COMMISSION SUBCOMMITTEE REPORT

DATE: April 24, 2025

TO: Human Relations Commission

FROM: Subcommittee on Inquiry into Discriminations against Arabs, Palestinians, Muslims and their supporters/allies within the Davis community in 2023 and 2024 (Baker, Kaplan, Tamimi)

SUBJECT: Review the MAPA (Muslims, Arabs, Palestinians and their Allies) Report and consider recommendations

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Recommendation

Receive the subcommittee report titled Report on MAPA Climate & Experiences in Davis and consider forwarding the following recommendations to the City Council.

1. Acknowledgement of anti-MAPA discrimination in Davis:
While the City of Davis has worked to recognize Arab American Heritage month on April 1, 2025, many feel an acknowledgement of the anti-MAPA discrimination in Davis since 2023 is needed.

2. Commitment to free speech, including speech advocating for justice for Palestine and the Palestinian people.
In recognizing anti-MAPA discrimination, many feel a commitment to demonstrate solidarity and care for the MAPA communities going forward requires a commitment to explaining that political non-hate speech is protected, including speech on justice for Palestine and the Palestinian people.

3. The City Manager or appropriate city staff will reach out to set up meeting(s) to review the report and discuss appropriate next steps with DJUSD and UCD administrators.
Report on planned next steps within 6 months and implementation progress provided to HRC within 1 year.

4. City commitment to Anti-Palestinian Racism and Anti-Muslim Bias Training for staff and council.
As part of creating a comprehensive anti-bias and anti-racism training set, we recommend the inclusion of anti-Palestinian racism and anti-Muslim bias training in the city's professional development requirements.

5. A request from the City for the DJUSD Superintendent to acknowledge and release a statement on MAPA discrimination in Davis.
While the school district has taken steps to remedying a lack of focus on MAPA communities, an acknowledgement of the lack of communication to show solidarity and care for the MAPA communities would be helpful.

6. A request from the city for the UCD Administration to acknowledge and release a statement on MAPA discrimination in Davis.
Given the deep concerns regarding the treatment and handling of complaints by UCD MAPA communities, which were brought up by faculty, staff and administrators, many believe a statement of solidarity with MAPA communities and a public commitment to protect them on campus is needed

Background

At the October 24 meeting of the Human Relations Commission, the commission created a subcommittee made up of Baker, Kaplan and Tamimi to inquire into Discriminations against Arabs, Palestinians, Muslims and their supporters/allies within the Davis community in 2023 and 2024.

At the April 2 meeting of the Human Relations Commission, the subcommittee presented an update report to include their findings to the Commission. At the Commission's request, this item is being brought back for additional review and consideration of the recommendations of the subcommittee.

ATTACHMENTS

- MAPA Report

City of Davis, Human Relations Commission, Committee on MAPA

Report On MAPA Climate & Experiences In Davis

Authors: Kevin Baker (Davis Human Relations Commissioner, Chair)
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MAPA

Muslims, Arabs, Palestinians and their Allies

Report Contents

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Background & Methodology

Background & Methodology

Info Gathering Approach

We spent the last 3 months gathering information via a qualitative climate survey, 100s of conversations, and review of 100s of videos, photos, and screenshots from social media stories and posts. We spoke with and surveyed residents, DJUSD parents and staff, and UCD faculty, staff and students. Those whose sentiments are included in this qualitative analysis were from a relatively even mix of Muslims, Arabs, Palestinians and Allies.

Background & Methodology

Qualitative and Localized Surveying

Given the fear in the MAPA communities to report on or complain about their experiences and the relatively small population of Davis, we chose to take a qualitative approach rather than quantitative one.

Redaction and Privacy

Where individual names were reported and referenced in accounts, we have chosen to redact any personally identifiable information. This is to protect the privacy of all impacted individuals.

Supporting Material

To support our qualitative work, we have included studies and findings from larger national and regional quantitative survey efforts. We believe these help to explain the overall experiences of MAPA communities. These are highlighted and linked to at the end of the report.

Davis Climate Check-In for MAPA (Muslims, Arabs, Palestinians and Allies)

How are you feeling in Davis as a MAPA (Muslim, Arab, Palestinian and/or Ally of any of these groups)? *

Your answer

Please specify if you identify with any of these groups? (Optional)

- [ ] I am Muslim
- [ ] I am of Arab descent
- [ ] I am Palestinian
- [ ] I am an ally to all the above, but do not identify as any of the above
- [ ] Other:

Do you or have you felt **silenced, intimidated or censored in Davis for any of your beliefs and thoughts related to MAPA communities**? Please indicate yes or no, and if yes, please share your experience and feelings here if you are comfortable doing so.

Your answer

Have you experienced any incidents of MAPA hate, discrimination, or bigotry in Davis? *

- ◯ Yes, I have on UCD campus
- ◯ Yes, I have off UCD campus
- ◯ Yes, I have both on and off campus
- ◯ No, I have not experienced any of this anywhere in Davis
- ◯ Other:

If you have experienced MAPA hate, discrimination or bigotry in Davis and would like to share information about this with us, please optionally use the space below to write whatever you are comfortable sharing.

Your answer

Please indicate which group or groups best represent your current status? *

- [ ] I am a student at UCD
- [ ] I am a student at DJUSD
- [ ] I am a parent of a student at DJUSD
- [ ] I am a Davis resident
- [ ] I am faculty at UCD
- [ ] I am a UCD staff member
- [ ] Other:

If you would like to share your name and/or contact info, you may do so here. We will only use this to reach out to you with more opportunities to share or with support resources, information, etc. We will never use your name or info without your express written approval beforehand.

Your answer

Please use this space to provide any feedback you have about this form, the subcommittee, and/or any part of this outreach and information gathering process.

Your answer

Submit Clear form

Findings & Highlights

How are you feeling in Davis as a MAPA?

1 Climate of Fear and Discrimination

Davis MAPA community members reported high levels of discrimination, fear, and exhaustion, which is impacting their mental and physical health.

2 Fear of Retaliation

Allies and MAP community members alike reported significant fear of retaliation for both complaining about discrimination or climate issues and for any conversation that indicates care for Palestinians.

3 Climate of Silencing and Erasure

Being silenced, self-silenced, and/or censored was reported by Davis MAPA community members. This, along with feelings of erasure and the ignoring or omission of their identities, is a common theme in climate conversations.

4 Weaponization of Antisemitism

We found a repeated concern that accusations of antisemitism have deterred people from speaking about Palestine and what is happening in Gaza and the West Bank. This theme arose most with Jewish allies.

5 Frustration with Acceptance of Intimidation

Davis MAPA community members expressed high levels of frustration regarding acceptance of and silence about aggressive behavior and intimidation toward MAPA communities.

6 UCD & City of Davis Disregard for Issues Facing MAPA Communities

Deep hurt and loss of trust with both the City and UCD was repeatedly expressed by MAPA community members due to key actions or lack of actions taken by both entities.

Accounts & Feelings

(direct quotes taken from surveys, emails, and conversations, organized by theme)

Climate of fear & discrimination

I have experienced physical, verbal, and social media abuse such that I have been offered a police escort; this is how bad it's gotten. But I feel very acutely that the campus is offering me this one thing because I am a faculty member; students are receiving so much more hate and abuse, and they are not receiving protection or support, despite the UC's receipt of considerable funding from the state to offer redress for Islamophobia and Antisemitism, etc.

My oldest has heard the slur Sand N word directed toward a middle eastern student

I recall an incident during the ceasefire resolution meeting break at the city council chambers where a woman I was sitting next to with a kufiya scarf told nicely to an older Israel supporter walking by that "hey, remember me? you yelled at me in front of my kids at the farmers market because of my kufiya scarf." The older man said "I did? If so, it's because you probably deserved it". I was baffled by his callous response.

Climate of fear & discrimination

At our soccer season last year, there was a white-presenting woman on speakerphone on her phone talking to somebody in Israel, saying things like 'I hope they flatten Gaza' in front of a Muslim, Middle Eastern family. I told the woman to take her phone call somewhere else because she was disrupting the game...she walked away after telling me to mind my own business and flipped me off. I checked in with the family and they said thank you for saying something and that most white people just stand and watch in silence when anti-Islamic and anti-Palestinian things are said.

Very discriminated against. Davis has double standards against Muslims and Arabs.

On campus, at the encampment, in the wee hours of the morning, I was personally and directly verbally attacked and denigrated by [REDACTED], who had been coming to the encampment in the middle of the night and harassing the student campers. I was simply following him around the perimeter of the encampment, videotaping him after he woke everyone up around 5:00 a.m. before sunrise.

Climate of fear & discrimination

I have experienced bigotry when wearing the keffiyeh

As a graduate student - I have participated in several peaceful demonstrations on campus, and one in November 2023 at the School of Veterinary Medicine was disrupted by Zionist faculty, staff, and non-campus affiliates who followed us (students), verbally harassed us, filmed us, tried to intimidate us, and followed us even after the demonstration ended. We did not engage with them and instructed all attendees not to, but they continued to shout horrible things at us.

I see my Davis MAPA neighbors and friends dehumanized, attacked and discriminated against and that feels terrible.

Climate of fear & discrimination

Cautious, I need to be cautious. I have to be careful... when Trump won the first time, I told my friend, that every day that I have lived in Davis, I walk out and wonder is this the day I will be attacked for my hijab, and I shared this because I thought now everybody is afraid. My friend, who was white, was surprised and said she had no fear.

I do worry for my wife and kids if they are out on the street and display any solidarity with Palestine.

I always need to be careful, because something could happen to me. It took me almost a year to be comfortable wearing anything about Palestine.

Climate of fear & discrimination

It is not safe to even be Palestinian in America, California, or even Davis, let alone share beliefs. We all know what happens to people who speak on behalf of Palestinian or Arab humanity and rights.

[I feel] threatened all the time and terrified some times.

Since 911, dressing up in my ethnic clothing attracted bad looks from others, and sometimes unsolicited comments. I do not feel safe performing my prayers at the library as I used to before 911. I cannot express my opinion about the middle east to some colleagues as most of them see the suffering of the Palestinians as justified, so I self-silence .

Climate of fear & discrimination

online harassment by the "October 7 Coalition" which has changed its name to "Davis University" or something like that -- they posted my photo and name after I was at a Vet School event, indicating I was responsible for the vet student protest there against a Zionist speaker.

[Davis is] a place where it's ok to castigate me and others who stand up for Palestinian human rights and justice.

I feel very guarded and as though I need to remain vigilant.

Climate of fear & discrimination

The so-called “angry Zionists“ (a term my husband and I use to take in the members and allies of the so-called “October 7 Coalition”) are relentless in their messaging and bullying. For example this morning at the farmers market my husband saw and reported to me that some of these folks were harassing the Muslim group that has a table at the market.

Experienced it [discrimination] growing up in Davis, being called a "terrorist", being called a "sand ni****"

I have been subject to dozens of incidents…Violence and physical intimidation…Misconduct by UCD colleagues (faculty or staff)…Misconduct by UCD students…On-campus acts of racism related to Davis October 7 Coalition…Bigotry.

Climate of fear & discrimination

The racism towards me is blatantly clear, but because I am of the MAPA community people tip toe around it and don't call it out for what it is...Davis is pure PEP, Progressive Except for Palestine

I am mixed in feeling. On the one hand, there are portions of the community that oppose racism and genocide against Palestinians and Arabs. On the other hand, there are vocal portions that actively espouse and incite racism against us, including a group that sets up at the farmers market, right next to a kids' playground, spiting hate and inciting anti-Palestinian and Anti-Arab racism and violence every week.

These [MAP] families in Davis need our protection too, and need our support because they are experiencing racism and bigotry and just take it on the chin because they don't think the Davis community cares about their pain

Fear of/and witnessing retaliation

I have witnessed and experienced surveillance and harassment by members of Aggies for Israel and Hillel at 90% of Palestine related events [on UCD campus], even if it be as simple as an informational event. Zionist members from the community (who are well known) rally behind these students and support their harassment and are at times the ones leading. They are very aware of the Palestinian presence on campus and are constantly coming after students on social media and in person to the extent that administration has to be at these events to mediate and witness. This has led to an increase in doxxing of students in these organizations which has threatened the safety and professional/academic journeys of many students and community members.

I have made no formal complaints to the district and I know other MAPA parents who have similar concerns because we fear retaliation against our children. We see retaliation against people that express solidarity with Palestinians all around us, in the news, at universities and many of us have experienced it ourselves in both school and work situations.

Fear of/and witnessing retaliation

This is an incredible community, and this has been a hard year witnessing the horrors in the Middle East and general division among groups. I feel mostly safe here...but I have friends who work at the university who are very scared about voicing anything about their support for the people in Gaza/Palestine. They fear losing their jobs or being unfairly reprimanded or doxed.

I'm feeling mixed. Sad that repression of pro-Palestine voices continues, and scared of the consequences (for myself and of others, especially students) of speaking up. But I'm also feeling buoyed by the community of activists and supporters, knowing that we have each others' backs.

Fear of/and witnessing retaliation

I don't feel safe with the people in charge of [after school program]. Other white parents said I need a white person to complain for us and they offered to help... It's easy for the [afterschool program] folks to retaliate. Trusting people is very hard.

People are fired for being open to Palestinian human rights and sovereignty ...Only a semblance of the Palestinian people in Davis are willing to speak to this because of the retribution their loved ones might face in the Middle East. How do we protect this vulnerable community? I feel we must stand up for our Arab and Palestinian siblings. We don't have anything close to their risk or lived experience, but we have the privilege of not having our relatives sent to jail for speaking out. I don't think very many in Davis know about this reality, the reality that when a Palestinian person speaks, they are literally risking a relative being disappeared. That is not at all true for the voices who claim it is intolerable for Palestinians and their allies to show up asking for their worth and dignity.

Climate of silencing & erasure

December 12, 2023, I was part of a coalition of voices asking the City of Davis to adopt an immediate ceasefire in Gaza resolution. When seated and when speaking, I was called a terrorist and asked why I would support murderers. I was photographed by people holding their phones very close to my face. I was challenged to explain myself by people too close for comfort in this crowded city hall chamber. And even after I had made it clear I was not interested in any conversation, they pressed their questions to me and others, intending to speak most aggressively. Their aim was clearly to intimidate and create anxiety such that I would not speak publicly.

October 7th, 2024, in front of the ASUCD Memorial Union Building, I was attending a Students for Palestinian Justice rally on the anniversary of the terrible attack on Israel where students were protesting the mischaracterization of Palestinian people and speaking against the falsification of mass atrocities being used to justify the Gaza genocide and also to plead for a ceasefire. The dozen or so Aggies for Israel contingent consisted of senior adults and a few student-aged people walking around asking everyone, including me, "Why are you supporting terrorists," and holding out their cameras like weapons to attempt to identify people for unknown purposes. The Aggies for Isreal group also shouted something to the effect of "You love rapists," while this group of several hundred students carried out their rally peacefully. The students did not address the mostly non-student Aggies for Israel group and the organizers continued to relay instructions not to do so.

Climate of silencing & erasure

At a fall Asian American Studies event intended for students, [REDACTED] led an attack that appears to have caused long-lasting harm to students. One attendee reported that the department organized an event that was intentionally promoted as student-centered to give them space to dialogue with each other and faculty. [REDACTED]and his group were belligerent and disrupted the event, taking them away from their goal of serving our undergraduates. Afterwards, students expressed that they felt bullied, intimidated, and silenced, making it difficult for Asian American Studies to have any sort of public conversation without repercussions for faculty and students. Another participant described the chilling effect: “dealing with the aftermath is too much."

I sometimes feel not welcomed and not belonging to the Davis community though I have been a resident of Davis for over 36 years. I feel that I cannot share my opinion about the injustice to the Palestinians over the years since 1948 with non-Arabs and non-Muslims as if it is the norm that Muslims and in particular the Palestinians deserve to suffer.

Climate of silencing & erasure

I feel we are going to have to work very hard to correct this inhumanity against Palestinians, and we either do this or become an ever less tolerant, safe, and positive place to live. Supremacy is either dismantled or it grows to become the norm. Right now, we are normalizing the eradication of Palestinians, even as governments have implemented a ceasefire. Here at home, we are incarcerating protestors whose crime is speaking out for justice

My son has had a teacher indicate in his class that the killing of children by the IDF is justified. While my child did not feel impacted by this, I have concerns that this kind of dehumanization in small increments will over time impact my son's view of himself, his self-worth and his well being. It is this subtle racism and bigotry that MAP communities have to endure day in and day out that indeed takes a great toll on our mental health and wellbeing both individually and collectively.

Climate of silencing & erasure

I feel it all the time at public events, "don't say the "P" word, Palestine if you don't want the conversation to be shut down.

I've definitely been noticing tension, and definitely feel like I need to be careful about what I say, but it has also been an incredible learning experience for me, as I have researched and been gifted so much information about the history of Palestine and Israel, the injustices afoot (and that have been going on for decades) etc. I have a lot of Jewish friends, and most of them are liberal and against the genocide, but I also have acquaintances on social media who have outwardly supported the violence and believe it is justified. If I don't know someone well, I don't talk about the genocide, but with people I do know who have compassion and understanding about the situation, I appreciate sharing with each other what we know, events that are happening in our community.

Climate of silencing & erasure

My children have not experienced overt bigotry, but they have received subtle signals that their care for Palestinians is not something they should bring up.

I worked on a collaborative art piece with another artist for our gallery show that was supposed to start at the end of January. We had one piece with a figure we saw as a protestor and the modern version of an Adelita (woman soldiers from the Mexican Revolution fighting for social justice and economic equality), who was wearing a keffiyeh and carrying a gun on her back with a flower in the tip of the gun. The board of the gallery told us that they would not allow the piece in the gallery, and asked us to remove all other pro-Palestine and "divisive," "hateful," and "violent" artwork from the show. We decided to cancel the show in response to the censorship.

Climate of silencing & erasure

I am starting to self-censor without wanting to- and I am afraid of having windows in my house broken without any real basis for that apprehension. I'm so sad (and chilled) about the vitriolic letters in the Enterprise equating pro-Palestinian freedom/human rights activists with anti-semitism. I'm so sad that the Enterprise gives a platform to three anti-human rights (when it comes to Palestine) columnists:[REDACTED]. No other local press seems to be taking a stand to the contrary either.

I have felt extremely silenced and censored in the Davis community.

Then of course there are the daily more private experiences of being avoided or having discussions shut down

Climate of silencing & erasure

I feel that the City Council members are regionally elected persons, and the City Administration is intimidated by the culture of erasure. Persons who objected to the passage of the Immediate Ceasefire in Gaza resolution have made public life as difficult as they can for the City to conduct regular business. There is only recently some room for voices who would support Palestinian human rights in the Jewish community. Many of my Jewish friends have said as much. We hope that more room is provided.

As an ally I have been verbally denigrated and attacked in person and in writing on a public Instagram account by pro-Israel local residents.

Climate of silencing & erasure

I've been picked on by several Zionists over YEARS for my letters to the editor, given the finger, sworn at, and called motherf***, b*****, etc. hundreds of times during my protests in Davis for Palestine, threatened and subjected to intimidation many times, and latest by Zionist women taking our pictures without our permission.

It is perhaps worse in Davis than in other places because of the fact that Davis claims to be progressive and so many people are well educated and active in social justice. The silence of this social justice loving community and the willingness to let a far right group of nationalist and supremacist Jews own the narrative for Jewish people in this town, has left me speechless and at some points very afraid to speak up and express my opinions and feelings. Speaking up about Palestine or even any things related to MAPA in public and "polite" company is simply looked down upon here.

Climate of silencing & erasure

Similarly, pro-Israel groups litigating against campus has also made vulnerable people hesitant to speak out - while creating a climate with professional and personal costs for allies who do speak out about Islamophobia

I can say without reservation that Davis is the only place I have been harassed for being visibly Jewish, at the hands of the prominent and influential far-right activist community here. This far-right community unites Jewish supremacist, white supremacist, and anti-LGBTQ and is well known for performing open, public targeted harassment of minority members. For example Jewish/white supremacist activist [REDACTED]'s many recorded appearances at City where he proudly and on camera details his stalking and harassment of nonwhite and queer community members like [REDACTED] or [REDACTED]'s attacks on Davis Phoenix Coalition members. As someone who holds the protection of basic human rights and international law to be core values, I remain shocked that this has become controversial in Davis.

Climate of silencing & erasure

I have been attacked on social media by a Davis resident who found my statement of empathy and compassion towards innocent Palestinian children as empathizing with Hezbollah regime of Iran?! So puzzling and strange.

Since 9/11 and even before that I have always had to be careful what I say, so as not to be perceived as a terrorist and to hide many of my beliefs regarding colonization, discrimination, and American Middle East politics (which has not changed much, by the way, we are just seeing it more clearly now). I even did not allow my children (two boys) to play with guns like their friends or even own Nerf guns for fear of being called terrorists. However, part of the joke my children used to face in their classrooms when they were children is that they speak "terrorist" because we speak Arabic at home. I was often asked if I was an oppressed Middle Eastern woman. What my children went through is much worse that what I went through, and they were born and raised in Davis.

“what about Hamas, Hamas is a terrorist group so you are too, you’re a terrorist”- I’ve been called antisemitic simply for holding a Palestinian flag.

Climate of silencing & erasure

I've heard Davis students say that apartheid isn't real, that criticism of Israel (including boycott movements) is anti-Semitic, that Muslims hate Jews and are violent terrorists. These are all things I have heard before moving to Davis unfortunately and hearing these talking points repeatedly is exhausting.

On May 15, 2024, I visited the student Popular University of the Liberation of Palestine (PULP), and as I walked down the north-south quad path with my kafiya on, a woman within a group of senior adults shouted, "You are supporting terrorism, you are a terrorist" eventually she stopped yelling at me. I was able to engage with the PULP UCD students standing just outside the entrance to the encampment. The students described the peacekeeping rules of their engagement with people not in the encampment and their objectives for UCD: to divest from companies complicit with genocide, cut off the academic exchange with Hebrew University's Koret School of Veterinary Medicine, Invest in Palestinian and Arab American ethnic studies, respect and not repress protestors and have Chancellor May resign from the board of Leidos, a weapons manufacturing company. This was good to know, and I did not have any issues leaving the entrance area of the encampment.

Climate of silencing & erasure

I was in a checkout line once in a grocery store and the checkout person asked me where I was from. I said I was Palestinian and someone in the line behind me yelled “there is no such place as Palestine”

We have kids making fun of my kids for not eating pepperoni pizza on pizza day, “sucks to be Muslim” trying to put a pepperoni on my kid’s pizza in a sneaky way as a joke.

When I casually mentioned wanting to learn more about Islam, another UCD student got a bit agitated and started questioning me. They said I should study Judaism instead, despite me stating I knew much less about Islam than Judaism. Other than that, I’ve been yelled at a few times by random people, including UCD students, and was called the word starting with t for wearing a keffiyeh.

Climate of silencing & erasure

I want my kids to see that Ramadan is appreciated because they only see things and celebrations about Christmas and Hanukkah and I want them to feel good about themselves

It has been an overwhelming year and a half as a student of UC Davis and resident of Davis. Being away from my family to process the atrocity of genocide against the Palestinian people was especially difficult. It's sometimes hard to find meaning in my work or studies when the lives of Palestinians and Lebanese people have been of such little consideration by global powers and the international community.

On several occasions, I have been told I don't exist, I have been screamed at, called racial slurs, etc. Also, law enforcement has targeted local Palestinians, Arabs, Muslims, and allies for baseless inquiry and harassment on several occasions.

Weaponization of Antisemitism

antisemitism has been weaponized against both Palestinian and Muslim students AND in devastating ways against Jewish students as well.

It saddens me that people don't see that this weaponization of antisemitism is detrimental to both Palestinians and Jews. And a growing number of Jewish people are standing up against it ...because it is dangerous and is taking people's eye off the ball of true antisemitism that is growing and is at the heart of the wave of the right wing, white supremacist fascism that is growing here and all over the world.

I have also been concerned by the weaponization of the term anti-semitism against those who are opposed to some of Israel's policies. For example there is a Davis Anti Semitism group (same as the original October 7 Coalition group) who sends out a periodic newsletter, which includes things examples like "free Palestine" or even showing the Palestinian flag as being anti-semitic. The creators of these newsletters have given anti-semitism talks at the local synagogue and on campus, equating anti-semitism with being against Israeli policies, which further scares people into being silent on this topic.

Weaponization of Antisemitism

All signals point to prioritizing the feelings of what appears to be a small group of local nationalist and supremacist Jews who label any expression or show of care towards MAPA communities as antisemitic. This weaponization of the term antisemitism and the accusations of terror support against those that show solidarity with Palestinians and their rights to dignity, safety and freedom has created a chilling effect.

Part of this discrimination is based on the abuse the university is receiving from Zionist groups pressuring them to disallow all events related to Arab, Palestinian, or Muslim student life (NOT "antisemitism," mind you, but rather an extension of a bigoted racism that perceives any visibility or representation of Arabs, Palestinians, or Muslims as a threat, an extension, in other words, of a genocidal mindset). The other part of this discrimination is tied to UC Davis's institutional inability to understand how the institution devalues students from Arab and Muslim backgrounds; the campus has so constrained faculty talent in this area that there are very few people who offer MAPA perspectives, and we are all being harassed into oblivion and maligned as "terrorists" for our work.

People have called me or implied that I am antisemitic or a terror supporter simply because of my desire to protect and care for MAPA communities. They have also done this because of my activism, which has never included any expression of hate towards Jewish people or the Jewish faith.

Weaponization of Antisemitism

These accounts are in reference to UCD's Campus Community Book Project and DEI presentation 'Countering Anti-semitism' on January 9, 2024

[REDACTED]'s Islamophobic and anti-Arab statements, arose in a UC Davis DEI presentation on Judaism and antisemitism that badly backfired. A number of Jewish Studies faculty who attended wrote to the DEI Director that the presentation was ill-informed, onesided, and misrepresented the diversity of views and experiences within Judaism and among Jewish students. A colleague [REDACTED] recounted, "I talked to other Muslims and Arabs who attended the event, and their reaction to [REDACTED]'s presentation was...visceral. They thought it was thoroughly Islamophobic and actively encouraged discrimination. They left feeling quite hurt, unsafe, emotionally exhausted and betrayed by DEI and UC Davis in general.

I am upset about the presentation I just witnessed because it was a misrepresentation by people who do not seem to know the current literature...something must be done in response to the assertions of what constitutes antisemitism. Their assertions would deem many Jewish students as"antisemites" because they disagree about Israel. We must protect all our Jewish students ANDour Muslim and Middle Eastern students who have the right to express their reactions as well.

Unfortunately, an event that was intended to raise awareness of a very real and vile problem, antisemitism, ended up advocating for that issue by relying on Islamophobic and racist stereotypes.

Frustration with acceptance of intimidation

I am frustrated with the ongoing harassment by supporters of Israel and the ongoing genocide of Palestinians. I am Palestinian and well aware of how we are dehumanized and portrayed as inherently hateful and violent just by existing. As a graduate student, I'm horrified at how Zionist faculty have acted toward students and how the school's administration does nothing about it. I am frustrated that our needs are not taken seriously. At the same time, I am thankful to have a supportive community around me, so I do not feel isolated. I'm tired.

Why is a group like the October 7 Coaliton allowed to operate with no repercussions? Why are Davis leaders who affiliate with these sorts of groups not told that they can't hold leadership roles when their value system clearly sets the wrong example?

As an ally, I am concerned about the ongoing imbalance in support for the MAPA community, in contrast to other communities.

Frustration with acceptance of intimidation

I don't feel the full freedom...freedom in this country is for some people, but not for all. I am always asking how this will affect me, will I be punished, blacklisted?

The expectation is for MAPA communities to be extremely polite and engage in dialog with people that have openly stated and informed the public that criticism of Israel is antisemitic. It's exhausting and so clearly unfair. The rest of the community watches silently in the hope that no one notices that they care about Palestinians out of fear of being labeled antisemitic or supporters of terrorism.

At [my] workplace [at UCD], a young person commented that I was "hiding Voldemort under there," referring to my keffiyeh. This was left unaddressed.

UCD & City of Davis Disregard

I'm distressed by how normalized racism against Arabs, Palestinians, and Muslims is on campus. As a faculty member, I both experience it and work with students who are experiencing it. I have significant concerns about the stress my students are facing because of the pervasiveness of racist incidents on campus and in town, as well as the institutional difficulties UC Davis administration seems to be having with "seeing" these forms of racism or responding appropriately and with alacrity.

I have been, in turns: a) anxious about being present in my faculty office; b) scared to walk across campus unaccompanied; c) stressed out by the entirely reasonable needs the student populations I work most closely with for being seen, having abuse against them addressed, and the conflicts my mentorship of students have created between me and abusive faculty colleagues and an unresponsive administration.

I feel that we have a vibrant welcoming MAPA community. However, there is a presence of anti-Arab racism and Islamophobia in Davis, including on UCD campus. UCD and its sub-institutions have done nothing to address or challenge this.

UCD & City of Davis Disregard

A recent example was at an on campus Iftar, where we were told two scheduled speakers, both Palestinians, had been uninvited from speaking. As far as I understood from the other speakers there that night, the reason for their removal was to ensure the safety of the most vulnerable on campus. This seems pretty clear to me that the University was not prepared to ensure, or try to back, the safety of vulnerable people who might simply attend a talk where Palestinians were speaking.

People need to know we've been harassed constantly for sticking up for the weak and powerless. And university administrators need to be fired and sued for letting it all happen.

A genocide is ongoing in Palestine and UCD has done nothing to stand with its Palestinian students or condemn, but we blatantly see the regents fund the occupation, and even our chancellor is a stakeholder in the genocide. Any criticism regarding either results in disciplinary action, meanwhile Palestinian students on campuses nationally are being targeted, silenced, and harassed. The double standard is infuriating and unfair.

UCD & City of Davis Disregard

I have worked with students through hundreds of unique, individual episodes of racism, verbal abuse, racist and sexual harassment, stalking, threats, and assault both on/off campus since October 2023. The campus's inability to respond quickly and meaningfully when students are abused by a) other students b) professors or c) Davis October 7 Coalition...or other off campus vigilantes had made this work necessary, but it's also overwhelming.

First I was targeted at my workplace by zionists while employed by UCD for simply wearing a keffiyeh. I had photos taken of me without my consent, zionists spam calling and spam emailing my workplace, and demands that I'd be fired. This especially affected my Lebanese coworkers, one of which was put in the position of servicing the main zionist targeting me. My managers (employed by UCD) spoke to me, and seemed sympathetic, however said that if I was wearing keffiyeh for "political reasons" it would not be allowed in the workplace... It is unclear if UCD ever had the photos taken down, or if there were any consequences for the harassment. The issue was not addressed publicly. The bigoted individual stopped using our service voluntarily.

UCD & City of Davis Disregard

I feel being an ally for the Palestinian cause of Justice is alienating in many political spaces in Davis. It has been heartbreaking to watch elected say nothing about Gaza or Palestinians in Davis. Many people in Davis are scared to take on the hard work of understanding how this issue intersects with every cause. Conflating critiques of Israel with anti-semitism has left Davis confused about how to actually define antisemitism and to be afraid to speak their honest opinion about Palestine.

There has been a chilling effect with council listening to so many vulnerable students say they felt threatened personally and professionally by an appointee - and council still approving the appointee.

Similarly, pro-Israel groups litigating against campus has also made vulnerable people hesitant to speak out - while creating a climate with professional and personal costs for allies who do speak out about Islamophobia

The City Council's unanimous vote to nominate a commissioner on the HRC that had had several public comments from faculty and students noting his harassing behavior towards students, sent a very clear signal to the MAPA community: your fears, your pain, your stories don't matter.

UCD & City of Davis Disregard

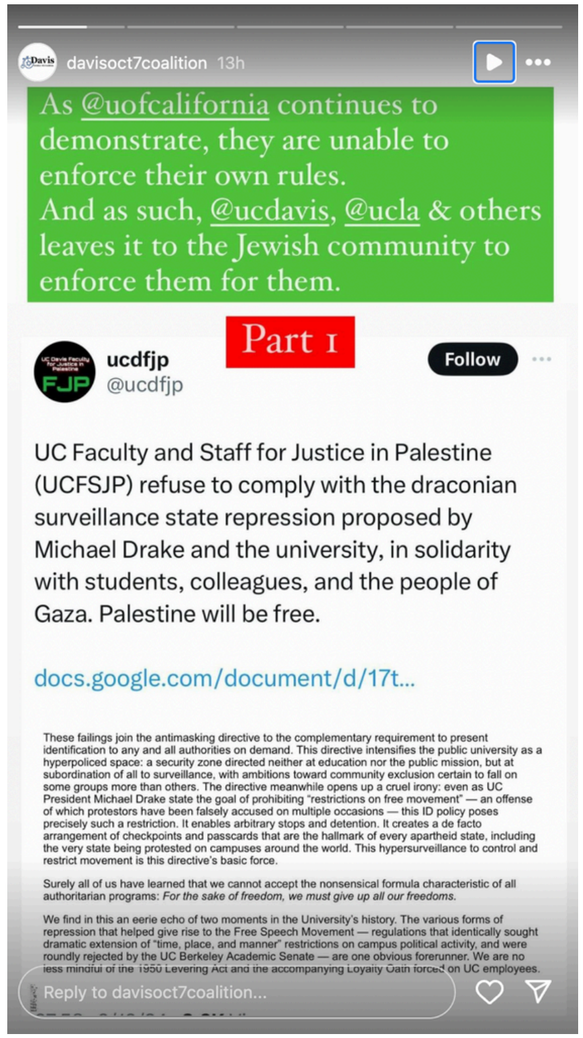
If the city council and its committees aren't going to make a difference, stop wasting our time. I'm 82 and I'm in the street nearly every day waiting for some leadership in this town and university, which has been lacking for years. The reason is clearly Zionist intimidation and the cowardice of others to stand up to Zionist fascism.

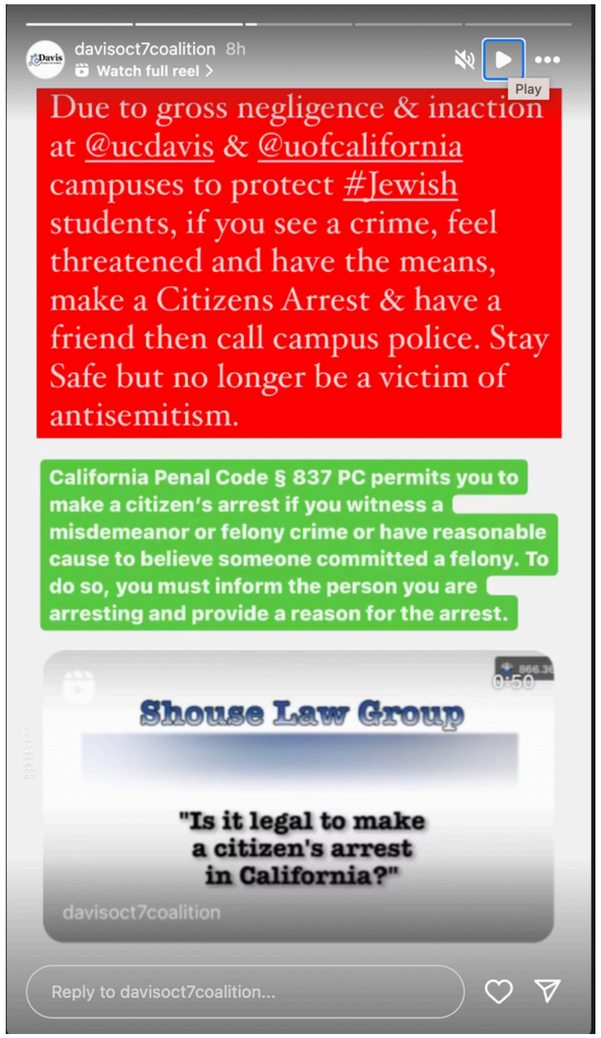
It was clear to many MAPA community members that the City Council had chosen to appease the small group of ultra-Nationalist and supremacist Jews who were creating havoc for the city staff and City Council because of their opposition to the Ceasefire Resolution that council passed in December, 2023. So the City Council took a political stance, not an ethical one, and voted unanimously for the appointment of someone that several people noted in public comment made them feel unsafe. How could one expect the MAPA community watching this to feel cared for and listened to? It was such a clear signal that the Council cared more about politics or more about this small, but vocal group then the wellbeing of MAPA. This critical decision created the chilling effect that this community still feels today.

I feel that when I've brought up my frustrations with electeds many write us off or roll eyes because they don't want to touch this issue nor do they care to be a champion on having hard conversations.

Social Media

Threatening statements encouraging citizens arrests, taking matters into your own hands, bringing pitch forks and torches onto campus to intimidate and stifle free speech.





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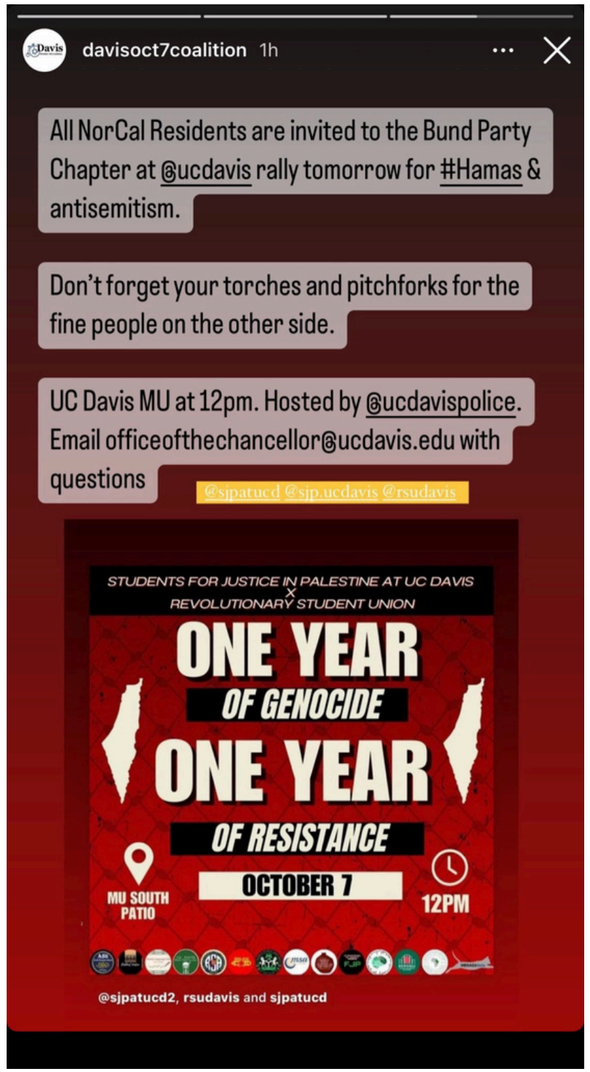
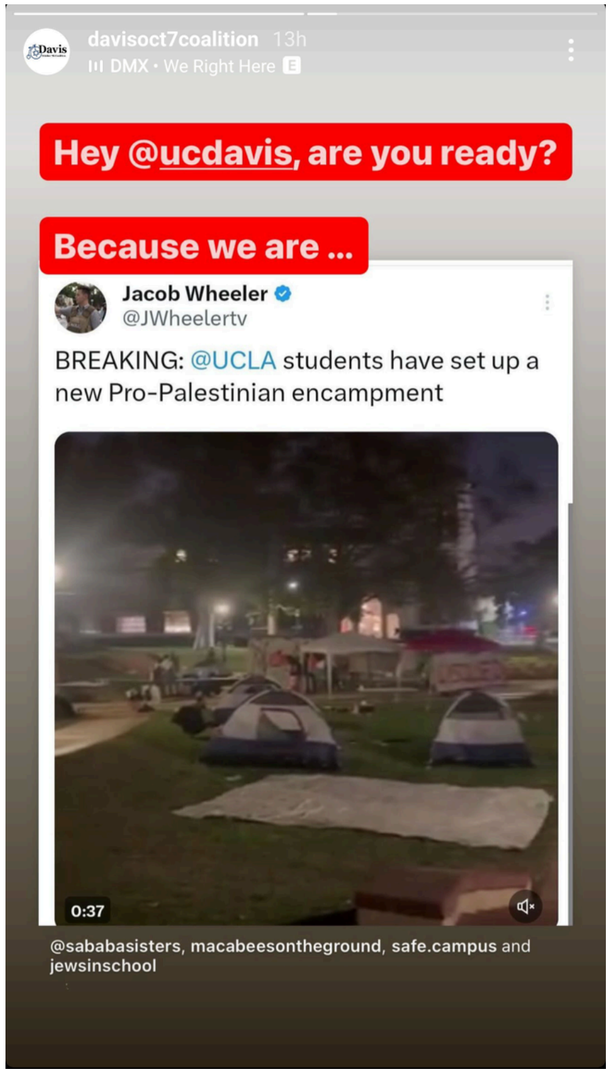
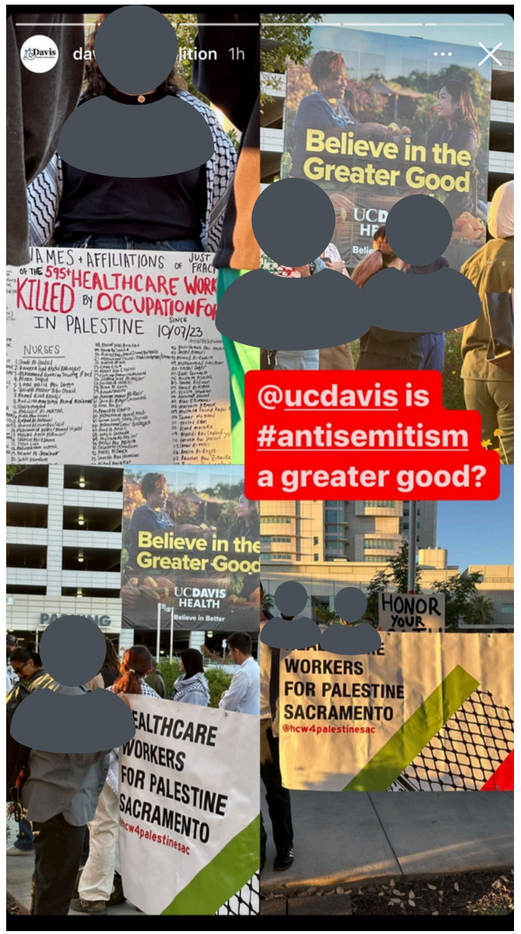




Social Media



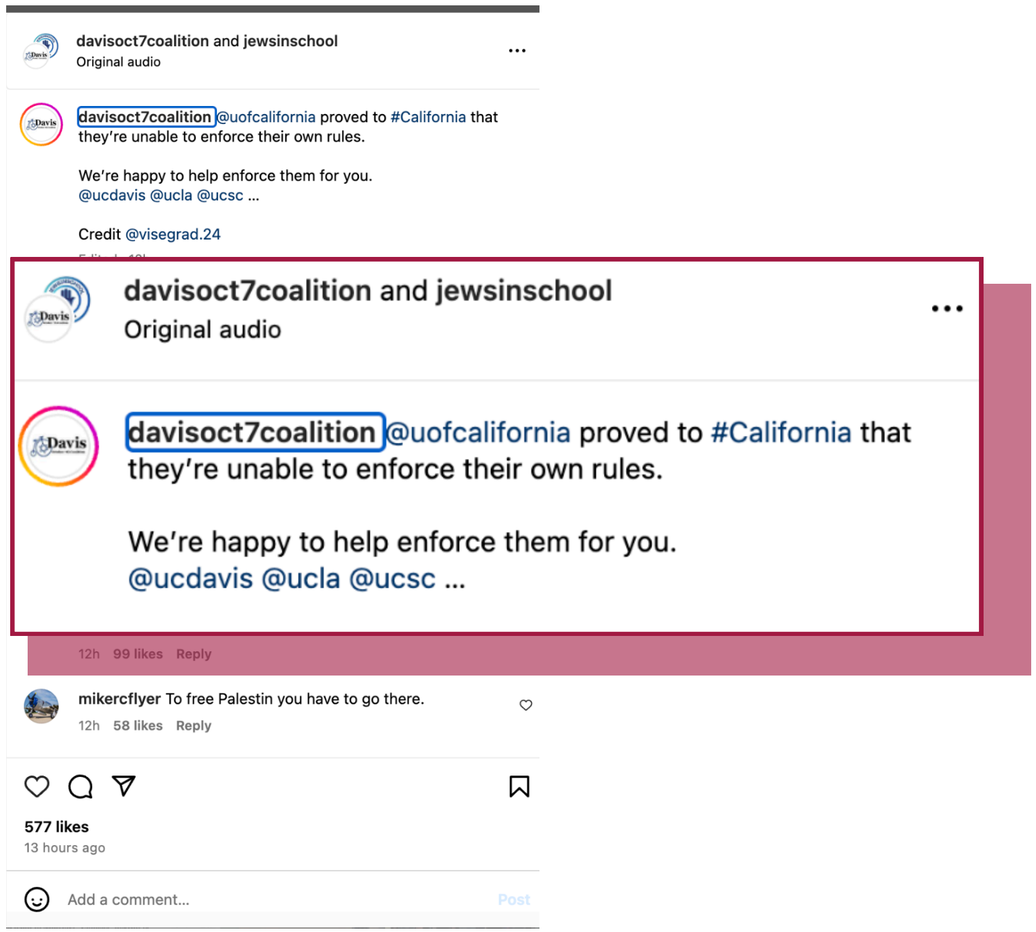
Photographing and posting people's photos from protests, claiming they are antisemitic. Some photos were of healthcare workers explicitly and peacefully opposing the bombing and maiming of children.

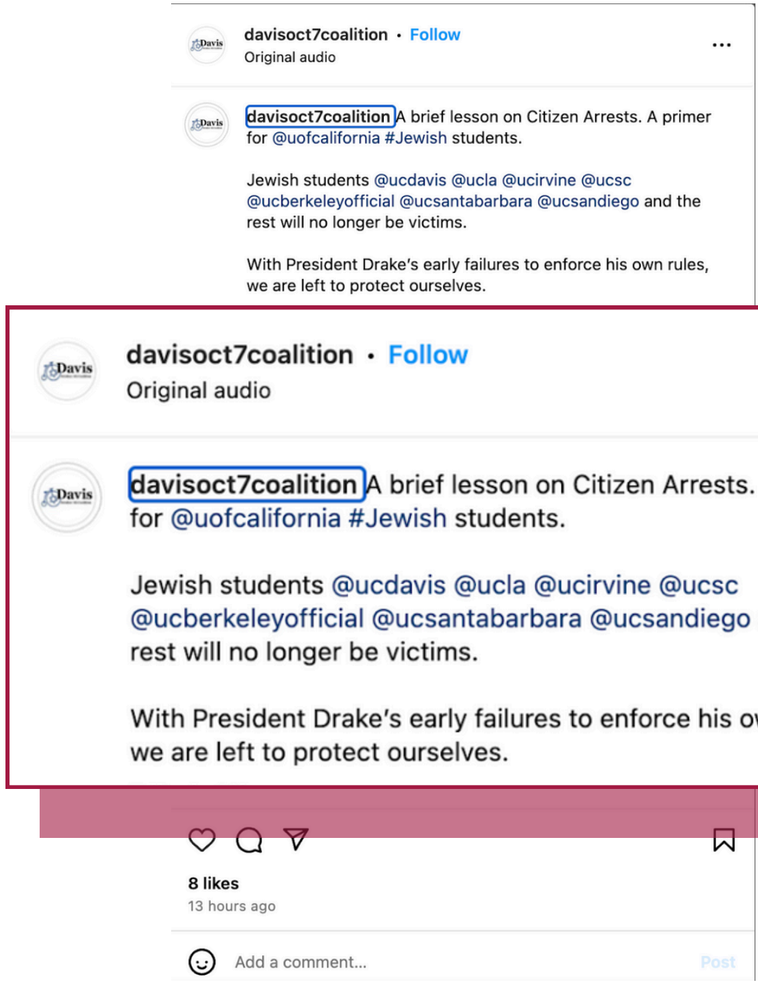
Some photos posted were of students, community members and professors at peaceful protests for Palestinian rights.

Perpetuating denigrating and offensive stereotypes and promoting Islamophobic tropes.

Social Media

Threatening statements encouraging citizens arrests, taking matters into your own hands, bringing pitch forks and torches onto campus to intimidate and stifle free speech.





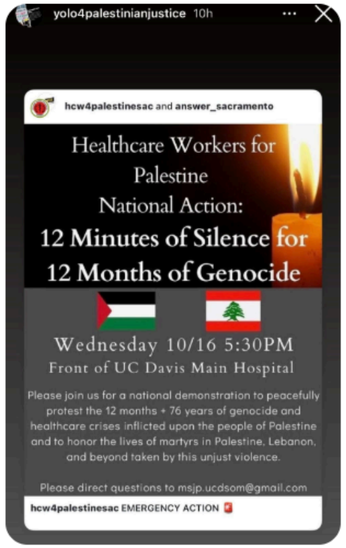
Newsletters

Newsletters sent to a mailing list and forwarded to Human Relations Commission

October 16th 2024

Protestors politicize healthcare at UC Davis Medical Center

Groups that claim to represent healthcare workers staged an anti-Israel protest in front of the UC Davis hospital, politicizing healthcare, and intimidating patients and staff who had to pass through. Some Jewish patients in the UC Davis medical system reported taking their religion off their medical records for fear of compromised/discriminatory medical treatment.



Davis Antisemitism Report

Volume 2 - October 31st 2024

Issues:

- Peaceful support of Palestinians consistently deemed antisemitic in nature
- Majority of examples of antisemitism are photos of peaceful protests, including a peaceful healthcare workers protest
- Peaceful protests by healthcare workers for the end of aggression and bombing of children in Gaza was reframed as an anti-Israel rally, inconsistent with the messaging at the protest

Newsletters

Newsletters sent to a mailing list and forwarded to Human Relations Commission

Davis Antisemitism Report

Volume 8 -March 6th 2025

Fabrication of event that happened at a public HRC Meeting

February 20th

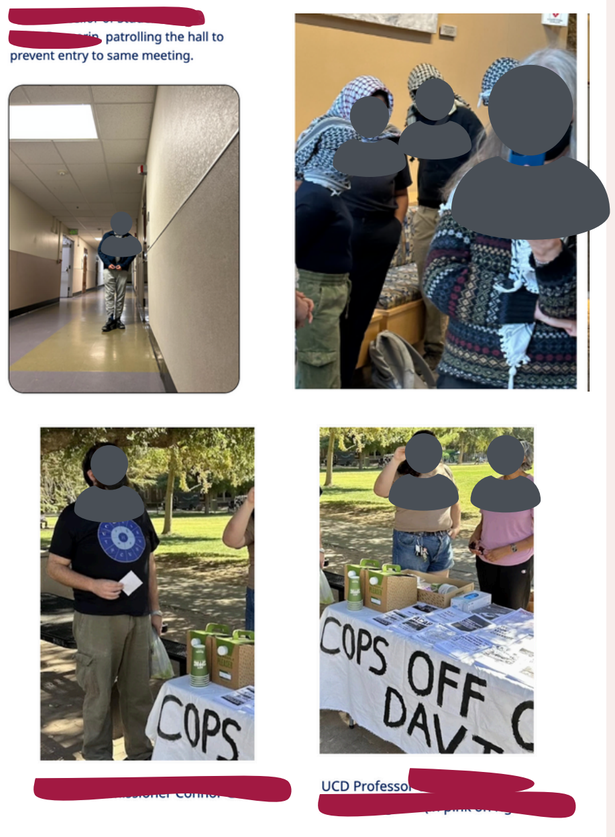
Davis Human Relations Council promotes a pro-Palestinian book written by a terror promoting extremist, in response to a commissioner calling out the hate.

spent some time at the
lves. Furthermore, they
lleague, when the
public launched what looked like an orchestrated ad hominem
and antisemitic attack on Amir Kol, the commissioner who brought the complaint. Members of the public who came to the meeting for this purpose called him an "outsider" (a Jew?), a fascist, a book burner. He was denigrated for his nationality, for defending his country when he lived there, by serving in its defense forces, as all Israelis are required to do.

Fact check

- **No one called the commissioner an outsider**
- **No one called the commissioner a fascist**
- **No one called the commissioner a book burner**
- **No one denigrated the commissioner for his nationality**
- **No one denigrated the commissioner for serving in the IDF**
- **No one mentioned issues with the commissioner's religion or used antisemitic language or slurs against the commissioner**

Video of the meeting is available online, here.



Examples of name and identifiable photo use without consent

Issues

- Photos were taken and used without consent, alleging these individuals are antisemitic and promote violence and other unlawful acts.
- Specific individuals, including faculty, administrators and a city commissioner were named, potentially putting those individuals at risk

Social Media - Facebook Groups

After speaking with those impacted and reviewing various Facebook threads, this is a general assessment of the MAPA community impact. We have chosen not to include screenshots to protect all involved parties and because some of the threads are quite long and require context.

- Davis Facebook groups, including parent groups saw increased hostility in late 2023 and throughout 2024, especially towards allies who spoke up against atrocities in Gaza or who opposed comments that equated criticism of Israel with antisemitism.
- Hostility towards those protesting Israel's attacks often devolved into anti-Muslim and anti-Arab rhetoric, including and often accusing MAPA individuals as being terrorist supporters, or being too uneducated to be taken seriously.
- In many of the cases the allies who received these accusations were Jewish and those attempting to silence and intimidate them were Jewish as well.
- Hostility towards allies was highly visible and disturbing to other MAPA and even non-MAPA groups, creating an environment of silencing, intimidation, and self censorship.
- Some MAPA individuals reported refraining from social media because of the vitriol they saw.

School & After School Programs

After speaking with those impacted and reviewing various accounts, this is a general assessment of the MAPA community impact.

- Hostility and othering of those visibly appearing to be Muslim, mostly those in hijab
- Student to student hate incidents including accusations of MAPA students being terrorists, supporters of terrorist activity
- Singling out of students because of their ethnicity or religion in both school and after school programs
- Insensitive use of discussion time to discuss the “conflict in the Middle East”, creating an uncomfortable atmosphere for children
- Subtle and not-subtle dehumanizing language by teachers, including calling the deaths of Muslim and Arab children abroad “collateral damage”
- Subtly framing the death of MAP communities abroad as a necessary evil to fight terrorism in class discussions
- Visible anomosity towards MAPA communities on Facebook by DJUSD affiliated staff, creating an atmosphere of fear and self censorship in MAPA parent communities.
- Some MAPA parents reported warning their children to not display any support of MAP communities or even to not disclose their background or draw attention to their identity

Anecdotal Response Patterns

There was a distinct anecdotal pattern that arose in speaking with Muslim, Arab and Palestinians (MAP) vs. Allies.

- MAP respondents or interviewees often started by saying everything is pretty good and they are grateful to be in Davis. Their experiences and pain came up later in conversations and often with the caveat that they are still lucky and grateful.

- Unlike MAP respondents, allies often started by noting that while they feel that they are safe and not impacted by bigotry, they see that this is not the case for others and they immediately report what they have seen and experienced themselves or as witnesses. Also unlike MAP respondents, allies do not caveat their statements, and they appear to be more comfortable reporting dissatisfaction with Davis and its leaders. While their experiences are felt by them and vitriol has been directed at them (ie...being accused of being a terrorist supporter) they often (not always) didn't identify as being subject to bigotry themselves.

Overview of Findings

Based on the conversations and review of extensive materials, we conclude that many MAPA members feel that Davis institutions and leaders have not done enough to protect the well being of the MAPA communities. Many feel they have ignored voices of concern and have not openly condemned harrassment, intimidation and silencing of MAPA communities. This has caused great harm, distrust, sadness and disappointment to members of the MAPA community.

This perception of lack of action and clear condemnation of anti-MAPA discrimination has created an atmosphere in which perpetrators feel emboldened and protected to exert subtle and overt acts of bigotry while those impacted feel silenced, marginalized further and ignored. This is negatively impacting both the mental and physical health of those in the MAPA community.

The MAPA community finds solace and comfort in their own solidarity, but is tired, frustrated and hurt by the sense of inaction and acceptance of bigotry by the City of Davis, DJUSD, UCD and leaders from these institutions.

Actions that are taken and efforts being made by these institutions are notably appreciated, even if they are perceived as long overdue or done only after an outcry.

The Even Bigger Picture

- **Donald Trump and other Republican politicians** have frequently repeated and amplified allegations of antisemitism against campus anti-war protesters and **threatened deportations of protesters based on the political content of their speech**
  - Although it is widely reported that many of the protesters are Jewish
  - Additionally, many of these protestors have been portrayed as terrorist supporters and threats to national security.

- The Republican-controlled House of Representatives adopted **H. Res. 894 in December, 2023**, defining anti-zionism as antisemitism.
  - Our local Congressmember, Mike Thompson, voted in favor.

- The GOP House adopted **H. R. 6090 in May of 2024**, requiring the federal Education Department to investigate allegations of antisemitism in higher education.
  - According to the ACLU, many Jewish members of Congress and even conservative legal scholars, its definition of antisemitism violates free speech rights by equating criticism of the Israeli government with antisemitism.
  - Our local congressmember voted in favor.

The Even Bigger Picture

- In his first days in office, **Pres. Trump issued Executive Order 14161 and Executive Order 14188** promising to use immigration enforcement against students and faculty who express political views that the government finds objectionable and seeking to enlist universities in reporting non-citizen students and staff who engage in speech critical of Israel.
  - EO 14161: "Protecting the United States from Foreign Terrorists and Other National Security and Public Safety Threats" works to further equate pro-Palestinian speech and criticisms of Israel with terrorism.
  - The ACLU and others have warned that compliance with these executive orders would likely be unconstitutional.

- The **Trump administration has sent letters to 60 universities, including UC Davis**, threatening federal funding for alleged antisemitic discrimination and harassment.

- **There have been no similar expressions of federal concern about anti-MAPA discrimination and harassment.**

The Even Bigger Picture

- The **Trump Administration has detained and sought to deport many pro-Palestinian students and professors who are legally in the United States**, and has threatened to pursue many more.
  - Recent examples include:
    - Mahmoud Khalil, former graduate student at Columbia University
    - Badar Khan Suri, professor at Georgetown University
    - Rumeysa Ozturk, PhD student at Tufts University

- Many of the targets have previously been the subject of **ongoing witch-hunt campaigns by pro-Israel vigilante groups that seek to identify and blacklist their opponents**.
  - One such group, Canary Mission, maintains a doxing website that contains photos and dossiers on dozens of UCD professors and students alleged to have criticized Israel or supported the cause of Palestinians.

This report was presented to the HRC at their meeting on April 24. Please see final recommendations made by the Commission attached to the beginning of this report

Recommendations

Building on Positive Steps

- Several impacted MAPA community members have reported still loving Davis and believing Davis is a good place to live with good people. They express a belief that Davis can do better and showing more support of the MAPA communities could be helpful in healing some of the hurt they have felt.

- Harassment on campus and within the community seems to be mostly by a small group of known and identified people. More subtle forms of bigotry (online and offline) and discrimination is more widespread, though.

- City of Davis Arab American Heritage Month proclamation on April 1, 2025 is greatly appreciated by many in the MAPA communities.

- DJUSD efforts like the creation of a Muslim staff constituency group and the offering of professional development credit for Middle Eastern history talks offered on campus are appreciated.

City of Davis Recommendations

1 Acknowledgement of anti-MAPA discrimination in Davis

While the City of Davis has worked to recognize Arab American Heritage month on April 1, 2025, many feel an acknowledgement of the anti-MAPA discrimination in Davis since 2023 is needed.

2 Commitment to solidarity by the City of Davis

In recognizing anti-MAPA discrimination, many feel a commitment to demonstrate solidarity and care for the MAPA communities going forward is needed. A further commitment to explaining that political speech is protected, including speech on justice for Palestine, is also important.

3 City Council Review and Response to Report in Session

This report should be reviewed and discussed in session as soon as possible.

Recommended Meetings & Trainings

4 **A meeting or set of meetings to review the report and discuss appropriate next steps with DJUSD and UCD administrators and the Davis City Manager.**

Report on planned next steps within 6 months and implementation progress provided to HRC within 1 year.

5 **City commitment to Anti-Palestinian Racism Training for staff and council**

Inclusion of anti-Palestinian racism training in the city's professional development requirements.

6 **Meeting facilitation within the Jewish community around antisemitism to address deepening rifts**

Facilitate conversations to work towards addressing antisemitism in Davis without silencing speech regarding Palestinian justice.

Recommended Additional Acknowledgements

7 Acknowledgement and a statement from the DJUSD Superintendent

While the school district has taken steps to remedying a lack of focus on MAPA communities, an acknowledgement of the lack of communication to show solidarity and care for the MAPA communities would be helpful.

8 Acknowledgement and a statement from UCD Administration

Given the deep concerns regarding the treatment and handling of complaints by UCD MAPA communities, which were brought up by faculty, staff and administrators, many believe a statement of solidarity with MAPA communities and a public commitment to protect them on campus is needed.

Supplemental State and National Quantitative Surveys and Reports

The following slides provide snapshots of some of the findings from these larger research reports (links to full reports are below):

Council on American-Islamic Relations (CAIR)

- CAIR California - 2024 Campus Climate Report
- CAIR California - 2023 Bullying Report
- CAIR National -2025 Civil Rights Report

Institute on the Understanding of Anti-Palestinian Racism (IUAPR)

- IUAPR - Anti-Palestinian Racism Survey Preliminary Report Findings 2024 (national)
- IUAPR - Anti-Palestinian Racism Survey - Additional Student and Educator Findings Report 2024 (national)

CAIR CA - 2024 Campus Climate Report

Methodology

Using quantitative and qualitative methods, this report presents the findings from an online survey conducted between March and July 2024 by the four CAIR-CA offices covering the Greater Los Angeles Area, the Sacramento Valley/Central California, San Diego, and the San Francisco Bay Area. The survey aimed to assess the experiences of Muslim college students and any challenges they encountered during the current and previous academic year. Additionally, the report provides insight into how the October 7, 2023, attacks and the ongoing genocide in Gaza affected these students' experiences. A total of 936 individuals responded to the survey, with 720 of the respondents being eligible to take it, based on the following criteria: 1) they were college or university students in California, and 2) they were Muslim.

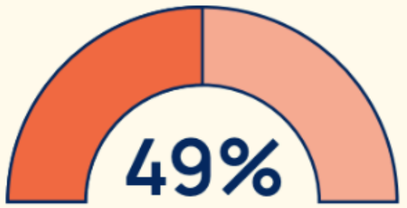
The surveys were collected through two primary methods: 1) in-person distribution to college students attending "Know Your Rights" sessions held across the state and 2) digital distribution via QR codes provided through various outreach channels, both online and in person. CAIR-CA used its network of partners, including religious centers, student organizations, and community-based organizations, to conduct outreach and request survey responses.

CAIR

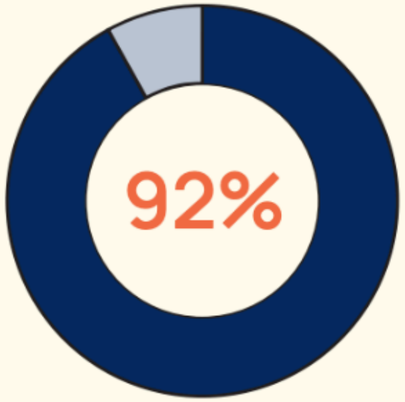
Council on American-Islamic Relations

CAIR CA - 2024 Campus Climate Report

1. Nearly half of the students (**49%**) reported facing harassment and/or discrimination on campus due to their Muslim identity.
   - **37%** of students felt targeted by professors or other instructors because of their religious identity.
   - Over half of the students (**53%**) felt targeted by students because of their religious identity.



2. Of the students that reported harassment and/or discrimination for their Muslim identity, **92%** experienced it after October 7, 2023.
   - Over half of the students (**53%**) reported that their school made statements regarding Palestine and/or Israel that made them feel excluded on campus.
   - **38%** of students reported having concerns regarding violations of their privacy related to their association with student organizations.

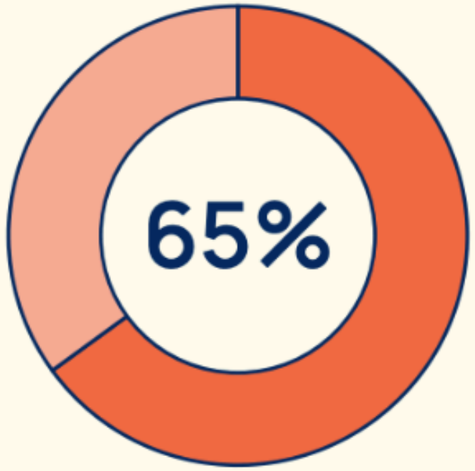


Survey included several UC and Cal State schools, including UC Davis

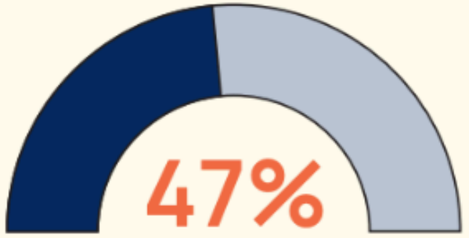
Full report

CAIR CA - 2024 Campus Climate Report

3. **65%** of students reported that their school did not issue any statements, provide accommodations, or address the significant issues impacting the Muslim community.
   - Nearly half of the students (**47%**) who faced religious discrimination reported feeling uncomfortable bringing their concerns to the school administration.



4. Nearly half of the students (**47%**) reported feeling either unsafe or neutral about their safety on campus.
   - **36%** of students reported not feeling comfortable expressing their political opinions on campus.



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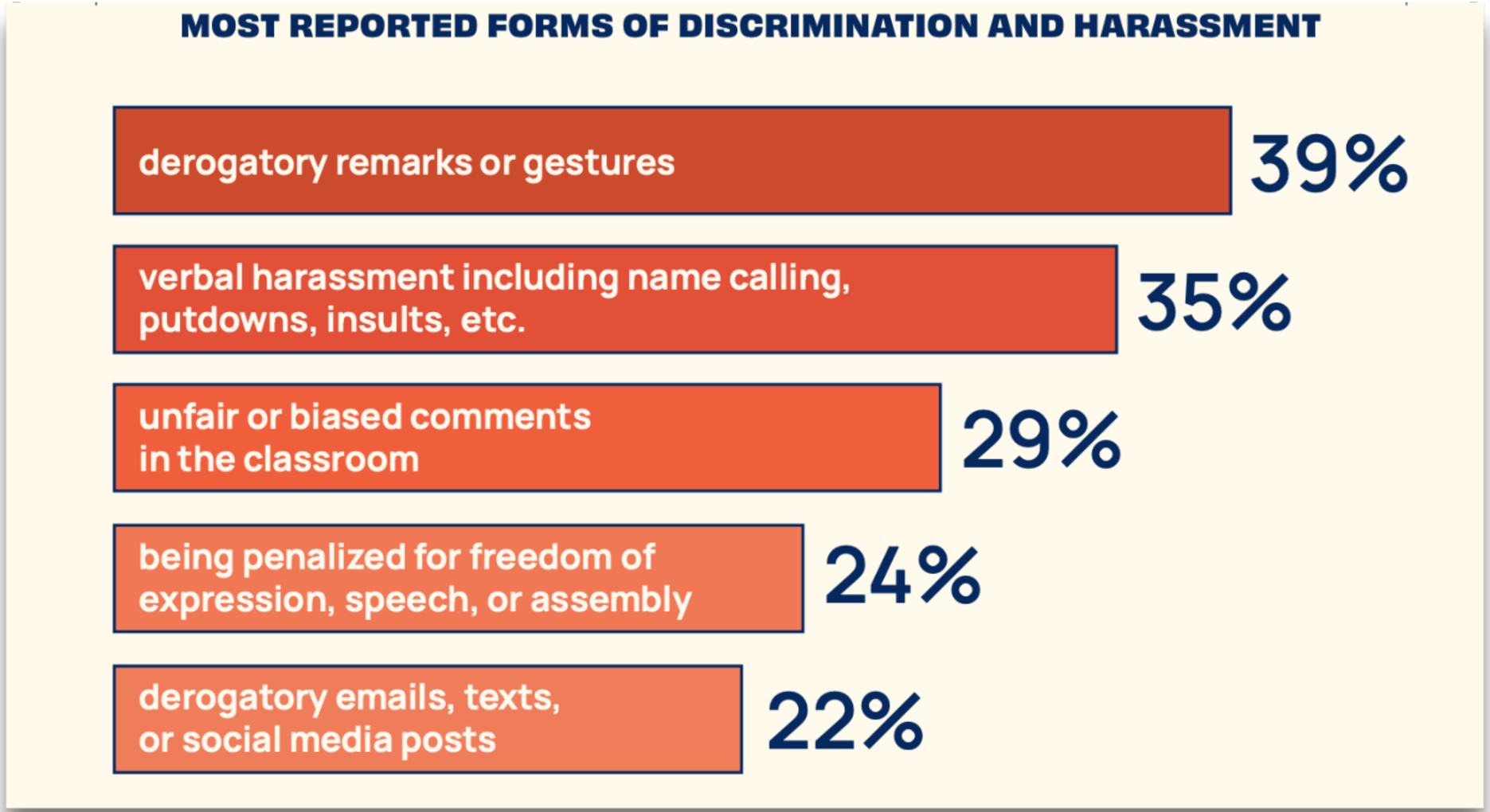
Full report

CAIR CA - 2024 Campus Climate Report



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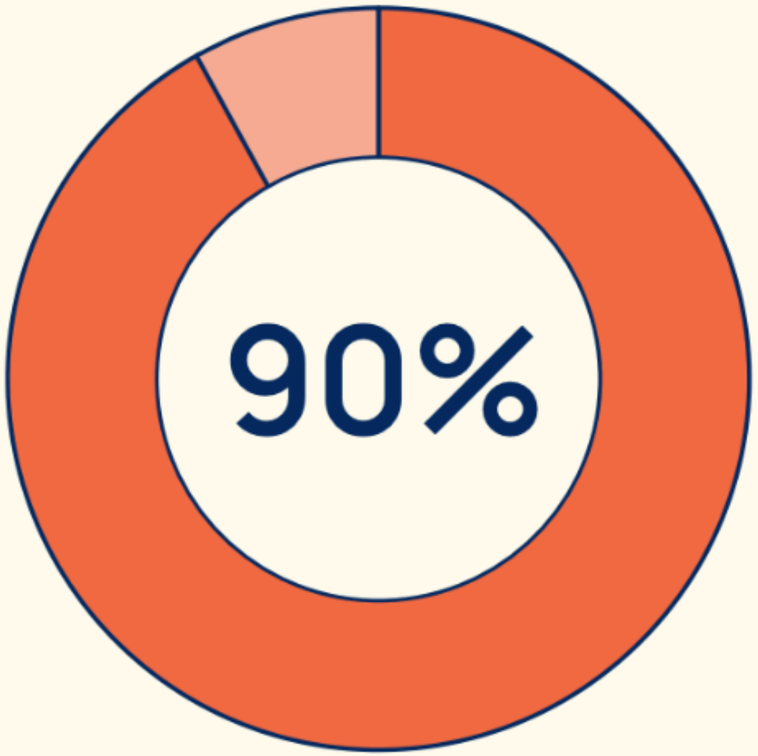
Full report

CAIR CA - 2024 Campus Climate Report



Of the students that DID report to their school administration or law enforcement, **90%** felt or indicated that the school's responses failed to meet the needs of the students' requisitions.

Full report

IUAPR - Anti-Palestinian Racism Survey - Preliminary Report Findings 2024

This report summarizes the preliminary results from a national survey investigating anti-Palestinian racism conducted in the United States (U.S.) from March 1st through April 3rd, 2024. The survey was conducted with approval of the UCSF Institutional Review Board (IRB).

Anti-Palestinian racism is a form of racism that "silences, excludes, erases, stereotypes, defames, or dehumanizes Palestinians or their narratives." This survey was designed in consultation with the Arab Canadian Lawyers Association and based on the description of anti-Palestinian racism in their seminal report: "Anti-Palestinian Racism: Naming, Framing and Manifestations." [1]

The survey was developed to assess the prevalence and impacts of anti-Palestinian racism on both Palestinians and non-Palestinians.

A 5-minute, voluntary national survey was based on information from the "Anti-Palestinian Racism: Naming, Framing and Manifestations" report, consultation with the Arab Canadian Lawyers Association, and consultation with pediatricians and other physicians, anti-racist and communication experts, educators, students, and community members. The survey was approved by the UCSF IRB prior to implementation. Surveys were conducted online, distributed via email to multiple social media lists, physician groups, and other online lists.

Over 1200 respondents completed the survey. The majority of respondents identified as non-Palestinian (72.5%). The survey sample was racially and ethnically diverse, with self-reported race/ethnicity as follows: 35.8% Arab or Arab American, 32.0% White or European American, 22.7% Asian or Asian American, 7.3% Hispanic or Latinx, 6.9% multiracial or multiethnic, 3.7% Indigenous (including Indigenous American, Australasian, Alaskan, Arctic Indigenous, Native Hawaiian, Pacific Islander, and other Indigenous), and 3.6% Black or African American. Most respondents identified as women (61.0%) and non-Muslim (57.9%). The sample was comprised of a diverse age range: 18-24 years (9.4%), 25-34 (28.6%), 35-44 (29.6%), 45-54 (17.8%), 55-64 (8.0%), 65-74 (5.2%), and 75+ (1.5%). In addition, 31.7% of respondents identified as LGBTQ+.

IUAPR

The Institute for the Understanding of Anti-Palestinian Racism

IUAPR - Anti-Palestinian Racism Survey - Preliminary Report Findings 2024

Figure 1. Have you experienced anti-Palestinian racism, either directly or online?

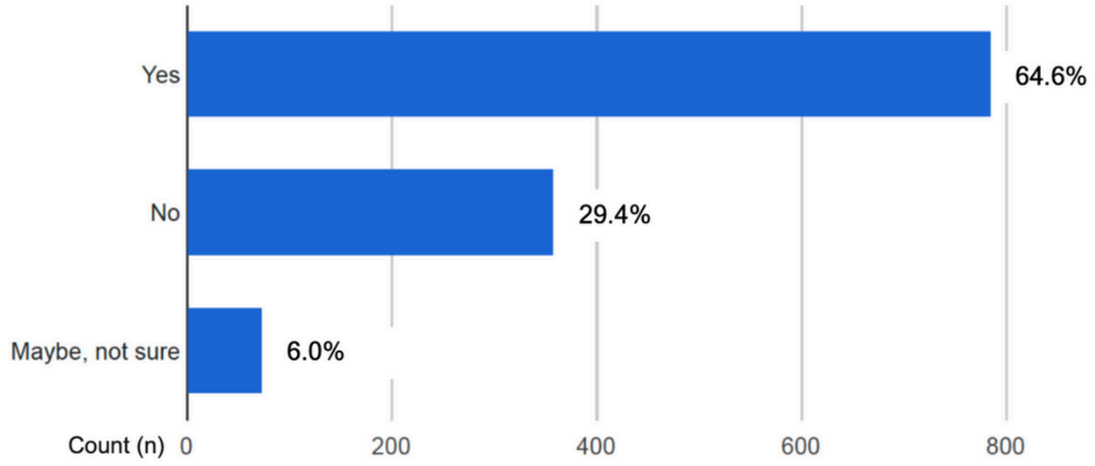
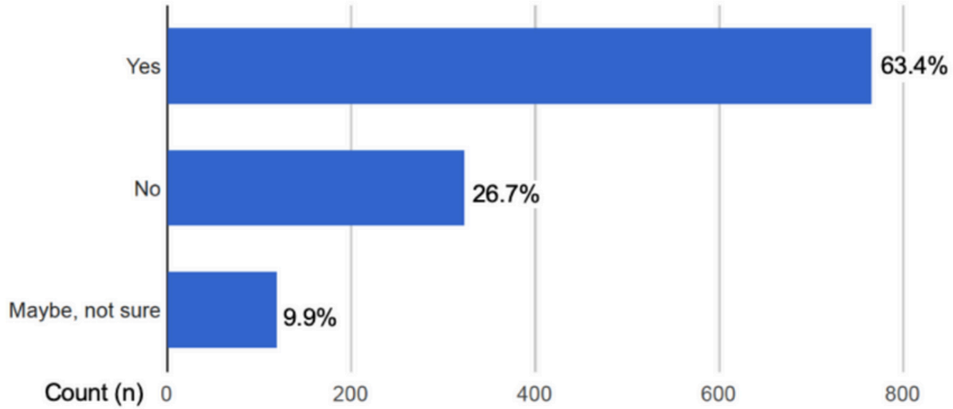


Figure 2. Have you experienced silencing, exclusion, harassment, physical threat or harm, or defamation while advocating for Gaza and/or Palestinian human rights?



Full report

IUAPR - Anti-Palestinian Racism Survey - Preliminary Report Findings 2024

Figure 3. Have you felt alone or isolated in your concern about Palestinian human rights?

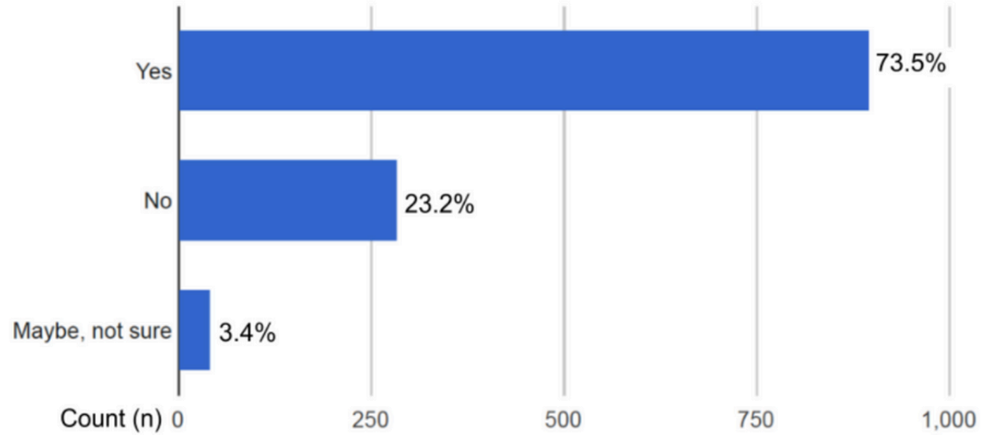
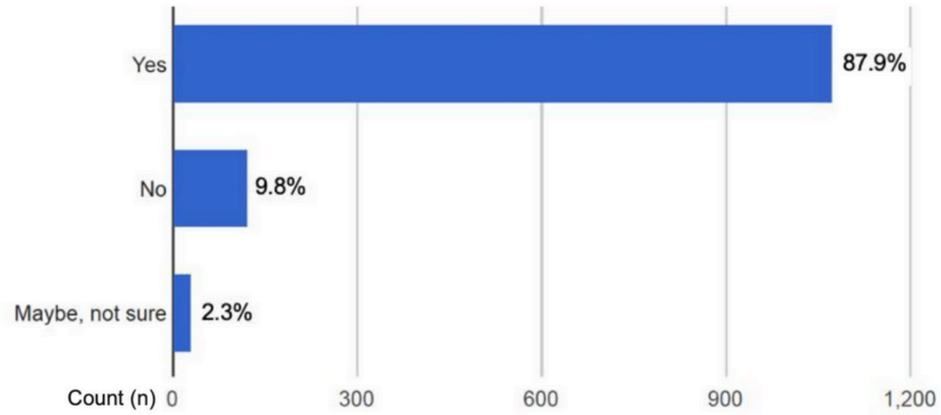


Figure 4. Have you witnessed others experiencing anti-Palestinian racism, either directly or online?



Over 1200 respondents completed the survey. The majority of respondents identified as non-Palestinian (72.5%). The survey sample was racially and ethnically diverse.

Full report

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Figure 5. Are you afraid to speak out about what is happening to Palestinians in Gaza or for Palestinian human rights in general?

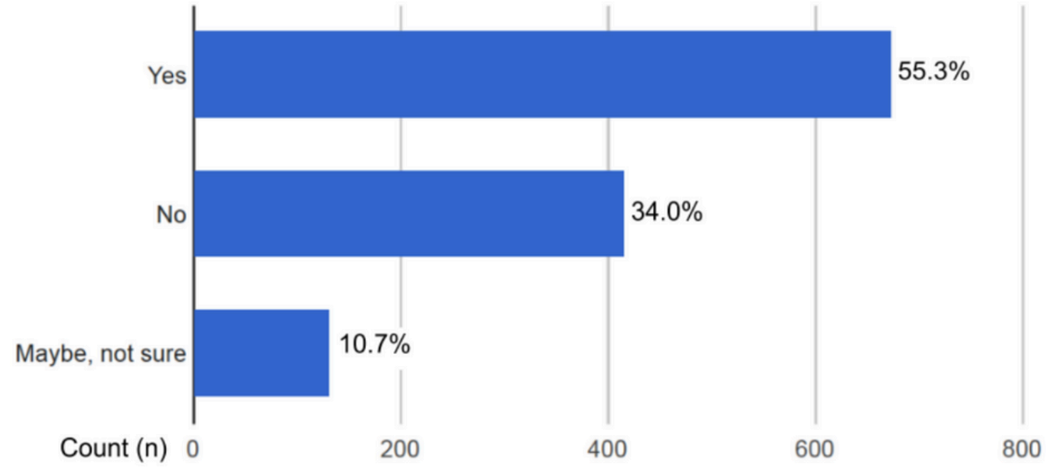


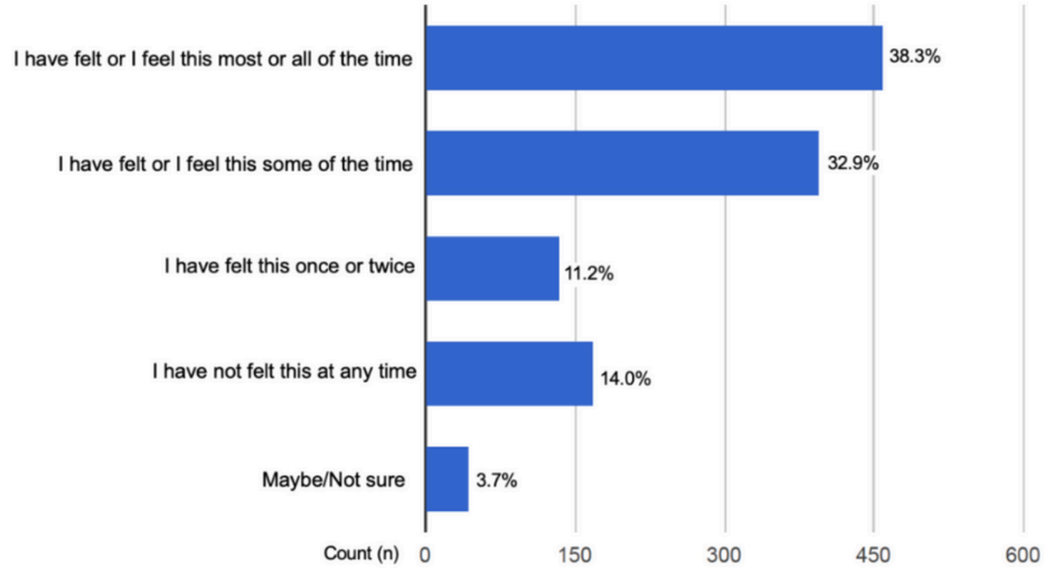
Table 1. In which settings have you experienced or witnessed anti-Palestinian racism? (Select all that apply). Reported as the percentage of responses that selected each option, in order of decreasing frequency.

Setting	Frequency
On social media or e-mail	84.3%
In the news	70.9%
In a public space	63.0%
From colleagues at work	47.7%
From friends	39.0%
In school or other academic setting from teachers, faculty, or administrators	37.2%
From someone in a supervisory role at work who has the ability to hire or fire you	31.6%
In school or other academic setting from students	30.5%
From family members	19.1%
As a healthcare provider in a healthcare setting from other healthcare staff	12.6%
As a healthcare provider in a healthcare setting from patients or their families	7.4%
As a patient in a healthcare setting from doctors, nurses, other staff	7.0%
Other	5.5%

Full report

IUAPR - Anti-Palestinian Racism Survey - Preliminary Report Findings 2024

Figure 6. Have you felt that your mental or physical health has been harmed by personally experiencing or witnessing anti-Palestinian racism? Examples of harmful impacts of racial trauma on mental and physical health can include: feelings of fear, anxiety, self-doubt, low self-esteem, depression, hypervigilance, insecurity, isolation, alienation, difficulty concentrating, feeling more irritable, and other negative emotions. Harmful impacts can also include symptoms such as insomnia, headaches, body pain, back pain, loss of appetite, fatigue, nausea, and other physical concerns. (Select the option that best fits how often you have experienced any of the above).



Full report

Anti-Palestinian Racism Survey - Additional Student and Educator Findings Report 2024

This report summarizes additional findings from a national survey investigating anti-Palestinian racism conducted in the United States (US) from March 1st through April 3rd, 2024. The survey was conducted with approval of the UCSF Institutional Review Board (IRB). [1]

This additional-findings report is focused on the results from our survey regarding student and educator data, which comprised 257 respondents (127 students and 130 educators) out of the 1227 respondents for the study. Educators were defined as: Professors (faculty), teachers, and education administrators.

Taken together, our findings suggest that anti-Palestinian racism impacts a higher percentage of students and educators than previously expected, is highly prevalent in schools and other academic settings, is having a deleterious impact on students and educator's health and wellness, and is resulting in increased levels of isolation, fear, and intimidation. We believe these findings suggest that anti-Palestinian racism is a pervasive phenomenon, affecting students and educators of diverse backgrounds, and deserves special attention to combat the negative impacts on students' and educators' health and wellbeing.

IUAPR

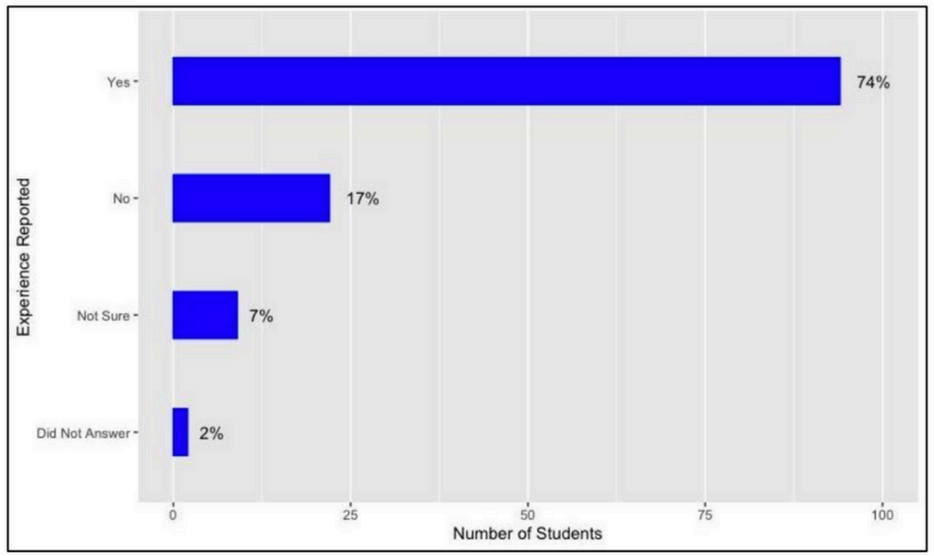
The Institute for the Understanding of Anti-Palestinian Racism

Full report

Anti-Palestinian Racism Survey - Additional Student and Educator Findings Report 2024

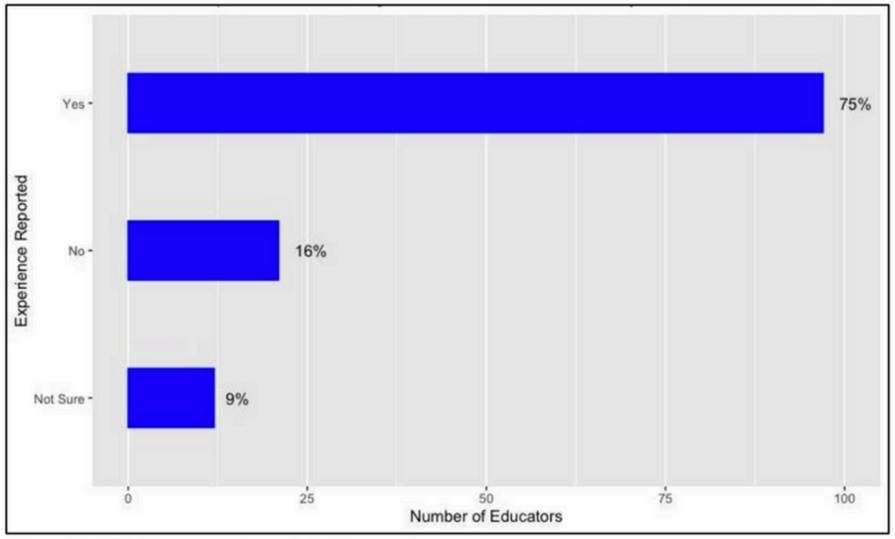
Regarding the impact of anti-Palestinian racism experienced in schools and other academic institutions, 74% of students and 75% of educators experienced silencing, exclusion, harassment, physical threat or harm, and defamation while advocating for Gaza and/or Palestinian human rights (Figure 1 and 2).

Figure 1: Students Experienced Silencing, Exclusion, Harassment, Physical Threat, or Defamation



*Note: N=127.

Figure 2: Educators Experienced Silencing, Exclusion, Harassment, Physical Threat, or Defamation



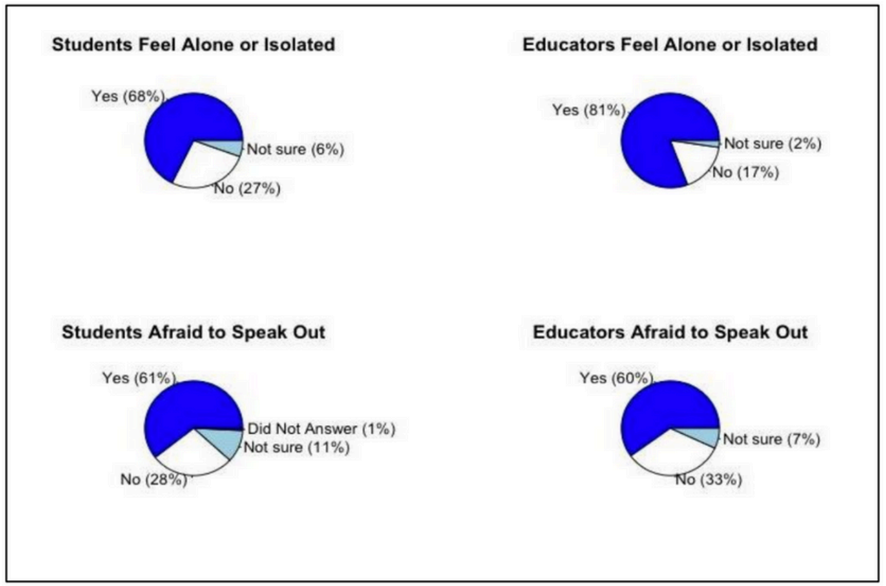
*Note: N=130. No respondents left this question unanswered.

Full report

Anti-Palestinian Racism Survey - Additional Student and Educator Findings Report 2024

Other dramatic findings were that 81% of educators and 68% of students felt alone or isolated in their concern about Palestinian human rights. The majority of students (60%) and the majority of educators (61%) were afraid to speak out about what is happening to Palestinians in Gaza or for Palestinian human rights in general. (Figure 3)

Figure 3 Students and Educators Feeling Isolated and Alone or Afraid to Speak Out Due to Anti-Palestinian Racism



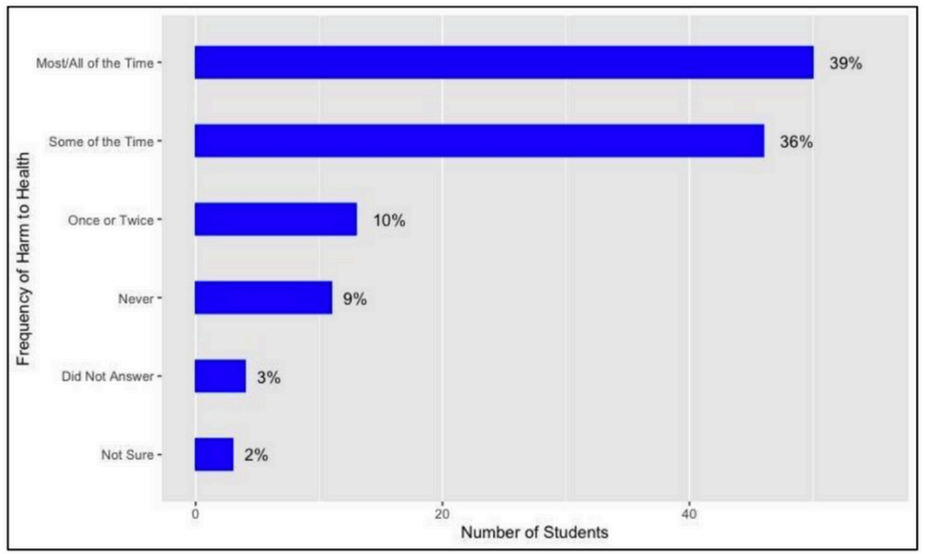
Note: Student N = 127. Educator N = 130.

Full report

Anti-Palestinian Racism Survey - Additional Student and Educator Findings Report 2024

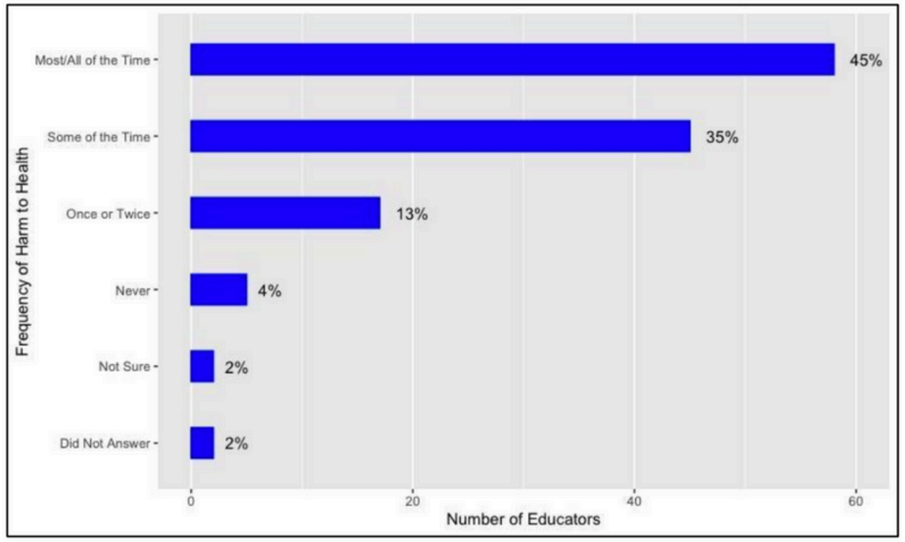
In addition, 75% of students reported negative mental or physical health effects some, most or all the time. (Figure 4) Mental health effects included: fear, anxiety, self-doubt, low self-esteem, depression, hypervigilance, insecurity, alienation, difficulty concentrating, and more. Physical health effects included: insomnia, headaches, body pain, back pain, loss of appetite, fatigue, nausea. Similarly, 80% of educators reported negative mental or physical health effects some, most, or all the time. (Figure 5)

Figure 4: Harm to Mental or Physical Health of Students Due to Anti-Palestinian Racism



Note: N = 127.

Figure 5: Harm to Mental or Physical Health of Educators Due to Anti-Palestinian Racism



Note: N = 130.

Full report

Anti-Palestinian Racism Survey - Additional Student and Educator Findings Report 2024

Table 1: Students Experience or Witness Anti-Palestinian Racism in Various Settings

Setting	Frequency
On social media, including e-mail	83%
In the news	70%
In a public space	72%
From colleagues at work	44%
From friends	37%
In school or other academic setting from teacher, faculty or administrators	66%
From someone in a supervisory role at work who has the ability to hire or fire you	31%
In school or other academic setting from students	66%
From family members	24%
As a healthcare provider in a healthcare setting from other healthcare staff	13%
As a healthcare provider in a healthcare setting from patients or their families	6%
As a patient in a healthcare setting from doctors, nurses, or other staff	6%
Other	5%
Not applicable	4%

*Note: N = 127. Respondents were able to select more than one setting where they experienced anti-Palestinian racism.

Table 2: Educators Experience or Witness anti-Palestinian racism in Various Settings

Setting	Frequency
On social media, including e-mail	82%
In the news	77%
In a public space	66%
From colleagues at work	62%
From friends	35%
In school or other academic setting from teacher, faculty or administrators	69%
From someone in a supervisory role at work who has the ability to hire or fire you	39%
In school or other academic setting from students	48%
From family members	21%
As a healthcare provider in a healthcare setting from other healthcare staff	2%
As a healthcare provider in a healthcare setting from patients or their families	1%
As a patient in a healthcare setting from doctors, nurses, or other staff	8%
Other	5%

*Note: N = 130. Respondents were able to select more than one setting where they experienced anti-Palestinian racism.

Full report

CAIR CA - 2023 Bullying Report

Overview of findings from past decade

"The Council on American-Islamic Relations, California (CAIR-CA) has been conducting biennial surveys for the past ten years to evaluate the school climate for California Muslim students between ages 11-18 and to understand how Islamophobia manifests itself in our education system. CAIR- CA's surveys have shown that **40-50% of Muslim students have consistently reported being bullied over the past decade.** In CAIR-CA's most recent survey, **nearly half of the Muslim students reported being bullied at school, and nearly half reported feeling unsafe, unwelcome, or uncomfortable** at school because of their Muslim identity. Furthermore, **25% of students reported that an adult at their school made offensive comments or acted in a way that was offensive to Islam/ Muslims**. Additionally, **34% of respondents reported that these experiences have a negative impact on their physical, mental, or emotional well-being.**"

Full report

CAIR CA - 2023 Bullying Report

Methodology

CAIR-CA's 2023 report provides the results from a survey distributed between August 2022 and May 2023 by the four CAIR-CA offices covering the Greater Los Angeles, Sacramento Valley / Central California, San Diego, and San Francisco Bay Area. The survey examined Muslim students' experience with bullying, how they felt about their school environment, and whether they received any discrimination from teachers, school administrators, and other adult school personnel. 1,376 individuals responded to our survey. 1,135 of the respondents were eligible to take the survey in that they were: 1) between 11-18 years old; 2) Muslim; 3) attended school in California; and 4) attended either a public school, non-Islamic private school, or charter school.

Surveys were collected through two methods: 1) surveys were distributed to student attendees to complete in-person at various Know Your Rights presentations on bullying across the state; and 2) QR codes linking to the survey were distributed through CAIR-CA's various outreach efforts both in-person and online. CAIR-CA utilizes its network of partners, mosques, religious centers, and community-based organizations as well as various methods of communication to conduct outreach and request responses to the survey. These methods include announcements at large community gatherings such as Jumu'ah (large communal prayers held on Fridays); tabling and distributing flyers at Jumu'ah; utilizing community newsletters, email lists, and ethnic media services; and posting on websites, social media platforms, and WhatsApp.

The survey consisted of 26 questions and was divided into three sections. The first section asked for respondents' demographic information. The second section requested information about the type of bullying and discrimination respondents experienced at school as either the victim or bystander. The third section asked respondents how they perceived their school environment and whether adults in their school had engaged in Islamophobic behavior.

Full report

CAIR CA - 2023 Bullying Report

NEARLY 1/2

of students (47%) reported feeling unsafe, unwelcome, or uncomfortable at school because of their Muslim identity.

Only 45% of students received support from school staff when they had a problem related to being Muslim.

Full report

CAIR CA - 2023 Bullying Report

Nearly half of the students (46%) reported being bullied at school by another student because they were Muslim.

27% of students reported that another student made offensive comments or posts about Islam/Muslims on social media.

Full report

CAIR CA - 2023 Bullying Report

25% of students reported that a teacher, administrator, or other adult at their school made offensive comments or acted in a way that is offensive to Islam or Muslims.

THAT'S 1 OUT OF 4 STUDENTS.

Of the students that reported being bullied by an adult at school...

40% reported that an adult presented or taught material that was offensive to Islam/ Muslims.

20% reported that an adult made offensive comments towards them.

[Full report]

CAIR National - 2025 Civil Rights Report

Executive Summary

CAIR research staff identify three standout trends in this report's findings:

1. CAIR's civil rights reports have told the story of American Muslims being targeted due to their faith since its inception in the wake of 1995's Oklahoma City bombing. In 2024 we find a different theme: **Muslims—along with Palestinians, Arabs, Jews, African Americans, Asian Americans and others—were targeted due to their anti-genocide and anti-apartheid viewpoints.**

2. **For the first time employment, discrimination was the top type of incident reported to CAIR.** For the second year in a row, the Biden-backed Gaza genocide drove a wave of Islamophobia in the United States. Many corporate promises to promote diversity, equity, and inclusion in the workplace in the wake of the murder of George Floyd in 2020 went apparently unfulfilled as employers punished or smeared staff, particularly minorities, who advocated against Israel's military occupation, apartheid, and genocide of Palestinians. Adopting a similar posture, many university administrators favored state force and institutional discipline over such hard conversations.

3. **Law enforcement encounters climbed from 295 total in 2023 to 506 in 2024. This is a 71.5 percent increase. This spike coincided with the student anti-genocide encampments.**

Full report

CAIR National - 2025 Civil Rights Report

CAIR offices received 8,658 incoming complaints nationwide in 2024. This marks the highest number of complaints CAIR has recorded since our first civil rights report was published in 1996. Employment discrimination complaints comprised 15.4 percent of total complaints received in 2024. This also marks the first time employment discrimination has been the highest-reported category to CAIR offices.

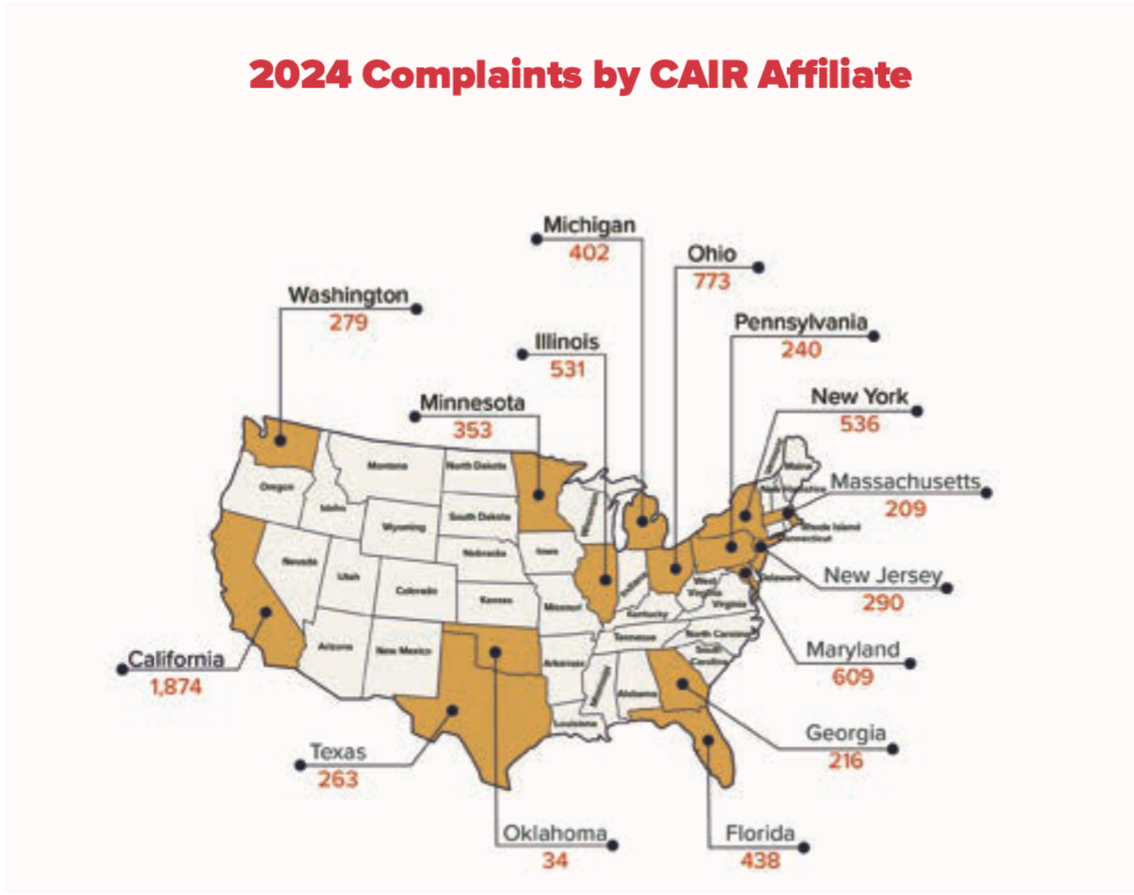
Full report

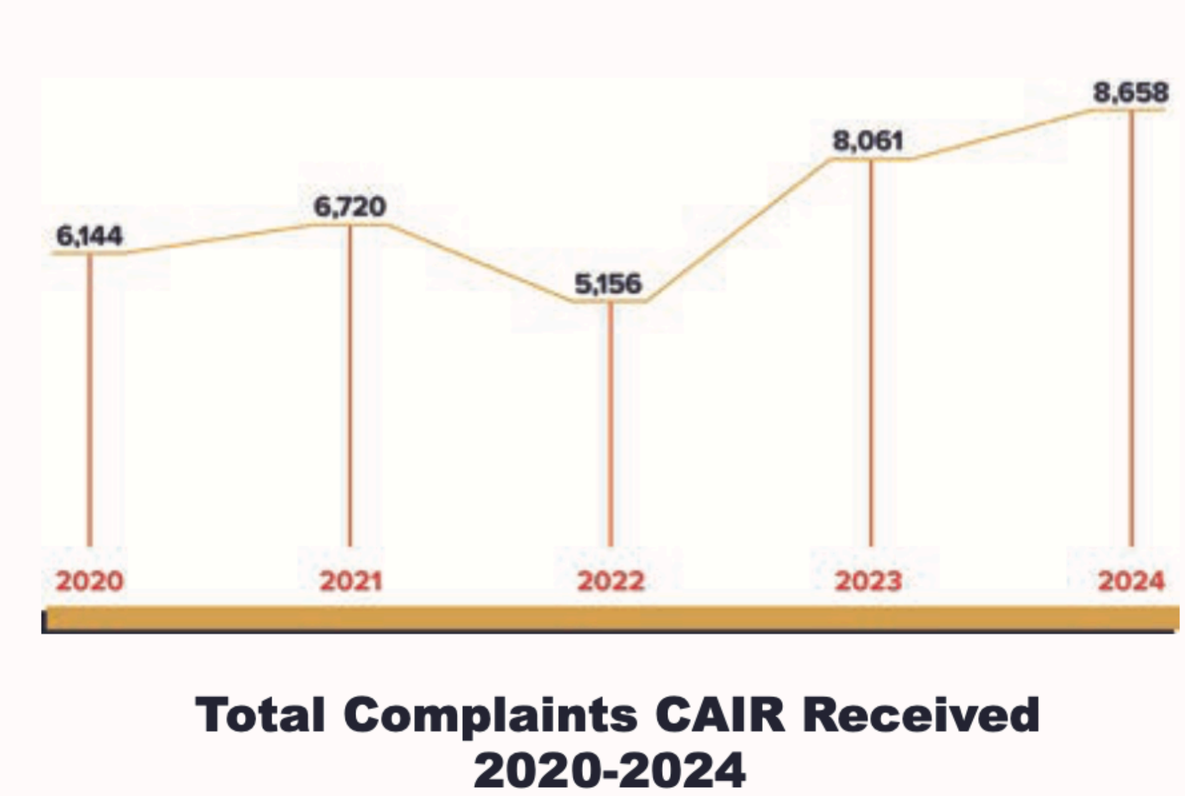
CAIR National - 2025 Civil Rights Report

CAIR knows that bias incidents targeting the community are vastly underreported to both law enforcement and community institutions. In part, this is a reflection of decades of abuse by a number of law enforcement agencies.

[Full report]

CAIR National - 2025 Civil Rights Report





Full report

Thank you