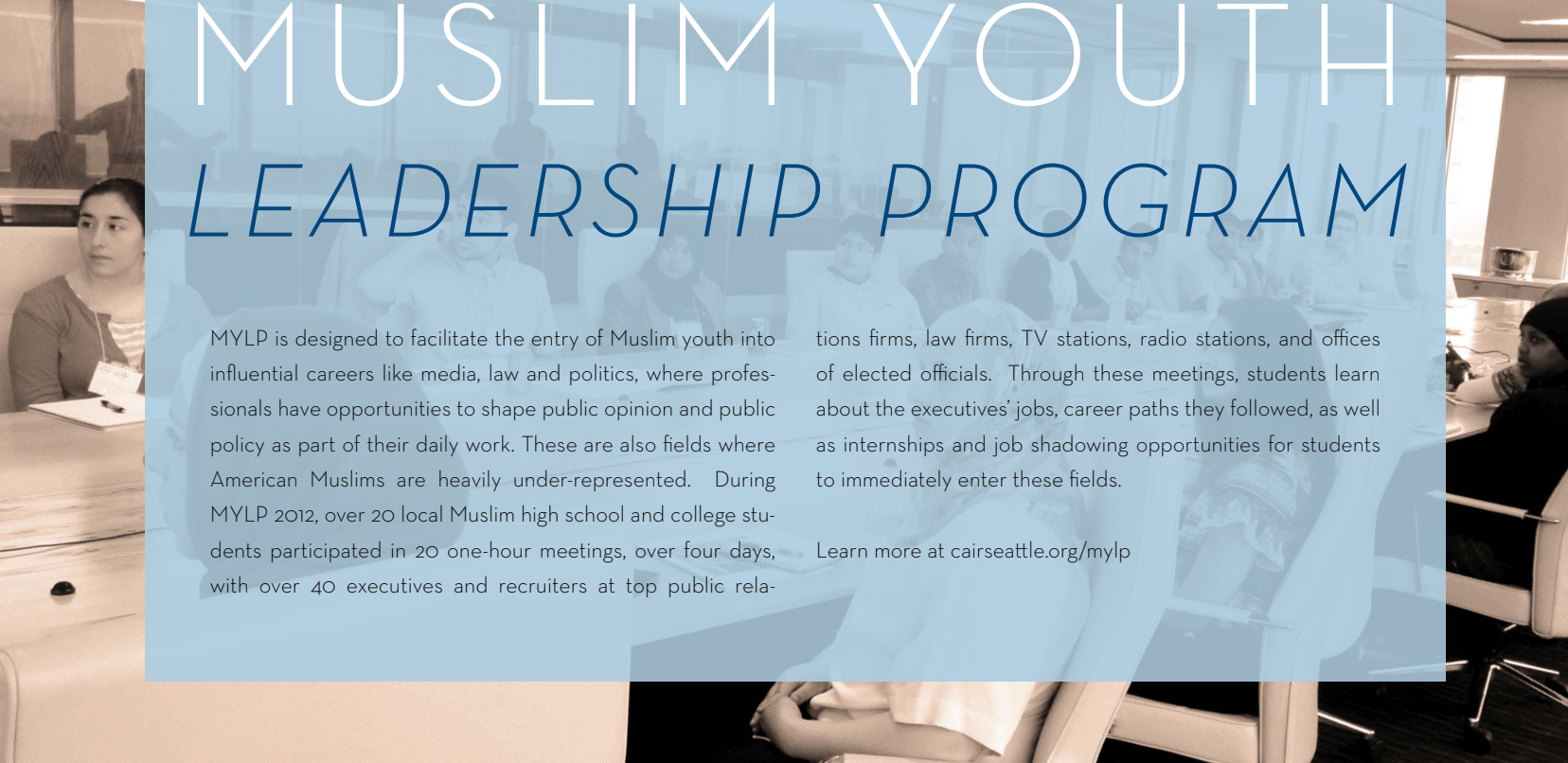


MUSLIM YOUTH LEADERSHIP PROGRAM

MYLP is designed to facilitate the entry of Muslim youth into influential careers like media, law and politics, where professionals have opportunities to shape public opinion and public policy as part of their daily work. These are also fields where American Muslims are heavily under-represented. During MYLP 2012, over 20 local Muslim high school and college students participated in 20 one-hour meetings, over four days, with over 40 executives and recruiters at top public rela-

tions firms, law firms, TV stations, radio stations, and offices of elected officials. Through these meetings, students learn about the executives' jobs, career paths they followed, as well as internships and job shadowing opportunities for students to immediately enter these fields.

Learn more at cairseattle.org/mylp





“MYLP helped me understand the importance of Muslim youth evolving into world leaders and contributing to the world their skills, compassion, and dreams.”



COMMUNITY SAFETY PROJECT

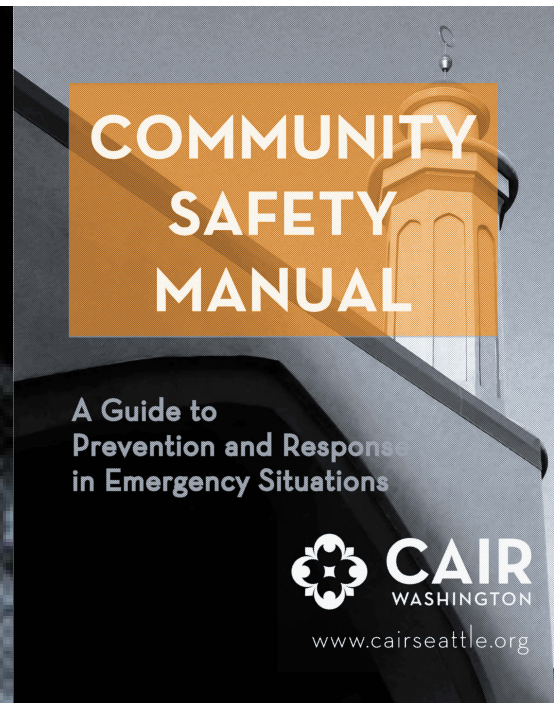
Starting in Ramadan, 1433/2012, there were dozens of violent attacks nationwide directed not just at Muslim organizations and individuals, but also those perceived to be associated with the Muslim community. There was an armed attack on a Sikh temple in Wisconsin that caused six members of the temple to be killed, and a mosque in Missouri was burned to the ground.

Rather than wait for the next tragedy to strike, we wanted to proactively prevent them from happening in the first place through preparedness. In response to this, CAIR-WA searched for a comprehensive manual that could be used to evaluate, equip and train Muslim community organizations to be prepared for violent attacks.

Learn more at cairseattle.org/safety

When no comprehensive manual could be found, CAIR-WA Government Affairs interns compiled existing resources and knowledge of local experts from the US Dept. of Homeland Security (DHS) and the Jewish Federation, into our 'Community Safety Manual,' which we believe to be the most user-friendly and tailored resource for our state's Muslim community.

The manual is a reference item for the mosque safety project that CAIR-WA launched in late 2012, with a three-part goal: to have an expert DHS consultant conduct a thorough inspection of the institution, produce an online 'dash board' showing vulnerabilities and recommendations on how to increase safety; to have institutions install equipment upon the DHS' recommendation; and to train key stakeholders in responding to common attack scenarios. We aim to have the majority of the state's mosques and Islamic schools implement this project by the end of 2013, to save lives and prevent further tragedies.



Training is key to decreasing risk and being better prepared for an attack.



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June 1, 2012

Dear Friends:

Congratulations to the members of the Council on American-Islamic Relations of Washington on celebrating your 10th Anniversary!

I salute your service to the people of King County through your work to enhance the understanding of Islam, to empower the local Muslim community, and to protect the civil liberties of all residents. The alliances that CAIR-WA has built with both local justice groups and the Interfaith community will continue to promote understanding well into the future.

I also very much appreciate your work with young people, including the CAIR-WA groups I have had the honor of hosting in my office.

I regret that I am unable to attend tonight's event, but I hope that your 10th Anniversary Banquet and Awards Celebration proves both entertaining and enlightening.

Sincerely,

Dow Constantine
 King County Executive

LETTERS OF RECOGNITION

CHRISTINE O. GREGOIRE
 Governor



STATE OF WASHINGTON
 OFFICE OF THE GOVERNOR
 P.O. Box 40002 • Olympia, Washington 98504-0002 • (360) 753-6780 • TTY/TDD (360) 753-6466

Greetings from the Governor

July 16 – 19, 2012

I am pleased to extend warm greetings to all of those participating in the 2012 Muslim Youth Leadership Program (MYLP), presented by the Washington Chapter of the Council on American-Islamic Relations (CAIR-WA).

Over the next few days, you will meet top professionals who have the opportunity to influence public policy and opinion through careers in law, public relations, elected office, and the media. You will learn more about their roles, as well as how you can train for a similar position. You and your peers represent the future, and I hope each of you will be inspired by your experiences at MYLP—not only to strengthen your leadership skills, but also to consider how you can help promote positive change in our communities.

I applaud CAIR-WA for its commitment to empowering Muslim youth, and I encourage each young person participating in MYLP this year to take full advantage of this incredible opportunity. You have a bright future ahead of you, and I am confident that you will each go on to accomplish great things.

Thank you all for participating, and please accept my best wishes for a memorable learning experience.

Sincerely,

Christine O. Gregoire
 Governor

Through its network of activists statewide, CAIR-WA continues to build strategic, outcome-oriented relationships with lawmakers at all levels. Many lawmakers, in addition to their work advocating for CAIR-WA's priority issues, submit letters of recognition commemorating special events and affirming their support of their constituents, including their Muslim constituents.

See more letters at cairseattle.org/whattheysay

YOUR
IS WHAT

MAK





FUTURE

AT YOU

KE IT

HOW TO SUPPORT US

SHOW YOUR SUPPORT

Sign up for our mailing list cairseattle.org
Respond to action alerts
Follow us on Facebook facebook.com/cairwashington
Follow us on Twitter [@CAIR_WA](https://twitter.com/CAIR_WA)

FINANCIAL CONTRIBUTIONS

Become a 'Shareholder' of CAIR-WA with any monthly amount cairseattle.org/shareholder
Make a general donation cairseattle.org/support-us

GIVE YOUR TIME

Volunteer your talents cairseattle.org/volunteer
Complete an internship cairseattle.org/intern



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