

SCRIPT

CONVERSATION STARTER

Hi, I'm [NAME], a volunteer with Signs of Solidarity. We're going around to local businesses to talk to business owners and managers about their constitutional rights and how to protect their employees and customers during an ICE raid. I'm not a lawyer, but a community member concerned about increased ICE presence. May I speak with the business owner or manager on duty?

NOT INTERESTED

No: That's no problem. When would be a better time to come back and speak to the owner or a manager?

No and hostile: Okay, thanks. I'll be on my way.

No but open/interested: I understand. I'll leave these materials here. Can you make sure the owner gets them?

THE BASICS

There has been a significant uptick in ICE agents entering small businesses without warrants and detaining people, including workers. It's created an environment where immigrants are often afraid to go to work, go shopping, and support businesses out of fear that ICE may be there.

That's not how anyone in our community wants to live. It's important that businesses do whatever they can to protect their workers and customers from these increasingly violent raids and make it clear that immigrants are welcome here.

While ICE can enter any **public** space, ICE agents are required to have either a **signed judicial warrant** or the business owner's consent to enter **private** areas of a business, like breakrooms, kitchens, or storage areas. You can exercise your 4th amendment rights by posting signs for a designated private space for employees that ICE is not allowed to enter. That way, you have the legal right to refuse anyone access to those private areas, absent a signed judicial warrant.

We have three signs:

- A sign that designates a private area for employees only, which ICE can't enter without a signed judicial warrant
- A sign you can display somewhere public, like a front window, to show opposition to ICE
- A sign you can display somewhere public to show support for our immigrant neighbors

Remember, we are NOT approaching latin-owned businesses at this time. Our friends at Voces de la Frontera are working with latin-owned businesses. We will join them in this strategy in the future.

THE ASK

Can we count on you to post an Employees Only sign and a public sign in your business? Are you interested in attending a Know Your Rights Training for Business Owners?

YES

Thank you! Here are the signs. Can I help you put them up now?

You can also scan the QR code on the signs to find more resources about our campaign and what to do if ICE enters your business.

I would also be happy to speak to any other managers to explain why these signs are so important. Are there any managers on this shift I should talk to or times I should come back?

MAYBE

That's understandable, but what's holding you back? What do you think happens if most businesses stay quiet?

NO

Thanks for hearing me out. Would it be okay if I check back in another time?

DOS AND DON'TS

- X** **DON'T GIVE OUT LEGAL ADVICE.** We don't want to accidentally give anyone the wrong information, especially when the stakes are so high. If an owner or manager has questions, direct them to the QR code, which will have additional resources from vetted partner organizations.
- X** **DON'T print too many copies of the signs all at once.** Print 15-25 of each and see how many businesses are interested before printing more.
- ✓ **DO keep track of how many businesses you visit, how many agree to put up signs, which signs they choose, and what type of business they are.**
- ✓ **DO offer to talk to every manager on shift at the business and then offer to come back and explain the campaign to other managers.** That way every manager understands why these signs are so important.
- ✓ **DO try to follow up with businesses that post signs to check in after a few weeks.** If they're still up, say thank you! If they're not, ask why and if there's some way you can help. If you requested a pack of more permanent stickers, this would be a great time to drop them off.
- ✓ **DO bring tape** (like a clear duct tape or painter's tape) to put up the signs