MESSAGE FROM EXECUTIVE DIRECTOR & BOARD EXECUTIVE CHAIRMAN

WAHEGURU JI KA KHALSA, WAHEGURU JI KI FATEH!

It is an era of change and growth for the Sikh Coalition.

This year, we saw our organization respond to the ever-shifting political and social landscape, from home-grown hate crimes and discrimination to the serious threat of transnational repression. But more and more, the Sikh Coalition’s work continues to be proactive in nature: Bringing justice for our legal clients, fighting to advance state-level legislation that will serve our sangats, learning from Sikh students about how we can improve their educational experience, producing more materials and content that increase public education and awareness about Sikhi, and more.

From the government offices of Washington, DC, to the diwan halls of gurdwaras across the nation, it remains our privilege to work with and through sevadaars like you on behalf of the sangat. With your investment and partnership, we look forward to continuing to fight for the civil rights and betterment of our community in 2024 and beyond.

Chardi Kala,

Anisha Singh, Executive Director

Narinder Singh, Board Executive Chairman
A SNAPSHOT OF OUR WORK IN 2023

2000+
Surveys collected from Sikh students across the nation

4
More states plus DC included Sikh in their social studies standards

6
Different states with in-person legislative advocacy work

1st
Citation of our legal work by the U.S. Supreme Court

60+
Meetings with the White House, federal agencies, and members of Congress

9
New staff joined our team to better serve the nationwide sangat
From the beginning of February to the end of March of this year, the Sikh Coalition undertook—in partnership with academic researchers, Khalsa Schools, community influencers, and allied organizations—what we believe to be the largest-ever survey of U.S.-based Sikh students.

We ultimately received responses from roughly 2,000 students from more than 60 gurdwaras in 21 different states. Youth in our community responded about their experiences with bullying, classroom inclusivity, instruction, and more.

We are extremely grateful to every community member who helped make this possible!
Our California–based research partners Dr. Kavita Kaur Atwal and Dr. Erin Knight are currently finalizing their analysis of the collected data, and our team has already started drafting a landmark report to be released next year.

We look forward to sharing our findings not just with the sangat—so that students and parents are empowered to combat bullying and engage their schools—but also with teachers working to develop more inclusive lesson plans and government officials looking to make better-informed decisions in education policy.

We are excited to visit gurdwaras across the country next year to share our findings.
Utah became the 15th state to include Sikhi in its state social studies standards.

Our work towards this victory dates back to 2020; the Sikh Coalition facilitated sangat member testimony and a gurdwara sign-on letter, as well as directly engaged the Utah State Board of Education (BOE) in favor of inclusion.

Mississippi joined the list of states including Sikhi in their standards at number 16.

The Sikh Coalition was proud to submit the initial request for Sikh inclusion to the state’s BOE, and we were grateful to have the support of more than 125 local sangat members and the religious studies faculty at Mississippi State University in our advocacy.
More than two years of advocacy work led Virginia to become the 17th state. The Sikh Coalition worked tirelessly with the local sangat through multiple rounds of written and spoken community testimony, as well as elevated the voices of seven Virginia gurdwaras.

We also allied with more than 20 Virginia-based organizations to submit feedback to drafts of the standards, placed an op-ed in support of inclusion by the President-Elect of the National Council for the Social Studies, and corresponded directly with the Superintendent of Public Instruction multiple times.

Washington, DC, also added Sikhi to its standards—though not a state, it still has its own unique process.

Along with to our standard strategy of a gurdwara sign-on, sangat member testimony, and engaging local officials, Sikh Coalition Education Manager Upneet Kaur visited Sikh Gurdwara, DC after the victory to present on our entire portfolio of education work.

And finally, Connecticut was added to the list as number 18. To achieve this victory, the Sikh Coalition worked closely with the Sikh Art Gallery in Norwich.

Additionally, we recorded a podcast with the state’s Department of Education about the importance of Sikh inclusion and presented at the University of Connecticut’s Sikh Studies Week in September.
Looking ahead to 2024, the Sikh Coalition anticipates undertaking this kind of work in even more states—potentially including Ohio, Florida, and others.

We will continue to engage sangat members, allied groups, and state officials for any and every opportunity to make our students feel safe and seen in their classrooms.

“One of the best ways to reduce bullying is through education.

As the political dynamics around social studies standards in this country become increasingly divisive, we are finding increased interest and commitment from Sikh community members and coalition partners to fight for inclusive social studies standards.”

—Sikh Coalition Policy and Education Director Harman Singh, interviewed by NBC News about our State Standards Campaign
INTRODUCING OUR EDUCATION ADVISORY COMMITTEE

This group of Sikh educators, DEI experts, community activists, and parents brings a wealth of experience and expertise in education to the Sikh Coalition, and we look forward to their guidance and expertise.
In February, the California Department of Corrections and Rehabilitation (CDCR) abruptly ended its policy allowing religious and medical accommodations for peace officers with beards. Since then, Sikh, Muslim, Black, Jewish, and other peace officers have been forced to leave their jobs, forced to shave, threatened with demotion or termination for not shaving, and forced to use sick, vacation, and unpaid leave while waiting for a response to accommodation requests.

In the face of this flagrant discrimination—which impacts nearly 600 CDCR employees—the Sikh Coalition sent multiple letters to and held meetings with CDCR leadership in attempts to amicably push CDCR to meet its legal obligations to accommodate these individuals. Faced with inaction, we joined with co-counsel and partner organizations to retain seven clients and filed charges with the U.S. Equal Employment Opportunity Commission (EEOC) on behalf of each one. We continue working to resolve this issue with CDCR directly so that all racial and religious minorities have equal access to employment there.

In addition to pursuing legal avenues, the Sikh Coalition also mobilized more than 400 California sangat members to contact key state-level legislators and officials about this issue. In 2024, we plan to work with allies in Sacramento to draft and introduce legislation to protect the religious rights of employees of California’s largest public employer.
This year, the Sikh Coalition and our co-counsel added a second Sikh paramedic client to the EEOC’s major lawsuit against Global Medical Response (GMR) and its subsidiary American Medical Response (AMR).

In 2022, we previously engaged as co-litigants with the EEOC on behalf of Ravinder Singh, a Sikh paramedic who was refused appropriate personal protective equipment (PPE) by AMR and ultimately fired for his refusal to shave.

In July of this year, we filed EEOC charges on behalf of Inder Dhanota, who will become a plaintiff in the same lawsuit. Mr. Dhanota was kept in limbo for six months while AMR refused to allow him to work unless he shaved his beard.

This lawsuit is currently in federal court in Colorado as both parties move through the various litigation phases and seek additional employees of GMR and AMR who were similarly discriminated against.

This ongoing case is just one of the numerous ways that our legal and advocacy teams continue to fight for equitable access to PPE for Sikhs in the medical field.

“I was strung along for months as I sought an accommodation, only to ultimately be turned away from doing the job that I was trained to do ... I lost out on an opportunity to earn a living doing work that helps others.”

— Inder Dhanota, Sikh paramedic and Sikh Coalition client
Historic Steps Forward Against Employment Discrimination in the U.S. Military

In late December of 2022, the Sikh Coalition and our legal partners secured a major victory in our ongoing effort to combat employment discrimination in the U.S. Marine Corps (USMC). Litigation in our landmark lawsuit filed in April of that year on behalf of four Sikh clients ultimately resulted in the District of Columbia Circuit Court of Appeals granting our pre-accession clients the right to attend USMC Recruit Training (also known as “boot camp”) with an accommodation to maintain their Sikh articles of faith.

As a result, one of our clients—Lance Corporal (LCpl) Jaskirat Singh—graduated from Recruit Training at Marine Corps Recruit Depot in San Diego, California, this August. LCpl Singh maintained his beard, turban, and other articles of faith throughout his time. Despite this victory, issues with LCpl Singh and Captain Sukhbir Singh Toor’s accommodations from the USMC persist, primarily due to significant restrictions on their beards while on deployment.

“For this reason, the larger lawsuit by the Sikh Coalition, Winston & Strawn, the Becket Fund for Religious Liberty, and BakerHostetler (with assistance from the Sikh American Veterans Alliance) continues to move forward.

As our legal team continues to navigate this case, we remain committed to ending employment discrimination by the U.S. Department of Defense—our nation’s largest employer—to set a strong standard against anti-Sikh discrimination in all professions.

“I am honored to serve my country in the Marine Corps, and proud that I was able to do so while respecting my Sikh faith.

I hope that my graduation sends a clear message to other young Sikhs who are considering military service:

Your faith does not have to be a barrier to any career.”

— U.S. Marine Corps Lance Corporal and Sikh Coalition client, Jaskirat Singh
Severe School Bullying

Your children have the right to attend school without fear.

This year, the Sikh Coalition has seen an unprecedented number of bias-related cases in schools and provided support and guidance for filing formal complaints, escalating cases, appealing wrongful suspensions, and drafting safety plans for bullied students.

Hate Crime Representation

If you are the victim of a crime, you have the right to a responsive and transparent investigation by law enforcement, including if you experience hate or bias.

The Sikh Coalition can step in to explain why an incident should be investigated as a potential hate crime, provide translation and legal support, and more.

This year, we released a new resource* designed to help police and prosecutors better understand these issues;

Kirpan Support

You have the right to wear your kirpan and not be treated with suspicion or subjected to arrest.

The Sikh Coalition has provided training, letters, and other materials to employers, universities, and institutions to ensure that both kirpans and the Sikhs who maintain them are respected.

If you or someone you know is in need of free legal assistance, connect with our team by filling out our Legal Intake Form at www.sikhcoalition.org/legal-help

*See page 28 for details
In September of 2023, Canadian Prime Minister Justin Trudeau announced an investigation into credible links between the Indian government and the June 2023 killing of Canadian Sikh Hardeep Singh Nijjar in British Columbia. In the weeks after, additional reports emerged of law enforcement warning U.S.-based Sikhs against threats to their lives. This historic news necessitated immediate action.

To address this threat of transnational repression, the Sikh Coalition prioritized engaging the Biden Administration, including via a letter to President Biden, a statement for the record in favor of the reauthorization of the U.S. Commission on International Religious Freedom, and public testimony to the U.S. House of Representatives Committee on Oversight and Accountability.

We also held meetings on Capitol Hill and with agencies like the Federal Bureau of Investigation and Department of Homeland Security to provide background information, as well as shared publicly available resources from the U.S. government to help sangat members stay safe.
As of the time of writing, the Sikh Coalition—with support from other Sikh organizations—is mobilizing to support the Transnational Repression Policy Act.

This bipartisan legislation is meant to protect the lives and civil liberties of individuals in the United States from all manner of foreign government interference. We intend to continue this work into the new year in collaboration with partners across the civil rights ecosystem.

We continue to believe that everyone has the fundamental right to peacefully advocate for their beliefs, and we condemn in the strongest terms any calls for violence and all attempts to blame all members of any one demographic group for current tensions.
**A Note on SB403:** The Sikh Coalition was proud to stand with the California Coalition for Caste Equity in support of SB403, a bill that would have banned caste discrimination in the state. Though the measure passed the legislature with broad bipartisan approval, we were disappointed that it was vetoed by Gov. Newsom in October. We look forward to continuing to fight against caste discrimination in California and elsewhere across the nation.

**Case Study: State-Level Advocacy in California**

<table>
<thead>
<tr>
<th>Advocacy</th>
<th>We supported two bills that were signed into law: AB449, which will require every law enforcement agency across California to adopt a detailed hate crimes policy, and SB309, which seeks to ensure religious minorities in California detention and correctional facilities have the right to exercise religious freedom, including their articles of faith.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Development</td>
<td>Our staff visited the Bay Area in October for numerous events and meetings, including a volunteer workshop in San Jose, as well as the Yuba City Nagar Kirtan in November. <em>(See page 26 for details about these and other in-person engagements.)</em></td>
</tr>
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</table>

**A Note on SB403:** The Sikh Coalition was proud to stand with the California Coalition for Caste Equity in support of SB403, a bill that would have banned caste discrimination in the state. Though the measure passed the legislature with broad bipartisan approval, we were disappointed that it was vetoed by Gov. Newsom in October. We look forward to continuing to fight against caste discrimination in California and elsewhere across the nation.
| Education | We supported AB1354, which pushes California to include Asian American, Native Hawaiian, and Pacific Islander (AANHPI) contributions and history in public education, as well as ACR18, a resolution urging all schools to ensure that Asian American history and contributions are included in their curriculum. **Both victories will increase Sikh inclusion in classrooms.** |
| Legal | In addition to our major employment discrimination campaign (see page 10 for details), **we provided support for the ‘CA vs. Hate’ hate crimes reporting hotline**, including background on anti-Sikh hate incidents and Punjabi translations of key resources. |
Case Study: State-Level Advocacy in New York

The Coalition’s efforts focused on advocating for Senate Bill 5963 / Assembly Bill A06579, which would have required the state’s public K-12 schools to include AANHPI history material in curricula.

We created two advocacy tools allowing voters to contact their state legislators in favor of the bill: One for sangat members, and One for our partners at the R.E.A.C.H. Coalition.

We rallied 20 New York gurdwaras to sign onto a letter of support.

We helped form the R.E.A.C.H (Representing and Empowering AANHPI Community History) Coalition, a collection of more than 40 AANHPI organizations, and provided feedback on initial draft legislation, pushing for the inclusion of all relevant communities.

Sikh Coalition staff attended the Sikh Day Parade in New York City to hand out flyers about the bills.
May

SB5963 passed the state senate; unfortunately, however, its companion bill did not advance in the assembly before the legislative session concluded.

We remain in close contact with our R.E.A.C.H. partners as the campaign to pass this legislation begins anew as of the time of writing, and we will continue to fight for New York students.

More than 15 sangat members and our staff joined the R.E.A.C.H. Coalition’s press conference, rally, and lobby day in Albany.

June

We placed a sangat member’s op-ed supporting the bill’s passage in the Albany Union–Tribune.

Commentary: Require schools to teach kids about Asian Americans’ history and contributions
ADVOCACY AND ENGAGEMENT
FROM COAST TO COAST

In Pennsylvania, the Sikh Coalition worked with local sangat members and allied orgs to pass improved hate crimes legislation. We advocated for a package of four bills on this topic this year, plus two additional measures: one opposing employment discrimination against religious teachers, and one promoting inclusive education.

All nine gurdwaras in Pennsylvania signed our letter in support of this legislation, and sangat members sent more than 150 messages to their elected officials using our advocacy tool; we also placed a community member’s op-ed in support of the bills. SB 84—the bill to end employment discrimination against religious teachers—has already been signed into law!

“"No one should be attacked because of their identity, and we must do everything possible to prevent acts of bias and hate against all Pennsylvanians... That is why I stand shoulder to shoulder with my fellow Pennsylvanians from diverse walks of life in endorsing these bills.”

—Navtej Singh Grewal, Pennsylvania sangat member speaking at a press conference introducing the hate crime bills package

ACROSS THE COUNTRY, WE WORKED WITH SEVADAARS AND ALLIES TO PROMOTE LAWS AND POLICIES THAT WOULD MAKE STATES SAFER AND MORE INCLUSIVE FOR ALL.

In Maryland, the Sikh Coalition was proud to not only support the state legislation that created the state’s Commission on Hate Crime Response and Prevention, but also to position a local sangat member for membership on the task force.

“It is essential for members of our community to represent the Sikh perspective in these kinds of efforts. I look forward to working with partners from all faith and racial backgrounds against hate.”

—Joraver Singh, member of the Maryland Commission on Hate Crime Response and Prevention
Visiting our state capitol is essential to push for inclusive education. Elected officials need to see people like us and hear our stories to understand the impact that this kind of legislation can have.

—Sameep Singh, sangat member from Dayton, OH

In Michigan, the Sikh Coalition supported a package of bills known as the Michigan Hate Crime Act, including by sending Policy and Education Director Harman Singh to speak in favor of the bill before the legislature in Lansing.

Additionally, we were proud to consult on and support a bill that would make Vaisakhi a state holiday.

“We strongly believe this legislation will create a safer state for all Michiganders and is a necessary step to address the concerns of many communities, including the Sikh community.”

—Harman Singh, Policy and Education Director

In Ohio, more than 50 sangat members and Sikh Coalition staff joined the Educating for Ohio’s Future campaign for a lobby day in support of two key inclusive education bills.

We also rallied all seven of the state’s gurdwaras to sign a letter of support for these bills, and provided sangat members with an advocacy tool to engage their state legislators.

“We visiting our state capitol is essential to push for inclusive education. Elected officials need to see people like us and hear our stories to understand the impact that this kind of legislation can have.”

—Sameep Singh, sangat member from Dayton, OH
In addition to our work on transnational repression,* Sikh Coalition staff visited the White House and Capitol Hill multiple times this year, including for conversations on protecting houses of worship, opposing book bans, implementing hate crime laws, and more. We also continue to submit policy guidance on a range of issues, including efforts to reduce racial profiling by law enforcement, recommendations for inclusive personal protective equipment, and input on the first-ever National Strategies to combat both antisemitism and Islamophobia.

*see page 14 for details
Finally, for the first time, an amicus brief by the Sikh Coalition was cited by the U.S. Supreme Court! In their June ruling on Groff v. DeJoy, a major workplace discrimination case, the court raised the standard employers have to deny requests like those to maintain one’s facial hair, turban, kara, and more—which should result in more access to accommodations for Sikhs in workplaces across the country.

In September, the Sikh Coalition led a response to the surprise announcement of a so-called Hindu, Buddhist, Sikh, and Jain Congressional Caucus. After determining that the caucus was created without meaningful community representation and identifying several other serious concerns, we worked to draft and/or convene sign-on letters from Sikh civil rights organizations, Michigan gurdwaras, and allied organizations from Michigan; we also launched an advocacy tool allowing Michigan sangat members to speak out about the caucus.
In March of this year, we—along with allies at the American Civil Liberties Union (ACLU), ACLU of Arizona, and other Sikh organizations—shared guidance with U.S. Customs and Border Protection (CBP) on how best to reform their processes.

In June, we and our partners held a meeting with CBP leadership for an update on how that guidance is being woven into training for their officers and agents. Unfortunately, as of the time of writing, CBP has yet to fully incorporate all of our recommendations.

We have provided feedback as such, and in the months ahead, will continue to work with our ACLU colleagues by publishing a report on the larger systemic issue around the confiscation of migrants’ personal property.

“"This training is a tentative step in the right direction, but we must now see proper implementation, along with policy changes and accountability, in order to fully protect the rights of Sikhs and other religious migrants.

It is essential that CBP officers comply with federal law, including the Religious Freedom Restoration Act, to accommodate the sincerely held religious beliefs of all individuals. We continue to believe that how we treat vulnerable migrants is not just a policy or political issue—it reflects who we are as a nation."

—Sim J. Singh Attariwala, Sikh Coalition Senior Policy and Advocacy Manager
This year, the Sikh Coalition was proud to serve as co-producer on a documentary by the Sikh youth of Nishkam TV titled *Baywatana: Without A Country*. Drawn from 175 hours of interview footage shot in four different countries, *Baywatana* centers on the journeys of Sikhs and Hindus who have fled Afghanistan due to recent violence and political upheaval. Sikh Coalition Senior Manager of Policy and Advocacy Sim J. Singh Attariwala and Sikh Coalition board member Harpreet Singh both feature in the film.

We were glad to attend the premiere of the documentary at the Parliament of the World’s Religions in August, as well as speak on a panel related to religious minorities in Afghanistan; we also joined a screening and panel at Harvard University in September as well as hosted an Instagram Live with the *Baywatana* team in October. We continue to collaborate with Nishkam TV on ways to promote this incredible film.

**LEGAL UPDATE:** Last year, the Sikh Coalition worked with partners around the world to facilitate the safe arrival of a multigenerational Afghan Sikh family in New York through the United States Significant Public Benefit Parole Program. We remain in close collaboration with our partners at Singh Ahluwalia Attorneys at Law to ensure that all of the individuals in this family move through the asylum system.
In March 2023, Sikh Coalition team members attended the annual meeting of the North American Sikh Medical and Dental Association in Charlotte, NC.

Our presentation highlighted our work on personal protective equipment for health professionals and advocacy to increase Sikh awareness. We also got the opportunity to meet sangat at both Charlotte area gurdwaras.

Throughout February and March, Sikh Coalition staff visited 18 gurdwaras in 9 states while collecting results for the Sikh Student Survey.  
(See page 4 for details.)

In the first half of the year, our staff visited Virginia, Ohio, and New York to participate in gurdwara tabling and coalition advocacy days for several of our state legislative projects.  
(See pages 16 through 21 for details.)
In August, we traveled to Richmond, VA, to celebrate the state standards win with the sangat and discuss next steps to advance Sikhi in classrooms. (See page 7 for details.)

In September, we engaged sangat members at Singh&Kaur retreat in Michigan by facilitating a Civic Engagement Seminar.

In October, we traveled to the Bay Area of California for conversations with sangat members in seven gurdwaras, Sikh Student Association engagements, meetings with elected officials, and both a sevadaar workshop as well as a donor meet-and-greet.

And finally, in November, we returned to the annual Yuba City Nagar Kirtan for the first time since 2019, where we provided free children’s activities, distributed legal and education resources, and met hundreds of sangat members.
In May, the Sikh Coalition launched Understanding Sikhs and Sikh American History, a lesson plan developed with Tejpal Singh Bainiwal of the Sikh American History Project, the Wisconsin sangat, and the Wisconsin Department of Public Instruction. This content allows high school-aged students to study how the community has been impacted by and responded to anti-Sikh hate since the early 1900s.

June saw the publication of the third edition of our flagship policy guide, Combating Bias, Bigotry, and Backlash: Sikh American Civil Rights Policy Priorities. New sections of this document, which remains key to our work engaging policymakers in Washington, DC, include information about defending religious freedom and democracy at home and abroad.

Finally, released in October, our Guide to Investigating and Prosecuting Hate/Bias-Motivated Crimes Against Sikhs is a first-of-its-kind resource for police officers and prosecutors offering context and guidance around investigating, charging, and prosecuting hate and bias-motivated crimes that target Sikhs.
Since 2017, the Sikh Coalition has facilitated more than 100 security consultations for gurdwaras across the country, helping sangats understand the need for physical security enhancements, surveillance equipment, emergency preparedness and more.

This year, we bolstered those efforts by helping more gurdwaras get directly in touch with grantwriting organizations that can help sangats apply for, receive, and spend money allocated for houses of worship by the government.

We also continue to advocate for those resources to be made available to nonprofit organizations, including gurdwaras, at every level of government—building on our work to pass the Nonprofit Security Grant Program Improvement Act in December of 2022.

In September, our policy staff attended a tabletop exercise at the White House where faith and security leaders discussed these needs.

In the year ahead, we look forward to continuing this essential work—including an update and re-release of our Gurdwara Security Toolkit.

“The Sikh Coalition played a pivotal role in facilitating our security assessments with the Department of Homeland Security, offering guidance at every stage by imparting best practices and apprising us of the various resources accessible from multiple government agencies.

Upon the conclusion of our assessment, they further linked us with individuals capable of assisting in the composition of our grant. Additionally, they aided in establishing connections with local agencies and media outlets on our behalf.”

—Jasmit Singh, sevadaar at Khalsa Gurmat Center in Federal Way, Washington
In May, the Sikh Coalition was honored to join the more than 40 member organizations of the National Council of Asian Pacific Americans.

We also held hate crime response presentations and simulation presentation for The Asian American Foundation (TAAF) and its city partners in August, September, and November.

And we continue to participate in convenings through government venues like the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders or the New York United Summit, as well as private venues like the Asian Pacific American Institute for Congressional Studies.
DIGITAL ENGAGEMENT WITH SANGAT AND ALLIES

This year’s sessions included:

- May: Mental Health with Sahaj Kohli of Brown Girl Therapy

- June: Intersection of Anti-Sikh and Anti-Transgender Bullying and Policy with Interfaith America and Act to Change

- August: Representing Sikh stories in media with the team behind the documentary film FROM HERE

- September: Launch of the Sikh Coalition’s new Education Advisory Committee (see page 9 for details)

- November: Conversation with the young Sikh filmmakers of Nishkam TV on their documentary film ‘Baywatana: Without a Country’ (see page 25 for details)

Stay tuned for more digital programming in 2024 and beyond!
GROWING OUR TEAM TO SERVE THE SANGAT

THE SIKH COALITION CONTINUES TO ADD NEW STAFF TO STRENGTHEN AND EXPAND THE WORK WE DO TO SERVE THE NATIONWIDE SANGAT.

HARLEEN SINGH
Development Director

PUNEET KAUR
Senior State Policy Manager

AFY INYANG
Senior Digital Communications Manager

SAYLEEN SINGH
Senior Education Manager

SAHEL KAUR SRA
Senior Staff Attorney

MANNIRMAL KAUR
Research and Policy Manager

GURLEEN MANN
Legal Intake Manager

NIKKI MOOR
Development Manager

PATRICK NEUMAN
Operations Manager

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The Sikh Coalition said three bittersweet farewells this year.

After nine years of service to the Sikh Coalition and the sangat—initially as Media & Communications Director and then as Managing Director of Programs—we said goodbye to Mark Reading-Smith, who now serves as the Executive Director of ReThink Media.

We also honor the incredible 12 years of contributions of our former Legal Director and Senior Counsel Harsimran Kaur, who has chosen to pursue public service.

And finally, we are grateful to our former Senior Policy and Advocacy Manager Nikki Singh for her six years of service, and we wish her well as she takes a new position at The Asian American Foundation.
Since the Sikh Coalition was founded, our goal has been to run an organization that surpasses benchmarks of competence and professionalism, while unwaveringly upholding complete financial transparency. Each year, the Sikh Coalition undergoes independent audit, proudly holds accreditation from the Better Business Bureau, holds a 4 out of 4-star rating on Charity Navigator, and displays a Platinum Seal of Transparency from GuideStar.

**The majority of the Sikh Coalition’s funding comes from generous donors like yourself.** In addition, in 2022, the Sikh Coalition received competitive grants from foundations including Open Society Foundation, RISE Together Fund, Asian American Federation, The Asian American Foundation, Solidaire Network, Advancing Justice – ALC, El Hibri Foundation, and Arab American Association of New York. This support is a testament to our sound financial practices and ability to deliver results.

![FINANCIALS]

2022 Total Income: $2,595,461

- Individual Donations 59% $1,530,985
- Grants 39% $1,011,347
- Interest 2% $53,129

In addition to the income listed, the Sikh Coalition received $677,781 in donated services for programs in 2022.

2022 Total Expenses: $2,452,619

- Program Expenses 85% $2,092,613
- Fundraising 7% $164,160
- Administrative 5% $195,846

In addition to the income listed, the Sikh Coalition received $677,781 in donated services for programs in 2022.
STAFF
Anisha Singh, Executive Director
Amrith Kaur Aakre, Legal Director
Rucha Kaur, Community Development Director
Harleen Singh, Development Director
Harman Singh, Policy and Education Director
Graham F. West, Programs Director
Giselle Klapper, Deputy Legal Director
Sim J. Singh Attariwala, Senior Manager of Policy & Advocacy
Puneet Kaur, Senior State Policy Manager
Afy Inyang, Senior Digital Communications Manager
Sahej Preet Singh, Senior Community Development Manager
Savleen Singh, Senior Education Manager
Sahel Kaur Sra, Senior Staff Attorney
Amreen Partap Singh Bhasin, Staff Attorney
Mannirmal Kaur, Research and Policy Manager
Nimarta Kaur, Media and Communications Manager
Upneet Kaur, Education Manager
Gurleen Mann, Legal Intake Manager
Yashpreet Singh Matharu, Community Development Manager
Nikki Moor, Development Manager
Patrick Neuman, Operations Manager
Marissa Rossetti, Staff Attorney
Simran Jeet Singh, Senior Fellow

BOARD
Narinder Singh, Board Executive Chairman
Prabhjot Singh, Board Treasurer
Manpreet K. Singh, Board Secretary
Harpreet Singh, Board Member
Suneet Kaur, Board Member
Savneet Singh, Board Member
Gurpreet Singh Ahuja, Board Member
Nitasha Kaur Sawhney, Board Member
Sandeep Singh, Board Member*
Sukhmani Kaur Kocher, Board Member*

* Denotes new board member in 2023
PLEASE DONATE TODAY!

WHAT ARE THE RIGHTS OF YOU AND YOUR SANGAT WORTH TO YOU?

Our full-time, high-impact organization is working day and night to protect your ability to practice Sikhi fearlessly.

Your financial support will ensure that the Sikh flag continues to fly high!

Please note our new mailing address:

165 Broadway, Office 2359
New York, NY 10006