Waheguru Ji Ka Khalsa, Waheguru Ji Ki Fateh!

As we celebrated the 550th gurpurab (birth anniversary) of Guru Nanak Dev Ji this year, we also stayed focused on the great challenges facing our community. From combating hate crimes to passing new state laws to better protect Sikh civil rights, the Sikh Coalition remained dedicated to advancing the safety and well-being of all Sikhs living in the United States.

In 2019, we managed over 150 free legal intakes, successfully added Sikhism to educational curricula in 4 more states, secured another high-impact employment discrimination victory, produced more free resources for the community than ever before, and engaged with media outlets more than 4,000 times to ensure that our community is covered respectfully and responsibly. Throughout it all, we worked closely with more than 75 sangats from coast to coast to do the work that matters most to you. Our organization continues to grow in size and impact, and we’re investing in our legal, advocacy, education, media, and community engagement efforts because we know our successes are a direct result of the community’s collective man (mind), tan (body), and dhan (material service). For this, we sincerely thank all of you.

Principles like chardi kala (eternal optimism), sarbat da bhalla (welfare for everyone), and dasvandh (giving ten percent of one’s resources to charitable work) empower us to drive positive change. Every action we take either builds the capacity of our own community or works to help the general public gain a better understanding of who Sikh Americans are; in both cases, we’re fighting to ensure that our community is able to live their lives fearlessly.

We need your continued support to sustain and build upon these efforts. Thank you for your previous giving that has helped make all of this possible, and we humbly ask for your continued investment in our collective work.

Chardi Kala,

Narinder Singh, Board Executive Chair
42% OF ALL PUBLIC SCHOOL STUDENTS CAN NOW LEARN ABOUT SIKHISM

This year, the Sikh Coalition succeeded in adding Sikhism to social studies state curricula in four states: Oklahoma, Michigan, North Dakota, and Nebraska. Our team mobilized approximately 500 community members in these states, empowering sangats to interact with educators, state representatives, governing bodies, and superintendents. These four states now join a quickly-growing list–including New York, New Jersey, Texas, California, Tennessee, Idaho, Colorado, and Arizona–that have worked with the Sikh Coalition to include accurate information about Sikhs in their public school education standards.

As a result of this work, more than 21 million students, or approximately 42 percent of all public school students nationwide, can be exposed to the history, culture, and customs of Sikh Americans, giving them a better understanding of how Sikhs in America have been an integral part of creating the rich tapestry of our society.

"I'm excited to go to school knowing that other children will better understand who I am. I'm really happy that people listened to us and included Sikhism in what they will teach in classrooms."

– AVREEN KAUR
(Michigan third grader)

This work represents another significant victory in the Sikh Coalition’s multi-year, national campaign to raise Sikh awareness in classrooms for generations to come. The Sikh Coalition will continue working to incorporate Sikh into other state standards–and ensuring that teachers in states that have accepted it in their curricula have the right resources to teach it effectively.
This year, the Sikh Coalition relaunched its Back to School Toolkit, including new lesson plans, resources, and reading materials. This included our first-ever C3 resources that educators can easily use to effectively teach students about Sikhism through inquiry. These resources are now directly available to more than 9,000 teachers in states that use the C3 Framework to inform their standards.

We also engaged community members by presenting our Back to School Toolkit materials virtually and in-person at gurdwaras. In addition, we were able to take on large-scale Sikhism awareness presentations through the help of dedicated community members. One such instance included conducting 36 presentations to 6th- and 9th-grade social studies classes in the Monroe-Woodbury Central School District of New York, which ultimately reached 1,200 students.

Sikh Coalition staff and volunteers also presented on the importance of teaching Sikhism at state social studies conferences in Washington, Georgia, Florida, and Arizona. In Texas, our staff also tabled and presented to thousands of educators at the National Council for Social Studies. By increasingly dedicating time and resources to directly engaging educators, we are better promoting our materials to the audiences who need them most.

At the Sikh Coalition, we want to ensure that every Sikh child in America is safe and protected in school. We have worked tirelessly to identify spaces where Sikhism can be introduced to both teachers and students. The Sikh Coalition continues to partner with policymakers, school officials, textbook companies, and educators to get ahead of hate and build bridges between the Sikh community and our neighbors.

“All parents are working to ensure the well-being of our children—the Sikh Coalition is able to help you take these efforts to the next level by providing you with the education and resources to speak on these issues in a way that will resonate with audiences.”

–ISHMEET KAUR
(Central Valley, NY)
The Sikh Coalition has worked hard in 2019 to ensure that Sikh Americans are protected by the law. This year, we partnered with community members to create and strengthen hate crime laws at the state level, as well as advocated for the Khalid Jabara-Heather Heyer NO HATE Act in Congress.

We focused our state-level efforts first in mobilizing the Sikh community in a state that had no hate crime laws: Indiana. By facilitating community member outreach to state legislators and allied organizations while simultaneously elevating the Sikh voice in the media, we empowered our community to take direct action. Through personalized messages to individual lawmakers and gurdwara sign-on letters for legislative committees, we showed politicians that Sikh constituents matter. This work will continue in other similarly unprotected states next year.

We also worked in Oregon and Pennsylvania to strengthen existing hate crime laws. In Oregon, we helped the Sikh community advise the attorney general’s hate crime task force on draft legislation and ultimately produced a petition campaign with nearly 100 Sikh signatures. In Pennsylvania, our advocacy team similarly consulted on four new hate crime laws; after suggesting changes and getting a problematic provision eliminated, we mobilized the commonwealth’s Sikh community to contact their elected officials in favor of the laws.

Finally, in addition to improving laws through legislative advocacy, the Sikh Coalition also continues to push for Sikh representation in hate crime discussions within government. We successfully secured a Sikh voice on Washington state’s hate crimes task force, and have another request pending in California. In 2020 and beyond, the fight for civil rights continues—and we are committed to ending hate and discrimination based on perceived or actual color, creed, disability, age, national origin, ancestry, race, religion, gender, gender identity, or sexual orientation.
One of the main charges of the Sikh Coalition’s legal team is to provide completely free legal resources and assistance to Sikhs who have faced discrimination or hate. We work to be the ‘insurance policy’ for Sikh community members who are seeking justice for themselves or their loved ones. In 2019, our legal team received more than 150 legal intakes with many of these cases tied to bias, bigotry, and discrimination. While we are unable to discuss details for most cases due to confidentiality agreements or ongoing litigation, we are proud to have achieved restorative justice in some key cases this year.

One such case was the January 14, 2019 assault of Harwinder Singh Dodd, a Sikh American store owner in Salem, Oregon. We provided free legal support during court proceedings and acted as a liaison on Mr. Dodd’s behalf. Ultimately, Mr. Dodd’s attacker was convicted under an Oregon hate crime statute, sentenced to probation, and referred for treatment for drug and alcohol abuse. As part of his restorative justice sentencing, he was also ordered to attend Salem’s Sikh Day Parade and report back on what he learned.

Another case was that of Swarn Singh, a 55-year-old Sikh American and Seattle-area taxi driver, who was assaulted with a deadly weapon. At the end of 2018, the man who attacked him was sentenced to 15 months in prison after pleading guilty to the assault. This was a direct result of 11 months of work by our legal team, including direct collaboration with law enforcement.

Protecting religious rights in the United States has been a cornerstone of our advocacy and legal work since our organization was founded in 2001. Just this year, we have taken on cases that protect the civil liberties of Sikhs—including the right to carry the kirpan—in the workplace, testing centers, schools, stadiums, national parks, and more.

Every year, we receive numerous requests for consultations regarding kirpans and other religious accommodations. While the privacy considerations of our clients do not allow us to discuss the specifics of the majority of these cases, many have been settled through general accommodation requests and involve capitalizing on the opportunity to educate non-Sikhs. Over the past year, we have also worked with governing bodies in different fields to develop even more resources to ensure the accommodation of articles of faith in schools, including ghost-written letters for sports accommodations.
The Sikh Coalition remains a 24/7 resource for journalists as our media and communications team strives for positive Sikh stories and representation across local, national, and international news outlets. In 2019, we have generated more than 4,000 news hits, garnered an estimated $700,000 worth of free media exposure, and reached a potential audience of over 25 million Americans.

Our work continues to be featured in top-tier outlets, including the Associated Press, the Washington Post, CNN, and more. And once again, the Sikh Coalition facilitated a landmark television moment: On March 31, 2019, CBS aired a special, “Religion & Identity in Young America,” which featured a Sikh story of resilience in the face of school bullying.

Our media engagement educates Americans about the Sikh community and elevates the Sikh perspective. Our outreach to reporters around work and breaking news in Indiana, Oregon, New York, California, and Texas highlighted the Sikh community’s role in passing better hate crime and workplace discrimination laws as well as responding to tragedy. Our responses to cultural appropriation by Gucci and Nordstrom and the selling of culturally insensitive products by Amazon led to corporate apologies and policy improvements. And our other efforts, from a collaboration with MTV to fulfilling interview requests from local, national, and international outlets, increased diverse Sikh representation in the media.

Through all of this, the Sikh Coalition worked with community leaders to secure positive news coverage for sangats in Trenton, NJ; San Antonio, TX; Kent, WA; Charlotte, NC; Indianapolis, IN; Albany, NY; Salem, OR; and other locations from coast to coast. This work furthers hyperlocal Sikh awareness, helping the general public get to know their Sikh neighbors. All in all, no organization is more committed to ensuring that Sikh Americans and the issues we care about are covered respectfully and responsibly.
COMBATING WORKPLACE DISCRIMINATION

For more than 18 years, the Sikh Coalition has been fighting to end employment discrimination in the United States. Many of our legal cases last for years, and we are proud to share some successful resolutions.

In 2011, the Sikh Coalition worked to pass the first-ever workplace discrimination law inside New York City, and, in 2012, we successfully settled a landmark employment discrimination case against the New York City Metro Transit Authority. Seven years later, we are proud to see this work lead directly to S.B. 4037, which prohibits all New York employers from discriminating against employees due to their religious attire, including grooming observations. This legislation was passed unanimously on April 9, 2019 and signed into law by Governor Andrew Cuomo (D-NY) on August 9, 2019. Its protections will ensure Sikhs and other religious minorities that they will never have to decide between their faith and career in New York.

The Sikh Coalition was also pleased to close a decade-long case this year. On May 28, 2019, 45-year-old Sikh American bus supervisor Sawinder Singh successfully resolved his dispute with Montgomery County Public Schools (MCPS) in Maryland. Our legal team secured compensation for Mr. Singh and cultural competency trainings for the whole school district, making MCPS safer and more welcoming for students and staff alike.

We continue to take on new clients who have suffered workplace discrimination, as we work to ensure that all Sikh Americans can practice their faith fearlessly, regardless of where they are employed. If you believe that you or someone you know has faced discrimination at work (or is otherwise in need of bias-related legal assistance), email the Sikh Coalition’s legal team at legal@sikhcoalition.org.

“In this day and age, no New Yorker should have to choose between gainful employment and faithful adherence to their religious beliefs. This bill will at long last rid our state of this type of religious discrimination in the workplace.”

—NY STATE SENATOR JOHN LIU (original sponsor of S.B. 4037)

“I am thankful that the Sikh Coalition and Public Justice were there for me. Without them, I would still be enduring discrimination in the workplace. Sikhs and other religious minorities will now be much better protected from discrimination throughout Montgomery County Public Schools.”

—SAWINDER SINGH (former legal client)
OPPOSING DISCRIMINATION AGAINST SIKHS IN THE MILITARY AND LAW ENFORCEMENT

For ten years, the Sikh Coalition has fought to end discrimination by our nation’s largest employer: the Department of Defense. Thanks to this campaign, more than 60 Sikh Americans have received religious accommodations to serve with their articles of faith in the U.S. military. In 2019, our first client who will serve in the U.S. Air Force secured his accommodation, and we look forward to sharing more about his journey after he completes his training next year.

Ultimately, the goal of this multiyear campaign is to secure permanent policy changes that allow Sikhs to serve across all branches of the military. Achieving that victory, and establishing an example set by the Department of Defense, will be critical to ending discrimination in workplaces across the country. If you have more questions about our work in this space, you can read the community FAQ (as well as find an updated version of our Army Know Your Rights resource) on our website.

Due to a tragic loss, 2019 also saw us double down on our efforts to fight for Sikh representation in law enforcement as well.

In honor of the late Harris County Sheriff’s Deputy Sandeep Singh Dhaliwal, whose untimely death in the line of duty this September was felt throughout the world, we rallied 98 Sikh Americans who currently and previously served in law enforcement and the military to send letters to their respective institutions urging clearer accommodations processes and policies. We also worked with members of the media to ensure that the deputy’s passing was covered respectfully and responsibly, as well as mobilized community members across the nation to ask their representatives to sign onto a bipartisan congressional resolution honoring his legacy.

The Houston Police Department has already honored Deputy Dhaliwal by changing their policies, and we expect institutions across the country will follow suit to commemorate his legacy of seva.
FLYING WITHOUT FEAR: HOLDING TSA ACCOUNTABLE

This year, the Sikh Coalition has continued to fight for Sikh Americans’ rights when traveling. In addition to legally retaining five cases against problematic practices by Transportation Security Administration (TSA) employees, we worked with TSA leadership to provide updated trainings and materials as needed.

On June 4, 2019, the Sikh Coalition also testified before the House Homeland Security Committee regarding discriminatory TSA policies and procedures, as documented by our legal casework and data from our FlyRights reporting tool. Senior Manager of Policy and Advocacy Sim J. Singh detailed the challenges that Sikh passengers continue to face, including religious rights violations and discriminatory secondary searches, while offering legislative, technological, and oversight-related recommendations that would further prevent the profiling of Sikh passengers.

The Sikh Coalition continues to advocate for effective and inclusive TSA screening policies, and will hold this and other agencies accountable if they continue to discriminate against community members.

RESPONDING TO SIKHS IN CRISIS AT U.S. DETENTION CENTERS

While the Sikh Coalition does not provide direct legal services on immigration cases, we refuse to ignore systematic abuses of Sikhs and others inside the detention system.

In February, we joined a day of action for Sikh detainees protesting detention conditions and asylum bond denials in El Paso, TX. In April, we filed a complaint on these conditions with government, following up by briefing key lawmakers and later leading a sign-on letter delivered to 60 congressional offices. We also continue working with local sangats to connect detained Sikhs with translators, lawyers, and other resources.

This year also saw the tragic death of six-year-old Gurupreet Kaur at the southern U.S. border in June. Though we did not legally represent her parents, we worked to ensure that they had sufficient counsel and fought for their privacy.

For more information on our immigration and detention-related work and policy positions, please visit the new Immigration FAQ on our website.
ADVOCACY EFFORTS CHAMPION RELIGIOUS DIVERSITY

This past year, the Sikh Coalition has engaged even more workplaces to increase knowledge about who Sikhs are. Prompted by incidents of ignorance and hate, the Sikh Coalition has pushed restorative justice for community members and taken opportunities to educate companies and organizations that violate Sikh Americans’ rights.

Staff members and community volunteer advocates have conducted cultural competency and Sikh awareness trainings around the nation for major companies like Quest Diagnostics, universities including Delgado Community College and Rowan University, and government organizations such as the Office of the New York City Comptroller. As a result of this outreach, more than 3,000 Americans are gaining a better understanding of the Sikh articles of faith and existing policies for respecting religious rights.

After a pressure campaign mobilized in part by the Sikh Coalition, the former sheriff of Bergen County, NJ resigned for disparaging remarks he had made about a range of minority communities, including Sikhs, in 2018. One year later, we partnered with allied organizations to train over 50 Bergen County Sheriff’s Office deputies and correctional officers, helping them learn about the Sikh Americans they serve.

Through regional police trainings in Michigan, New Jersey, and California, the Sikh Coalition has educated more than 500 officers and officers-in-training. Additionally, the Sikh Coalition and Sikh partner organizations developed a statewide training curriculum for 30,000+ New Jersey police officers through the law enforcement accreditation agency, CLEAR. We also facilitated a Sikh-focused profile story on the importance of religious diversity in the police force for Police Chief Magazine—an outlet that reaches nearly 28,000 police department subscribers nationwide. All of this work to engage U.S. law enforcement is essential to ensuring that they better serve and protect all minority communities, including Sikh Americans.

“It is trainings like these that allow us to learn more about our fellow citizens so that we can better protect and serve all, regardless of our differences, and we’re grateful for the Sikh Coalition’s investment and confidence in our department.”

—SHERIFF ANTHONY CURETON
(Bergen County, NJ)
Governor Tony Evers (D-WI) visited the Oak Creek sangat at the Sikh Temple of Wisconsin to deliver the first-ever statewide proclamation declaring April as Sikh Awareness & Appreciation Month to honor and remember the victims of the 2012 Oak Creek shooting. This proclamation marked the first time a sitting governor had formally recognized the Sikh community’s contributions.

Governor Evers’ message was simple: Diversity remains our nation’s greatest strength.
This year, Sikhs worldwide commemorated Guru Nanak Dev Ji’s 550th gurpurab. In the United States, sangats marked this historic anniversary by building bridges with their local communities through one-day open houses to welcome neighbors, press, elected officials, and law enforcement.

In addition to hosting a gurdwara open house, the Sikh Coalition encouraged sangats to lead out on service projects so that visitors could learn the Sikh tenet of seva first-hand. Organized with national partners, the projects included a meal-packing event with Rise Against Hunger, a hygiene kit-packing event with Clean the World, and a food drive or packing event with Feeding America.

More than 30 gurdwaras participated in our nationwide open house and seva project engagement. Our team worked with community leaders to recruit elected officials and law enforcement to attend, generate local media coverage, encourage interfaith communities to participate, and generally ensure that events were planned and executed successfully. This endeavor not only helped us strengthen our ties with Sikh communities throughout the nation, but it also helped these sangats bolster their presence within their own communities.

“By conducting a service project while also opening our gurdwara up and serving langar to the wider community, we were able to show our local friends and neighbors how we live the value of seva.”
– SANDEEP SINGH (Gurudwara Singh Sabha in Kalamazoo, MI)

“This open house event proved to be a great way for our sangat to build bridges with local law enforcement officials. Our community feels safer and more secure thanks to this effort to develop those relationships.”
– GURCHARAN SINGH (Sikh Gurdwara of Oklahoma in Oklahoma City, OK)

“The Sikh Coalition encouraged us to hold our open house and assisted with promotion and organization. We were proud to participate in this event knowing that we were doing so alongside Sikhs across the country.”
– GULDEN SETHI (Guru Nanak Mission Gurudwara in Oakland, NJ)

“By welcoming leaders of a wide variety of faith traditions to our interfaith service, we were able to show our local community in Bellingham how tolerance and oneness are core values in Sikhi.”
– KAMALLA KAUR (Gurdwara Guru Nanak Parkash in Bellingham, WA)

“Thanks to the Sikh Coalition’s support, we had the resources we needed to connect with important local officials and speak to press about how Sikhs have been a part of Santa Ana’s greater community for years.”
– JASLEEN KAUR (Sikh Center of Orange County in Santa Ana, CA)
GURDWARA SECURITY INITIATIVE REACHES 75 SANGATS

Since 2017, the Sikh Coalition has shared free security preparedness resources with gurdwaras across the United States. We connect gurdwaras with federal security consultations, which determine how to address their specific security needs through training, enhancing security features, or improving relationships with emergency response officials. In 2019, 22 new gurdwaras took advantage of this program, bringing the total to 75 since its inception.

Given this year’s acts of violence that targeted houses of worship and minority communities more broadly across the country, the Sikh Coalition recognizes the unique danger posed by a rising tide of white nationalism. Opposing this corrosive ideology, and the systemic racism that feeds it, remains essential to our broader efforts to combat hate and ensure that Sikh Americans can practice our faith fearlessly.

Gurdwara leaders can call (212) 655-3095 or email community@sikhcoalition.org in English or Punjabi to request a free security consultation or learn more about the security preparedness program.

SEVEN YEARS OF #REMEMBEROAKCREEK

On August 5, 2012, a white supremacist gunman with neo-Nazi ties attacked the Oak Creek, WI gurdwara, taking the lives of six Sikh worshipers and injuring several more.

We solemnly remember Paramjit Kaur Saini, Sita Singh, Ranjit Singh, Prakash Singh, Suveg Singh Khattra, and Satwant Singh Kaleka. We continue to be inspired by the perseverance of those who were critically injured, including Baba Punjab Singh, Bhai Santokh Singh, and Lt. Brian Murphy. We admire the strength of the entire Oak Creek sangat, which sets a powerful example of resilience for the entire nation.

While the Oak Creek sangat previously organized an annual Chardhi Kala 6K Memorial Walk and Run in the Sikh spirit of eternal optimism, they have decided to host the next event around the ten year anniversary. We plan to renew our commemorative National Day of Seva effort—which was refocused around Guru Nanak Dev Ji’s 550th gurpurab this year—in conjunction with the Oak Creek 6K in 2022.
SHARING FREE CIVIL RIGHTS RESOURCES AT YUBA CITY NAGAR KIRTAN

The annual Yuba City, CA, Nagar Kirtan brings together more than 100,000 Sikhs from across the United States and around the world. For the second year in a row, the Sikh Coalition sent a team of staff and volunteers to Yuba City from November 1-3, 2019, to disseminate free legal aid resources and know your rights information.

The Sikh Coalition hosted a booth that was visited by more than 1,200 Sikh community members, while our team also distributed free civil rights resources on school bullying, combating hate, and religious rights to attendees. These efforts resulted in opportunities for deeper community engagement and spreading word about the resources, advocacy support, and free legal aid that the Sikh Coalition provides.

Attending the Nagar Kirtan has become a critical part of our multi-year strategy to reach Sikhs in the United States and the positive response to our work made for an experience that we are excited to be a part of next year!

THREE YEARS LATER, SIKH PROJECT CONTINUES TO GROW

The groundbreaking Sikh Project photography exhibition further expanded its reach in 2019. From October 2018 until March 2019, the Sikh Project changed hearts and minds while in exhibit at the California Museum in Sacramento. Then, on September 11, 2019, 28 of the Sikh Project’s 38 portraits of Sikh men and women were displayed to audiences at the Simon Wiesenthal Center’s Museum of Tolerance in Los Angeles.

Since it launched for the first time in 2016, the Sikh Project has engaged more than 20 million Americans to learn about the challenges and triumphs of what it means to be Sikh in the United States. This landmark exhibition came from a partnership between the Sikh Coalition and British photographers, Amit and Naroop, and features a collection of portraits embodying the beauty, resilience, and depth of the Sikh American experience. The portraits will continue to move across the country, with a feature already planned for Fall 2020 in San Antonio, TX.
In 2019, the Junior Sikh Coalition (JSC) entered its seventh year of training Sikh youth to be fearless leaders who exemplify community building, teamwork, and individual leadership.

During the 2018-2019 year, the youth leadership program spent nearly every Sunday afternoon developing important leadership skills, gaining insight into social justice issues, learning how to organize their community, and putting these skills—and their own passion—into action.

Highlights from the 2019 class include engaging with sangats across the tri-state area on important issues like bullying prevention and mental health promotion; civic engagement through helping the Sikh Coalition’s national Sikh voter registration drive; and raising the Sikh profile. They also worked on capstone projects, including a panel of Sikh women that celebrated the Kaur narrative and a web show called “The Hidden Wave” that showcased Sikh talent and discussed the Sikh American youth experience. Several JSC members from Queens, NY, also attended a roundtable discussion with the New York City Commission on Human Rights during Asian Pacific American Heritage Month, where they discussed Sikh youth issues and demanded action to make New York City schools safer and more inclusive.

Over the summer, the Sikh Coalition welcomed 24 youth leaders into the new 2019-2020 JSC year, including 7 leaders from the previous class. JSC kicked off their year with a series of social justice trainings and workshops hosted by Sikh Coalition staff and outside guest presenters. During a week-long bootcamp, JSC worked together to create a mission statement that sums up the current program: “To empower the youth by forging a new generation of leaders who aim to tackle the social injustices that plague our community.”

The JSC program requires full-time staff resources to manage and run on a weekly basis. Since its inception in 2012, this program has trained 88 youth community leaders who have educated over 1,800 students on bullying prevention and Sikh awareness.

If you would like to get in touch about potential opportunities with the Junior Sikh Coalition, please email jsc@sikhcoalition.org.

“This past year, I learned critical skills that are important when hosting events, how to be more confident with my own work, and the skills to become a better public speaker. I’m looking forward to continuing my work with JSC because I see its potential to create a more informed and involved group of youth leaders.”

—SIMRAN KAUR SABERWAL
(Junior Sikh Coalition)
EMPOWERING SANGATS FROM COAST TO COAST

The Sikh Coalition works hard to empower sangats to build stronger community relations and raise Sikh awareness. This year, we conducted Sikh Presenter’s Course trainings each quarter across the country, including in New Jersey, Missouri, and with multiple communities in California and Michigan. During these trainings, participants learned how to effectively speak to the basic tenets of Sikhi, while also practicing their own elevator pitches and presentation skills so that they can deliver trainings within their own communities.

Additionally, the Junior Sikh Coalition and our community development team hosted multiple workshops with Sikh youth in the tri-state area, where Khalsa school students learned to talk about Sikhism effectively, too. Our team also worked with parents on how to effectively engage educators in their children’s schools and talk to their students to identify the signs of bullying.

For the first time ever, the Sikh Coalition also delivered our grassroots Sikh Civic Engagement training in the greater Chicago area. Attendees learned how to make specific asks of their elected officials on issues impacting them locally. Our legal team also engaged activists, leaders, and fellow lawyers, leading Sikh awareness trainings in New York, Utah, and Georgia. The New York trainings included information on the Sikh faith and community, while the Utah and Georgia sessions focused on expanding critical religious and racial reconciliation theories to include minority religions like Sikhism.

In 2019, we delivered more trainings and workshops than ever before, and our team continues to engage, educate, and train leaders inside and outside of our community. In 2020, we already have plans to deliver trainings in Utah, Nebraska, Georgia, and Washington as we continue this critical work.
Beginning in 2018, the Sikh Coalition built a full-time presence in Southern California, pushing for local, long-term, and lasting impact. In 2019, we continued that investment and furthered our commitment in the Southern California sangat.

Over the past year, we delivered 35+ Sikh awareness presentations to students and educators throughout Southern California, reaching more than 5,500 people, as well as led 15 Back to School and anti-bullying workshops in the region. We also collaborated with the Los Angeles Unified School District to provide a detailed religious sports accommodation resource for Sikh children. We plan to take this education work to greater heights over the next two years by securing a series of Sikh awareness professional development trainings for teachers in Riverside, Los Angeles, and Orange County.

We are also working to engage city and county law enforcement agencies to set up Sikh awareness and anti-bias trainings while also pursuing policy changes that will better accommodate observant Sikhs who want to serve in law enforcement. As a result, we joined community leaders to deliver Sikh awareness trainings to police departments in Santa Ana in October and Irvine in November, and will continue to expand these training opportunities into other parts of Southern California in the coming year.

We remain grateful to the community leaders who have been our partners in making all of this work possible. With nearly 25 attendees at our Sikh Presenter’s Course trainings; gurdwara leaders in Riverside, Santa Ana, and Canoga Park hosting successful open houses for Guru Nanak Dev Ji’s 550th gurpurab; and countless volunteers for our wide range of outreach events, it is clear that the sangat is more engaged than ever before.

We look forward to continuing to work with the Southern California sangat as we raise Sikh awareness and effect positive change locally.

"The Sikh Coalition is proud of the commitment we have maintained in Southern California for the past two years, and we’re excited to continue working with community leaders and volunteers to build bridges with local educators, law enforcement, and more."

–INDERPREET KAUR
(SoCal Community Development Manager)
STANDING IN SOLIDARITY THROUGH INTERFAITH PARTNERSHIPS

As the largest Sikh civil rights organization in the United States, the Sikh Coalition has been at the forefront of interfaith efforts. Toward the end of 2018, we empowered the Greater Pittsburgh Sikh community to join other partners in delivering messages of solidarity to the Jewish community during a private interfaith gathering after the tragic October 27, 2018 shooting at the Tree of Life – Or L’Simcha Congregation.

Our staff has also worked to develop avenues of interfaith solidarity, representing the Sikh perspective on panels addressing the growing sentiment of hate toward impacted communities. Whether it be an Interfaith Seder for Immigrant and Refugee Justice, Build for Unity’s annual Brush with Kindness event, or a panel that discusses the rising role of women leading religious liberty organizations, representatives of the Sikh Coalition have repeatedly shared how Sikhi can positively help overcome hate and defend the vulnerable.

BUILDING RESILIENCE IN YOUTH AT SUMMER CAMPS

This summer, the Sikh Coalition’s Community Development team traveled to multiple Sikh camps to conduct nearly 20 workshops. These workshops covered topics including combating discrimination in schools; creating Sikhi elevator pitches; and discussing the intersectionality of identity, bullying, and allyship.

The team conducted workshops at Camp Gian in Los Angeles, CA; Gurdwara Sant Sagar in Bellerose, NY; Sikh Cultural Society in Richmond Hill, NY; Central Jersey Sikh Association in Windsor, NJ; the Guru Har Krishan Institute of Sikh Studies in Rockville, MD; and the Guru Angad Institute of Sikh Studies in Sterling, VA.

We are proud to support Sikh communities all over the nation. Engaging with youth ensures that these children have the potential to lead our community in line with the Guru’s teachings. We look forward to working with even more youth at Sikh camps next year.

“We think it is so important to engage in a meaningful way with our youth year-round, and we are so glad to have the Sikh Coalition work with us to start the year off with impactful engagement.”

--Mandeep Kaur
(Central Jersey Sikh Association camp in Windsor, NJ)
Xs AND Os: THANK YOU FOR BOWLING A STRIKE FOR SIKH RIGHTS

In 2019, the Sikh Coalition was thrilled to host two community events in support of our work: the 10th annual NYC Bowl-a-thon and the 4th annual SoCal Bowl-a-thon. Both events provided a rewarding opportunity to celebrate Sikh identity and the hard work being done to fight for Sikh civil rights across the United States.

The events were attended by over 450 participants and raised a combined total of more than $80,000. The majority of our funding comes from the Sikh community and we are incredibly grateful for the sangat’s efforts.

We would like to thank all the participants who helped bring these events together. It is only through the support of our dedicated volunteers that we can continue this work, and neither event would be possible without their support.

The Sikh Coalition would also like to thank our sponsors for their generous support:

[Logos of sponsors]
NEW STAFF & TEAM TRANSITIONS

We are able to provide excellent services and resources for the Sikh community only by developing and investing in the talented team that works to serve the sangat. While we are exceptionally proud to be the largest Sikh civil rights organization in the United States, we remain small compared to peer civil rights organizations representing other communities.

Former Policy and Community Engagement Fellow nikki singh was promoted to Policy and Advocacy Manager. In this role, she works with elected officials to advocate for and implement inclusive legislation focused on hate crimes, bullying, and employment discrimination while also ensuring the Sikh community stays civically engaged and empowered.

Former Senior Media and Communications Director Mark Reading-Smith now serves as Senior Managing Director of Programs, where he oversees the strategic direction and daily implementation of our advocacy, community engagement, education, and communications work.

Cindy Nesbit joined our legal team as our new Senior Staff Attorney, where she supports our robust work of free legal assistance and advocacy for community members. She also leads our work on rights violations occurring in U.S. Immigration and Customs Enforcement detention facilities and immigration courts.

Graham F. west was hired as our new Media and Communications Director, and is responsible for engaging local and national press to raise Sikh voices in the media conversation. He works with his team to educate millions of Americans about Sikh through conventional and creative initiatives, whether via rapid response efforts or long-term strategies.

Former Senior Media and Communications Director Mark Reading-Smith now serves as Senior Managing Director of Programs, where he oversees the strategic direction and daily implementation of our advocacy, community engagement, education, and communications work.

Searchlight project: For media inquiries, please contact Graham F. West at gwest@thesikhco.org or 202-544-4817.

As the Sikh Coalition continues to grow, we are proud to announce new additions to and promotions on our staff:

The Sikh Coalition would also like to extend a special thank you to our hard-working class of interns who joined us in 2019. Pictured left to right, these outstanding students are Jeevanjot Kapur, Rachel Phillips, Abhayvir Singh, Jaskeerat Singh, Mannirmal Kaur, Reaz Khan, and Gurjiv Kaur (not pictured).
FINANCIALS

Since our founding in 2001, the Sikh Coalition has strived to exceed the highest standards of competence and professionalism, including by maintaining our commitment to full financial transparency. We are independently audited each year and have maintained a Better Business Bureau-accredited and Charity Navigator-rated non-profit status.

The majority of the Sikh Coalition’s funding comes from generous donors like yourself. In addition, we receive competitive grants from foundations, including Open Society Foundation, NoVo Foundation, RISE Together Fund and Emergent Fund. This institutional support is a testament to our sound financial practices and ability to deliver results.

2018 Total Income: $1,993,955

<table>
<thead>
<tr>
<th>Income Source</th>
<th>Percentage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Donations</td>
<td>72%</td>
<td>$1,439,609</td>
</tr>
<tr>
<td>Grants</td>
<td>28%</td>
<td>$548,595</td>
</tr>
<tr>
<td>Interest &amp; Dividends</td>
<td>&lt;1%</td>
<td>$5,751</td>
</tr>
<tr>
<td>Fundraising</td>
<td>9%</td>
<td>$183,008</td>
</tr>
<tr>
<td>Administrative</td>
<td>6%</td>
<td>$119,678</td>
</tr>
</tbody>
</table>

In addition to the income listed, the Sikh Coalition received $240,045 in donated services for programs in 2018.

2018 Total Expenses: $1,968,793

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Percentage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Expenses</td>
<td>85%</td>
<td>$1,666,107</td>
</tr>
<tr>
<td>Administrative Services</td>
<td>6%</td>
<td>$119,678</td>
</tr>
<tr>
<td>Fundraising</td>
<td>9%</td>
<td>$183,008</td>
</tr>
<tr>
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</tr>
<tr>
<td>Interest &amp; Dividends</td>
<td>&lt;1%</td>
<td>$5,751</td>
</tr>
</tbody>
</table>

STAFF

Satjeet Kaur, Executive Director
Mark Reading-Smith, Senior Managing Director of Programs
Amrit Kaur, Legal Director
Ruchi Kaur, Community Development Director
Pritpal Kaur, Education Director
Graham F. West, Media and Communications Director
Sim J. Singh, Senior Manager of Policy and Advocacy
Harsimran Kaur, Senior Counsel
Ava Master, Senior Development Manager
Cindy Nesbit, Senior Staff Attorney
Giselle Klapper, Staff Attorney
Aasees Kaur, Legal and Community Services Manager
Harleen Kaur, Community Development Manager
Harpreet Kaur, Operations Manager
Inderpreet Kaur, SoCal Community Development Manager
Rajanpreet Kaur, Media and Communications Manager
Harkeet Singh, Policy and Communications Manager
Nikki Singh, Policy and Advocacy Manager
Sahej Preet Singh, Community Development Manager
Simran Jeet Singh, Senior Fellow

FELLOWS

Winty Singh, Social Justice Fellow
Maggie Lloyd, Education Consultant

BOARD

Narinder Singh, Board Executive Chair
Prabhjot Singh, Board Treasurer
Manpreet K. Singh, Board Secretary
Harpreet Kaur, Board Member
Manmeet Kaur, Board Member
Sunmeet Kaur, Board Member
Savmeet Singh, Board Member
PLEASE DONATE TODAY!

What is freedom worth to you? This full-time, high-impact organization is working day and night to protect your right to practice Sikhi. Your financial support will ensure that the Sikh flag continues to fly high!

50 Broad Street, Suite 504
New York, NY 10004