

Muslim Collaboration Prizes

Application

Name of Your CCI Group: Legal Sector

Project Title: American Muslim Legal Ecosystem (AMLE)

Names of All Organizations Comprising Your Group:

- Muslim Legal Fund of America (MLFA)
- Council on American-Islamic Relations - Chicago (CAIR-CHI)

Lead Sponsor (if none, please state your fiscal collaboration arrangement): (In this Application, “lead sponsor” means the organization directly receiving Prize funding on behalf of the group.)

- Muslim Legal Fund of America (MLFA)

Total Prize Award Sought for Group: \$200,000

Prize Award Funding Requested per Organization (list each organization in your group and the anticipated amount of Prize funding per organization):

- Muslim Legal Fund of America (MLFA) will hold the prize money in a restricted fund that will be spent with shared written consent from CAIR-CHI: \$200,000
- Council on American-Islamic Relations (CAIR-CHI:) \$0

Challenge Statement

Photos: <https://publish.exhibit.com/gallery/771859457849619736/marble-gallery-93165/>

“In a time of drastic change, it is the learners who inherit the future. The learned usually find themselves equipped to live in a world that no longer exists.” – Eric Hoffer

“The things which hurt, instruct.” – Benjamin Franklin

Our premise is that all living beings have an implicit or explicit effect on the other as one system of being, of existing. We believe that single people in America are affected by the challenges and issues we have identified, however, our focus is to foster equity and inclusion for minority groups and especially American Muslims. It has taken more than two decades for the American Muslims of Generations X and Y to be old enough, educated enough, trained enough, and hurt enough to do what we are doing here—we are now asking for our voices back, asking for equal opportunity, asking to be heard, asking for the paradigm to shift so that we, as Americans, can belong in America and be a part of building just societies. The historical legacy of systemic racism, and structured Islamophobia underpins the racial, religious, and systemic inequities that exist within our society today.

There is no county on earth that does not protect its people (in theory at least). Colonization cannot be ignored. It has allowed for the “Western World” to be experienced as a “White world”, thus creating justified systems of discrimination. MLFA and CAIR-CHI are demanding from such unjust powers to give us back our God-given, inalienable rights as human beings, as all “other” minority groups have been fighting before us. We are fighting for the marginalized, the traumatized, the discriminated against, the hated ones and this fight affects everyone. With our collective missions we seek legal reform: legislative reform, national security reform and opportunities to educate against hate, bias, and bigotry. We are asking for the opportunity to allow Muslims in America to educate themselves—to be informed citizens, as the knife cuts both ways. We seek to set precedence; we seek for the laws that were imposed on us through no fault of our own be challenged and changed.

Very specifically, Muslim Americans are affected. When they need legal support and do not know where to go or who to turn to, many either get left behind or must wander or bounce around to find the right help they are seeking. Even then, if Muslims do not appear or act as “real Americans”, or the issues seem “scary” or “controversial” to legal practitioners not culturally competent or biased, they are left to fend for themselves and suffer mental and emotional despair, become stagnant or regress in various areas of life, and go into bankruptcy trying to survive—as we have witnessed over and over. This is why AMLE must exist.

Proposed Solution Overview

- **Describe what your proposed solution is or does, how it meaningfully contributes to addressing the challenge you have identified, and the short and long-term impact that your proposed solution will have.**

Our solution to the problems we have presented is to create the American Muslim Legal Ecosystem (AMLE). With this project we are going beyond a referral database. We are creating a cultural shift in many ways through a communication and collaboration platform, giving organizations and individuals the opportunity to join us. We want to create a paradigm shift and a tool that people will want to be part of. Removing the barriers and fear that often leave us competing for the same resources rather than collaborating to drive our collective missions to their highest impact. AMLE will have a self-populating database portal that clearly identifies legal organizations serving American Muslims. To socialize AMLE, the sector will host an annual forum with organizations serving the legal landscape to understand & assess the capacity for organizational collaboration and partnerships within the community. AMLE is a three-prong approach to our stated problem. AMLE will create and maintain (1) a Stakeholder Network Map, (2) a National Resource and Referral database portal (starting this project with a local prototype) through online and mobile app resources, & (3) produce perennial reports highlighting current gaps in serving our American Muslim community to order improve access and support their legal needs.

- **What will you do over the next three years to achieve your goal? Describe your efforts and approach.**

Our long-term goal is to create a model and a forum for change. The AMLE’s three-pronged approach will launch one step at a time. With the funding from this grant, our goal is to create a local prototype of the Resource and Referral database and the stakeholder network map (starting local). In Year 2 (2024) we will publish a report highlighting the gaps in access, resources, and needs. We will make recommendations for improvement and seek more funding. In Year 3 - we will aim to take our local prototype national. Our goal is to design an interface as user friendly and engaging as social media tools, inspiring users to want to utilize it for resources, referrals. People may talk about it or complain about it, but no one can escape it. It is a tool, and it’s up to us to put purpose and process into it. By Year 3 (2025) we will assess our progress. With the data collected from the website portal, we will move towards building a mobile app that offers easy access to legal support.

- **Describe the communities that will benefit from your efforts and the impact it will have on them.**

Muslim Americans have diverse racial, ethnic, political, professional, class, and religious identities. However, up until recently, when one hears “Muslim”, one assumes “ethnic”, “foreign”, “immigrant”, “Arab”, “South Asian”, etc., so we recognize the importance of consistency, passion, and education in building the trust and acceptance necessary to unite all of us. AMLE’s mission is to foster collaboration, as well as address the socioeconomic disparities, institutional racism, structural Islamophobia, and inequity of access, resources, and services for our families, our children, and our vastly diverse Muslim American communities.

- **How does your Project address existing gaps, build on existing solutions, and meaningfully contribute to resolving the identified challenge?**

Since the September 11, 2001 attacks, Muslim Americans and Muslim organizations have felt under “attack” and “threatened”. We are painfully aware of the surveillance, terrorist watchlists, national registries, Muslim Travel Bans, and more. The open and outward hate from Islamophobes, including the 44th U.S. president and

his followers, is still simmering. The pain is palpable. Despite more visibility and bridge building in our broader communities, we have been working in silos due to fear, perceived scarcity, and the need to survive. The CCI opportunity was not an easy task for us as under-resourced and sparse legal advocacy organizations. However, this opportunity was also a game changer. The project offers us the opportunity to continue the action research we have started. Over the past two years MLFA and CAIR-CHI took the time to connect; build trust; share resources; analyze our intakes; review the cases we took and the ones we let go. We have recognized that, despite our best efforts, we were referring more cases out than we had the capacity to take in. We make our best effort to not ignore anyone, thus responding to the hundreds of people who reach out to us annually. We decided to focus on building the database portal first to address this gap. Similar to VolunteerMatch.com and other client/portal databases that connect clients to the services they seek, we believe that our AMLE database portal will be an immediate support for Muslims seeking legal support and will allow us to identify and close gaps in access and resources.

- **How does your Project prioritize local communities and center those most proximate to the challenges you have identified?**

We are starting from home. MLFA and CAIR-CHI have identified hundreds of clients who reached out to us in 2021 seeking legal support outside of our collective missions. We have personal testimonies of hardship and desperation. Legal support is much like health support: people's lives are at risk if their legal troubles are not handled with care. Working together and starting from home, we believe we can help our organizations deepen their impact, whether it's strengthening our agency, advancing justice, or increasing access to legal practitioners, legal organizations, and legal support resources. Therefore, in Year 1 for this project, MLFA and CAIR-CHI will create a local prototype of the database portal and the stakeholder map. We will continue mapping the gaps that MLFA and CAIR-CHI identified with other legal practitioners in Chicagoland and Illinois. This will be a key step of identifying the Muslim legal ecosystem in hopes to ensure that the legal needs of the Muslim community are met effectively.

Theory of Change

The American Muslim Legal Ecosystem will thrive in service to its stakeholders and beneficiaries across Illinois and the United States by improving practitioners' capacities to secure access, broaden content, ensure inclusion, and sustain engagement. MLFA and CAIR-CHI believe that if Muslim individuals, families, and organizations know their legal and civil rights, and if they have access to quality legal services, there will be less injustice because of their beliefs and fewer violations of their civil liberties.

- MLFA & CAIR-CHI through AMLE will empower nonprofit organizations and their leaders by providing resources to ensure they have the tools and skills necessary to manage themselves efficiently and effectively.
- MLFA & CAIR-CHI believe that through AMLE, we will build communities by bringing Muslim organizations to the table to forge new partnerships, share best practices and collaborate on civil rights efforts.
- MLFA & CAIR-CHI believe that AMLE will empower MLFA and CAIR-CHI to leverage their expertise and experience in national security law policies, extreme vetting procedures, immigration law, civil rights law, and corporate governance to help achieve the best possible outcomes on our constituents' behalf.
- MLFA & CAIR-CHI believe that by creating the database portal for AMLE, we will spend less time on legal issues outside of our mission and focus our organizations on mission-driven impact.
- MLFA & CAIR-CHI believe that AMLE will empower our communities through a one-stop shop (website in Year 1, 2023 and app in Years 2-3, 2024-2025), saving time, protecting resources, and offering value the moment AMLE is accessed.
- MLFA & CAIR-CHI believe that we will create greater opportunities for deeper engagement and effective collaboration between organizations and develop a confident understanding of our own core purpose (i.e., missions) and we relate to each other, points of connections and areas of differences.
- MLFA & CAIR-CHI believe that through AMLE, we will highlight gaps and leverage resources in a more meaningful and effective way for the greatest societal impact.

THE AMERICAN MUSLIM ECOSYSTEM: THEORY OF CHANGE MODEL

MLFA & CAIR-CHI

PROBLEM

Working in silos out of fear and scarcity of resources. Information poverty, lack of access and inequality of resources- where American Muslim citizens have limited or no access to high-quality, legal information - limits freedom of expression and reduces informed choice. This problem can be understood across four main components: access, inclusion, content and engagement.

- Access
- Content
- Inclusion
- Engagement

IMPROVED PARTNER CAPACITIES TO:

OUTPUTS

The American Muslim Legal sector works in collaboration and works directly with local partners, including media, policy and civil society organizations, to build their capacity to address the problem, across the four components. Our work is focused on actions that align to local needs, and that build the sustainability of our local and national partners.

IMPROVED PARTNER CAPACITIES TO:

COMMUNITY OUTCOMES:

Improved reliable access to diverse legal resources.

- Build diversity of information channels.
- Develop secure, affordable and market-enabled access.
- Advocate for enabling environments.
- Build a database portal.

Greater availability of high-quality useful content to differing missions.

- Produce high-quality, diverse content.
- Report on key thematic areas including legislation and policy.
- Expand the knowledge on laws that affect all of us.
- Market viability of local resources.

- Extend access to marginalised groups.
- Produce content that includes excluded voices, groups and issues.
- Involve excluded groups in content production. Intentionally work to bridge the gap.

- Support development of legal literacy skills (know your rights; know the laws; talk about impact).
- Understand audience information and communication needs.
- Use interactive platforms and formats.

Increased opportunities to critically engage with legal information.

Reduced systematic exclusion of groups in the legal sector and provide access to information.

COMMUNITY OUTCOMES:

IMPACT

Breaking out of silos building greater collaboration and expression and access to information and resources for empowerment.

RESOURCE & REFFERAL DATABASE PORTAL

Increased access, knowledge and understanding around critical legal and policy issues affecting ALL Americans, and especially the American Muslim Community. Ensuring resources are used effectively across sector.

STAKEHOLDER NETWORK MAP

Improved environment for informed decision-making and action within the Muslim Legal Sector (internal) and the American Legal Community (external). Full transparency and communication.

REPORTS IDENTIFYING GAPS

Increased civic participation and progress toward collaboration and mission impact. Driving change, breaking out of silos, creating pathways to funding and legislative change.

Why Your Team

Originally, four local Muslim nonprofit organizations—Believers Bail Out, Council on American-Islamic Relations (CAIR)-Chicago, Muslim Bar Association of Chicago, and Muslim Legal Fund of America (MLFA)—were designated participants in the inaugural Legal Sector cohort of the three-year (2020-2022) research study called the Community Collaboration Initiative (CCI). We were among 25 regional Muslim organization participants in Illinois, Indiana, and Michigan. The study, conducted by Dr. Shariq Ahmed Siddiqui at the Lilly Family School of Philanthropy of Indiana University—Purdue University Indianapolis (IUPUI), is funded through the Muslim Philanthropy Initiative at the Lilly School. This collaboration was born from each organization's primary role in legal services and advocacy for Muslim Americans. Upon the voluntary departure of two organizations from the Legal Sector, CAIR-Chicago and MLFA remained since June 2021.

Our team is co-led by two non-legal practitioners that provide nearly 40 years of nonprofit experience and leadership combined and represent two organizations with nearly 40 years of groundbreaking advocacy in supporting the Muslim American community: Arshia is the CEO of MLFA and Gerald is the Outreach Coordinator at CAIR-Chicago. Our distinct roles, responsibilities, and overall professional experiences foster keen insights of the Muslim community's relationship and access to legal services and peer legal practitioners' connections with community, law, civic, advocacy, and philanthropy networks. Through advocacy efforts—particularly engagement within and beyond Muslim communities throughout greater Chicagoland—our team is familiar with the challenges and successes of our respective organizations to provide services covering a fraction of the legal services community members may need. Nevertheless, both have continued to serve the community mostly free of charge and achieve groundbreaking successes through their own hard work and partnering with other attorneys and partner organizations. The prominence of CAIR-Chicago and MLFA as civil rights advocates brings issues beyond their scopes and missions, resulting in strains on their limited capacity. Such limitations negatively impact community members' needs being met, especially those that face irreparable harms such as trauma, lost wages, or unfounded charges of terrorism. This precedence provides the groundwork for the American Muslim Legal Ecosystem.

Through our project's exploration and development, we saw how the Muslim community's lack of access and understanding revealed limits, as well as so much promise. We benefited from having an interdisciplinary approach given the varied roles and insights we each represented at our respective organizations. We spoke to ways our organizations can engage and build trust to improve our individual and collective missions and services. We molded a shared vision: that the Muslim community's collective success and inclusiveness to fulfilling its individual and shared sacred, constitutional, and human rights will be more guaranteed and in action when there is more knowledge and clarity of who exists and what is offered in legal services and advocacy.

Project Management

The key leadership positions will be two Co-Directors for the AMLE project, one representing each nonprofit: Arshia from MLFA and Gerald from CAIR-Chicago will serve as the Co-Directors. There will also be a Project Coordinator, which will be a position created and budgeted from the grant. To ensure immediacy for decision making that avoids inefficiency, and given Arshia's position as MLFA's CEO, AMLE's fiscal sponsor will be MLFA. Despite this designation, both Co-Directors will have fair and equal weight in AMLE's executive leadership and decision-making. In the event one of the organization's Co-Director can no longer serve in the role, that organization must name a replacement within 30 business days to ensure the continuity and sustainability of AMLE. Currently, the year 2023 is the only year slated to operate AMLE. However, both parties have pledged to pursue funding opportunities and other sustainable efforts to extend AMLE beyond a one-year's project. Considerations for other activities have been identified if successful in securing funds for the second year and beyond.

Please see the signed MOU and Agreement (attached as an appendix) specifying our commitment to AMLE in 2023 and beyond.

Legal Obligations

Arshia Ali-Khan, CEO of MLFA, and Gerald Hankerson, CAIR-CHI's Outreach Coordinator, are in full agreement to all the terms of this grant prize.

Diversity, Equity, and Inclusion

AMLE is envisioned, designed, and built to foster a cultural shift towards diversity, inclusion, equity and belonging. We would like to move the dialogue away from “us vs. them” and by building more access, resources, and opportunities towards a just and equitable legal system. AMLE believes that transformative relationships are key to unlocking our Muslim communities’ potential. We will succeed by including in our strategies, ingraining in our culture, and reflecting in our behaviors, principles and practices of diversity, equity, and inclusion. As a result, we will break down immediate and systemic barriers to create and sustain equitable outcomes.

Our Year 1 goal at AMLE is to build a mirroring website page on CAIR-CHI and MLFA’s website and give people the opportunity to self-identify as faith based or Muslim lawyers, nonprofits, or allies to the Muslim community. We know that “Muslim” does not have a color or tied to any one sole identity or trait but people outside of Muslim groups do not always recognize or understand that. We also know that there are many Muslims that often feel left out as well. Hence, we chose the language and the model of an ecosystem giving each body and each voice an opportunity to belong. MLFA and CAIR-CHI have the courage to rebuild the system of legal education in a way that is just and equitable for those who will identify as clients and those who will identify as practitioners and nonprofits (seen in our Shareholders Network Map).

AMLE will address issues of income disparity, systemic racism, Islamophobia, and structured Islamophobia. We will see in our gap research where there are legal service deserts and little or no access and we will see the emotional toll and challenge this puts on the American Muslim community. Like the sponsoring organizations, CAIR-Chicago and MLFA, AMLE will fully protect individuals’ constitutional rights, including civil rights and civil liberties. Both have adopted the U.S. Equal Employment Opportunity Commission (EEOC) discrimination policy and have better. AMLE’s tools and resources will not have a litmus test or barometer set for any Muslim American to use and benefit.

If AMLE’s objective is to break down the silos that allow divisiveness and marginalization to persist, then we must build a more cohesive ecosystem nurturing and valuing diversity, equity, and inclusion. Our key tactics must be strategic, inclusive outreach to everyone, whether they are aware they are involved or impacted, or not. The ecosystem groups and practitioners have their networks and partnerships to invite and be the ambassadors to welcome them to this project. AMLE’s tools will spotlight their works and cultivate a shift in making intentional works that maximize resources, best practices, and growth with more services. Holding AMLE accountable to ensure full inclusion, we invite stakeholders—ranging from influencers to mobilizers—to help identify various spaces and movements in every locale and neighborhood, ensuring community members of any group are connected and enfranchised. Community members’ lived experiences will guide AMLE’s directives for constant, meaningful monitoring, learning, and evaluation of its effectiveness and success.

Timeline, Milestones, & Measurement

October 2022: Prize money received

November - December 2022

- Co-Founders create action plan for 2022 and 2023 depending on the amount of funding received.
- Co-Founders publicize job descriptions to hire Project Coordinator; Data & Research Administrator, and other contractual vendors to fulfill the marketing, design, and website development needs for AMLE.
- Co-Founders hire by November 2022
- Co-Founders work with a new team to build wireframe for the website and concept document along with a project plan for 2023

January - March 2023

- Brand AMLE
- Socialize AMLE in Muslim legal spaces
- Build website from wireframe
- Research different “match” programs to develop the thresholds of AMLE
- Build the AMLE web page with database
- Evaluate survey tools and issue new surveys to complete
- Stop, pause measure
- Market, advertise and engage with American Muslim legal practitioners and services.

- Develop Criteria for American Muslim legal practitioners and services to join the database
- Develop heat map for services

April - July 2023

- Build Resources into website
- Develop resource library
- Invite Muslim allies into the database
- Research and build in Pro Bono legal networks
- Stop, pause, measure
- Host two to five Zoom and/or in-person learning events building community and engagement in Chicagoland
- Present AMLE at ICNA convention in Baltimore
- Reapply for funding for 2024

August - October 2023

- Have completed building local Stakeholder Sector Map
- Have at least 50-75 lawyers or legal services in Chicagoland supporting the Muslim Legal sector as part of our database
- Stop, pause, measure
- Host two to five Zoom and/or in-person learning events building community and engagement in greater Chicagoland focusing on downstate Illinois regions and locales
- Begin the gap report and position report for sharing with the community and shareholders.
- Present AMLE at ISNA convention in Chicago

November - December 2023

- Measure and Evaluate outcomes for 2023
- Present final gap report
- Host Annual Stakeholders meeting
- Present AMLE at MAS-ICNA convention in Chicago
- Host meetings with national legal partners and organizations
- Build map allies map to engage more support
- Prepare for 2024

OUTCOMES

- Website page mirroring on MLFA and CAIR-CHI
- Update and disseminate a questionnaire to cast a net for potential partners and stakeholders
- Resource and Referral Database create, accessible through the website with voluntary, self-populating data from legal practitioners
- Present AMLE at the three national conferences (i.e., ICNA, ISNA, MAS-ICNA)
- One Stakeholders meeting to launch AMLE Zoomtable)

MEASUREMENTS

- Pre-survey (completed in 2020-2021)
- Pre-survey (to be completed in Jan of 2023)
- Post-event evaluations of Zoomtable launch and conventions' engagement
- Number of legal practitioners joining our database (measured every quarter)
- SEO for websites
- Number of legal allies
- Level of community interest and engagement
- Client testimonials
- Stakeholder testimonials
- Action research findings
- Reduction in intakes for CAIR-CHI and MLFA outside of mission scope
- Number of intakes and referrals from the AMLE database

Barrier Assessment and Risk Mitigation

This AMLE project builds on the prospect of collaboration fueled by understanding, trust, and promise between its team, stakeholders, and the community we serve. The legal sector comprises a mix of for-profit and nonprofit groups in specialty areas well beyond sponsoring organizations' focus on civil rights and civil liberties. Inasmuch, the needs of the community are as diverse and complex as the people who need counsel and services. We know practitioners are inundated with intakes that fall within and beyond their areas of practice or scope. However, competition has limited how we should connect and, when and where it makes sense, build working relationships to ease the constraints and squeeze of limited time and resources. Their work relies on partnerships and referrals to other firms, agencies, and organizations. The goal to become more efficient and successful in resolving cases can be achieved by having better understanding and appreciation of peer counterparts, noting what are each group's strengths and challenges that can be addressed through collaboration.

A clear goal for AMLE is one we know that is shared with Muslim American serving organizations: empower Muslim Americans. Regardless of the legal practices, service to the community requires visibility and engagement. The minimal expectation AMLE will request for legal practitioners is to voluntarily join by listing themselves in the project's resources, what they do, and how they can be reached. Our approach is to ensure these members of the legal ecosystem know one another and be more connected with the community they serve. The feasible solution of improved services and connections with community members uplifts their missions and efforts. The American Muslim Community and especially the legal community is also working through the fear/barrier of "being seen". In our recent past after 9/11, surveillance and other overreach practices has led going to conventions or being seen in groups as risk factors. We know for a fact of people being deported, going to jail and entrapped for example by organizing. We are with this project, pushing past our fears and breakout of the shame of these experiences. We are going for it again despite the risks we face, this time, with you on our side. Transparent and clear.

Other barriers we anticipate are lack of responsiveness or unwillingness to engage, reaching consensus between the legal ecosystem practitioners and stakeholders, and disconnect from community members. Our CCI experience speaks to our capacity to manage and adapt. In the first year of CCI, we identified over 20 legal sector groups that can serve as the initial core group. Nearly 35 individuals participated in the survey to share their thoughts and what other legal practitioners and stakeholders should be included.

Budget Narrative

AMLE is a new project that will require MLFA and CAIR-CHI to hire consultants and services. In Year 1, AMLE will hire a Project Coordinator to fulfill the goals of the vision towards execution. By the end of 2023, our key tools will be developed: the website page, the database portal, and the local Stakeholder Network Map. We will require the Project Coordinator to review the work that MLFA and CAIR-CHI completed over the past two years (2021-2022), constant review in Year 1 (2023), and create pathways for growth and the first year's completion. Working with the leadership, the Project Coordinator will implement monitoring, evaluation and learning activities throughout the first year to achieve and excel AMLE goals.

AMLE will also hire a Data and Research Administrator. The Data and Research Administrator will create survey tools, analyze the results, build, and evaluate submission criteria and ensure the website forms display and match the correct data. The person will also help write the reports as they will analyze the gaps in service and needs of the community. The Project Coordinator will be partnered with a Data and Research Administrator, working with the Research Administrator to develop the criteria and evaluation tools. With this role, Year 1 will entail summarizing research findings, creating a prototype for the website database portal.

Another hire will be a Marketing and Design team to help brand AMLE and build the design elements of the website and all marketing materials. AMLE will be marketed to local legal practitioners, nonprofits, bar associations, and law firms. AMLE will also be marketed to the American Muslim Community. Segmented marketing approaches will be applied to gain maximum engagement.

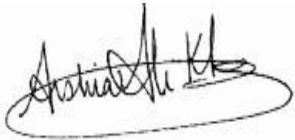

Finally, AMLE will hire a Website/Portal Development consultant. Two pages will be created that will be mirrored on both MLFA and CAIR-CHI's websites. This website portal will have forms to be completed and will feed into a map and database. Similar to the VolunteerMatch online database, the database will be built to list legal practitioners by practice areas. The goal is that AMLE will be the hub—an all-access, one stop shop featuring empowering tools using technology to build civic services, access, and empowerment. Knowledge is power, that has always been true. We hope with education and resources we can move out of

shame and into growth, building a more equitable legal system for American Muslims.

Budget Table

AMLE Budget for Year 1 (2023)		
<u>Revenue</u>	<u>Amount</u>	
Program Income (CCI GRANT)	\$200,000.00	
Total Revenue	\$200,000.00	
<u>Expenses</u>	<u>Amount</u>	
Project Coordinator	\$50,000.00	
Data & Research Administrator	\$40,000.00	
Website/Portal Development	\$30,000.00	
Marketing & Design	\$25,000.00	
Administration	\$20,000.00	
Learning Activities & Events	\$15,000.00	
Monitoring & Evaluation	\$10,000.00	
Software & Platforms	\$6,000.00	
Advertising (online)	\$4,000.00	
Total Expenses	\$200,000.00	
Net Surplus/Deficit		\$0.00

Each organization has read and agreed to the terms set forth in this Application.

<u>Name</u>	<u>Organization</u>	<u>Signature</u>	<u>Date</u>
ARSHIA ALI-KHAN	MUSLIM LEGAL FUND OF AMERICA		07/01/22
GERALD HANKERSON	CAIR-CHICAGO		07/01/22