

Lessons from East Tennessee
A Toolkit for Organizations Responding to Mass Worksite Immigration Raids
Tennessee Immigrant and Refugee Rights Coalition
National Immigration Law Center
MAY 2019



About the toolkit

On April 5, 2018, U.S. Immigration and Customs Enforcement (ICE) conducted a massive worksite raid in Bean Station, Tennessee, outside of Morristown, arresting nearly 100 workers at a meat processing plant. This was the first large-scale worksite immigration raid conducted in the United States in nearly a decade.

The Tennessee Immigrant and Refugee Rights Coalition (TIRRC), in partnership with local and national organizations, organized a robust response to defend the workers, support the affected families, and help the local community to process what ICE had done and understand the raid in a broader context of immigration policy.

Since the East Tennessee raid, ICE has conducted mass worksite raids in Arkansas, California, Iowa, Minnesota, Nebraska, North Carolina, Ohio, and Texas, and the Trump administration has continued to signal an increased use of this brutal tactic. In the aftermath of the East Tennessee raid, we developed a model for a robust, coordinated response to defend workers and transform the community in the wake of a massive raid and want to share our approach, resources, and tools with other organizations that may respond to worksite raids in their states.

While many toolkits are designed to help organizations *prepare in advance* for ICE actions in their community, this one is meant to serve as an emergency toolkit that advocates can reference to *respond* the moment ICE conducts a worksite raid in their community.

THIS TOOLKIT WAS PREPARED by Jessie Hahn, Julien Ross, and Stephanie Teatro for the National Immigration Law Center (NILC) and the Tennessee Immigrant and Refugee Rights Coalition. It was edited and formatted by Richard Irwin, NILC's editor and publications manager. All photos are by Isaias Guerrero, except those on pages 18, 25, and 28.



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Finally, we are so grateful for the leadership and partnership of the directly impacted families and communities in the Morristown area whose resilience, love for their families and communities, faith, and trust were an inspiration and the foundation of the effective response efforts.

What happened on April 5, 2018

On the morning of April 5, 2018, federal agents, with the assistance of the Tennessee Highway Patrol, stormed into Southeastern Provision, a meat processing plant in Bean Station, Tennessee, ten miles north of Morristown. While helicopters swirled overhead and the plant was surrounded by agents with automatic weapons drawn, about 100 workers were rounded up and sent off in buses that day. Dozens would be sent to faraway jails and detention centers without the opportunity to say goodbye to their children or spouses.

It was the nation's largest workplace immigration raid since 2008.

Reports of the raid began spreading throughout the community. Teachers rode the school bus home with students out of fear that their parents would not be coming home from work that day. At least 160 children had a parent arrested that morning, but the terror of the raid spread across the entire community.

Many families hid in their homes; others gathered at their churches looking for support and information. When news spread that workers were being held at the National Guard Armory, dozens of family members arrived outside, desperately seeking information and the chance to speak with their loved ones. As the families spilled out onto the streets, an elementary school next to the Armory opened its doors. Family members and first responders stayed in the school gymnasium until the early morning hours, gathering information about what had happened.

The next day, nearly 600 students in a single school district stayed home out of fear. It was as if a bomb had gone off — a humanitarian crisis was unfolding across the region.



Organizing our response to the raid

ICE raids cause deep psychological and physical trauma for workers, their families, and their communities. This type of militaristic raid tactic in particular, in which agents use unnecessary force to detain workers at their jobs unexpectedly, leads to serious mental, emotional, and physical health complications that cause suffering for years to come. More than a year after the raid in Bean Station, this trauma and tragedy continue to unfold.

But in the wake of a destructive worksite raid, a swift, comprehensive, and sustained response can mitigate and minimize the damage while turning pain into power and the raid into a moment of political transformation for the community.

The comprehensive raid response in East Tennessee was organized around the following strategic goals:

1. **Build a robust legal defense** for all workers arrested in the raid.
2. **Provide essential services and support** to the families of arrested workers.
3. **Build a coalition of support at the national level** to raise awareness of the harm of mass worksite raids, led by directly impacted workers and their families.
4. **Invest in base-building and leadership development** to organize workers and the broader immigrant community to join the immigrants' rights movement.
5. **Ensure the raid was a moment of political transformation** for the broader community, including community members who aren't immigrants.

THE NUMBERS

APRIL 5, 2018

- 97** people detained and placed in removal proceedings *
- 32** people put into removal proceedings but released from ICE custody on the day of the raid, with instructions to check in with ICE and appear in court at a later date
- 54** people sent to immigration detention facilities in Louisiana
- 10** people held in federal criminal custody on charges of reentering the U.S. without authorization **
- 1** person held in state custody on charges related to false documents

APRIL 2019

- 73** people back in their homes and communities, fighting deportation
- 13** individuals accepted voluntary departure
- 6** individuals ordered deported
- 5** individuals remain in federal custody

Timeline of Events Organized in Response to the Morristown Raid

- April 5** Raid at Southeastern Provision in Bean Station, Tennessee.¹
- April 6** Nearly 600 children reported absent from Hamblen County schools.
- April 7** Local faith leaders hold a press conference with the spouse and children of one of the detained workers.
- April 7** 120 educators meet to develop plans to support students and families.
- April 8** Families form a new organizing committee, *Todos Somos Uno*, to fight for their loved ones and against mass deportations.
- April 9** More than 800 local residents show up for a vigil to support the families impacted by the raid.
- April 12** Families impacted by the raid organize a peaceful march through Morristown to drive attention to the pain in their community.
- April 12** Workers and TIRRC file a health and safety complaint with the Tennessee Occupational Safety and Health Administration (TOSHA).
- April 13** Workers, represented by SPLC, file complaints with the U.S. Department of Labor (USDOL) alleging wage and hour violations.
- April 13** TIRRC sends open letter to elected and appointed officials condemning their silence on the raid.
- April 15** TIRRC hosts first community dialogue on immigration with the wider local community.
- April 26** Families impacted by the raid have a video meeting with then-congressperson Luis Gutierrez to explain the impact of the raid and to ask for action in Congress.
- May** By May 1, we had helped 424 individuals complete power-of-attorney documents protecting 750 minor children.
- May 10** Mothers' Day event to celebrate and support the mothers impacted by the raid.
- June 5** 42 members of Congress send a letter to the U.S. Department of Homeland Security (DHS) and the Internal Revenue Service (IRS) demanding more information about the raid and relief for the workers.
- June 6** 160 organizations send a letter to congressional leadership urging an investigation into the conduct of the raid and advocating for relief for the workers.
- June 7** Two workers arrested during the raid and a family member of several detained workers travel to Washington, DC, to meet with members of Congress and to participate in a Capitol Hill briefing on worksite raids.

¹ All dates in 2018 unless otherwise indicated.

ORGANIZING OUR RESPONSE TO THE RAID

- June** Members of Todos Somos Uno knock on doors in their community to share know-your-rights information with others and distribute guides to assist families in developing preparedness plans.
- July 14** Members of Todos Somos Uno train immigrant leaders from across Tennessee in effective raid response and community defense.
- August** More than \$120,000 raised through a local organization, HOLA Lakeway, to support families affected by raid.
- August** TOSHA slams company with more than \$40,000 in penalties for 27 violations, 23 of which were categorized as “serious” because of the risk of physical harm or death posed to workers.
- August 16** James Brantley, owner of Southeastern Provision, pleads guilty to federal charges of tax evasion, wire fraud, and knowingly employing undocumented workers.
- February 2019** NILC, SPLC, and pro bono counsel file a lawsuit on behalf of seven workers detained during the raid.

The National Immigration Law Center, the Southern Poverty Law Center, and pro bono counsel are representing the workers detained during the raid in a federal civil rights lawsuit against agents from U.S. Immigration and Customs Enforcement, U.S. Customs and Border Protection (CBP), and the Internal Revenue Service for violations of their rights under the Fourth and Fifth Amendments to the U.S. Constitution.

Specifically, the lawsuit alleges that the federal agents did not have a lawful basis for arresting the workers; the agents racially profiled Latino workers, detaining every worker who looked Latino in the plant without regard to citizenship or documentation; and the agents used excessive force in conducting the raid. The lawsuit, *Zelaya, et al. v. Miles, et al.*, was filed in February 2019, and the litigation is ongoing. Check the case webpage at www.nilc.org/zelaya-et-al-v-miles-et-al/ for updated information.

* In the days following the raid, ICE spokespeople said 97 people were arrested. In December 2018, their official numbers increased to 104. This may include individuals they arrested who were later able to demonstrate that they were work-authorized or the employers and supervisors who were also eventually charged. For more information from ICE, see <https://www.ice.gov/news/releases/ice-worksite-enforcement-investigations-fy18-surge>.

** One of the ten workers was held on a prior criminal charge.

What made the Morristown response effective? What lessons were learned?

The remainder of this toolkit includes practical how-tos for responding to a raid of this scale if one is carried out in your community. Below are some of the bigger takeaways from our experience.

1. Be prepared

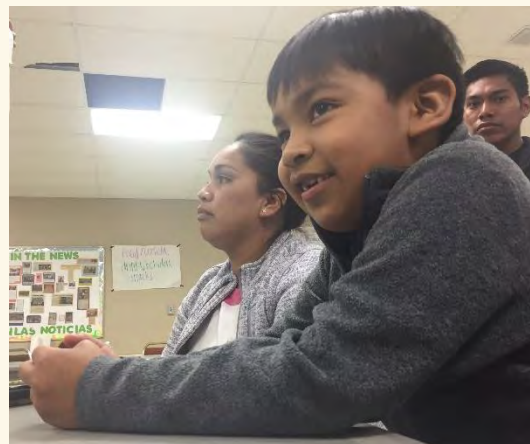
Build a rapid response network before a raid is carried out in your community or state. At TIRRC, we had been preparing for large-scale raids since the November 2016 elections. Our staff and members were trained to conduct intake, had tools and forms prepared, and had built a network of pro bono attorneys we could leverage. When we heard news of the raid, we were able to immediately launch a response and, with the help of attorneys, immediately begin documenting what had happened.

Identify potential partners in different areas of your community and region to align on plans to work together in the event of a raid.

2. Find a single, centralized, safe space for families to gather

It was critical to have a one-stop shop for affected families to gather in the days following the raid. Families are desperate for information, in need of many support services, and have critical information necessary to track down their loved ones in detention and build a legal case.

On the day of the raid, families were gathered across several locations (mainly the churches they attended), but we made the critical, early intervention of choosing the largest and most central church to have all the families gather on the day after the raid to ensure that no one was left behind. In one place we could most efficiently and effectively deliver services, resources, and both share and gather critical information.



Identify potential locations and partners for raid response centers in different geographic locations in your state or region in advance of a raid being conducted so you are ready to respond and set up a space within hours of the raid. Churches are

often trusted and familiar places for community members. They are included in ICE's sensitive locations policy and shouldn't be the site of further ICE enforcement.²

3. Develop a cycle of action during the rapid response

During these chaotic times, it's important to get organized and create a system that will allow your rapid response team to be efficient and responsive and to communicate effectively. It's tempting to just be in a react-and-act mode, but having regular and sacred time for the core leaders to come together is the only way to ensure an effective and coordinated response.

We held 45-minute debrief sessions at the end of each night and planning sessions each morning with core team leaders to reflect on any lessons learned, decide on changes to our systems, and coordinate efforts across teams. This helped avoid confusion and duplication (e.g., identifying the four things we needed to communicate to or learn from families that day), and it allowed us to make the most effective use of volunteers.

During the first week, these check-ins will likely be held late at night and early in the morning, once families have gone home or before they arrive back at the church. You might feel too busy to host twice-daily team meetings, but it will make the work much more efficient and effective and help to reduce the sense of chaos.

4. Work closely with organizational partners and local stakeholders

If your organization does not have a physical presence in the community where the raid occurred, it is critical to first engage local organizations and to root the response effort in the existing community networks, leadership, and resources, both immigrant-led organizations (if any exist in the area) and other key stakeholders and partners who will play a leadership role in the response efforts, such as core service providers or faith leaders. This level of respectful collaboration is crucial to meet the immense need and to ensure sustainability of the response.

In the first several hours and days of the response, it's important to take guidance from the local leadership, build buy-in and trust, align on key points of strategy, and meet the local community where they are on political messaging to maximize unity.

Especially in the first 72 hours, there is so much to do, so we found it important to delegate entire, key pieces of work to partner organizations to manage. For example, a local social service agency, HOLA Lakeway, managed the collection and disbursement of donations (both monetary and supplies), while the church managed volunteers, food, and child care.

² *FAQ on Sensitive Locations and Courthouse Arrests* (Enforcement and Removal Operations, U.S. Immigration and Customs Enforcement, Sep. 25, 2018), <https://www.ice.gov/ero/enforcement/sensitive-loc>.

5. Organize!

The safe space we created in the church not only became a place for families to receive immediate assistance and services, but also a place for families to be together and offer solidarity and support to one another. For the first several days after the

CHOOSING AND ADAPTING A CENTRAL RESPONSE SPACE

In Morristown, St. Patrick's Catholic Church was an **ideal location** because it had a **large area for the hundreds of workers and family members to gather** and wait, as well as a **kitchen** to prepare food, and **several small classrooms** that were used to store donations, as a staff headquarters, private legal consultation rooms, child care space, etc. We operated our response center out of the church for eight continuous weeks after the raid and continued to host meetings and services in the church in the subsequent months. **Here are some things to think about when choosing a space:**

- In moments of chaos and intense fear, **the place should be one of trust and safety** for the immigrant community. We chose a church that many of the impacted families attended.
- It should be the **largest space you can find**. It should be adequate in size to provide working space for all **response teams**, to collect and distribute **donated items**, and to accommodate a **large crowd** (we had about 400 people in the church at the height of the response), but also have space for **private legal consultations**.
- Having a **large kitchen** was very helpful for preparing and distributing food to staff, first responders, and families who would spend all day at the church.
- The space should be **identified and announced within the first few hours following the raid**, so families can be informed about it quickly. Use social media and ethnic media outlets to **spread the word about the location**. Make sure impacted schools and social service agencies know about the location to help get word to families.
- When the physical location is made public (via social media or shared by traditional media outlets), **have a physical security plan for the building** as well as **online security for staff**. Staff and volunteers should be trained in how to respond if ICE agents or other law enforcement officers attempt to enter the space.
- The core team should have access to the space at very early and very late hours. **It's critical that the raid response team is in full alignment with the management of the location**. Church staff and leadership were part of the raid response leadership team and were present for all planning meetings.
- Keep the central response space **clean and well-organized** so families feel comfortable and work can get done efficiently and safely. We had plenty of hand sanitizer around to prevent people from getting sick.
- We tried to incorporate art and song into downtime to **create an environment that was uplifting to spirit, energy, and morale**. We hung art on the walls, and one partner brought flowers for the tables in the central location, which made the space feel more cozy and beautiful.
- Incorporate **strategies and tactics for wellbeing** into the central space culture. This could include providing on-site trauma-informed counseling and mental health support for response leaders as well as families, having nap and quiet rooms, changes of clothing, healthy food, plenty of water, and coffee.

raid, hundreds of family members and workers who had been released filled the church, often waiting for information, a chance to speak with an attorney, or simply not to be alone.

Besides the services and raid response meetings we held with individuals and the broader community, we quickly began holding meetings for workers and their family members, which became spaces for political education and healing. Through meetings, they came to name the injustice that their families had gone through and the importance of organizing and advocating for themselves and their loved ones. The affected families turned their pain into power; formed an organizing committee, calling themselves Todos Somos Uno; led public actions in the city; educated their neighbors about their rights; and urged elected officials to take action to stop workplace raids.

When responding to a raid, create opportunities for workers, their families, and the broader community to develop as leaders of the broader immigrants' rights movement in your state, for the long haul.

6. Make the moment a transformational one for allies and neighbors

In Hamblen County, where Morristown is the county seat, 77 percent of voters had supported Donald Trump in his campaign for president, and many had



supported his calls for a crackdown on undocumented immigrants. For many U.S.-born Tennesseans in the area, the raid was the first time they'd come face-to-face with the injustice of our immigration system and the realities of mass deportations. Through media, public events, and community conversations, we worked to provide opportunities for allies and neighbors to learn more about what had happened to the workers and their families, how it fit into the broader enforcement agenda of the administration, and how to show up for their neighbors.

During the raid, ICE arrested many longstanding members of the community who had deep ties to their neighbors through church, school, and extracurricular activities. They couldn't understand why immigration would target people while they were working or how our system could allow for such cruelty.



We didn't want this raid to be an isolated, tragic event in the community or something that people would come to see as an exception to the way our immigration system functions, so we invested in community education and organizing in ally communities. We knew that in the wake of the raid, the whole town was talking about immigration and that people had questions about why the raid had happened and what it meant, and we wanted to ensure that we were part of those conversations. It was difficult to prioritize this outreach and education work amid the chaos, but it was transformational and should be considered an important part of a response strategy.

7. Set clear expectations with families

To preempt any later misunderstandings, be clear with impacted families from the very beginning and along the way about what support is being promised, the scope of available services, and any limitations. Although it may be difficult to be completely candid with suffering members of the community after such a terrible attack, it's important that families be accurately informed about what services can — or cannot — be promised due to capacity or other constraints.

8. Create trauma-informed care and healing spaces

It's important to center the role of trauma in rapid response in a number of ways. We immediately worked to create healing spaces for affected families and workers who had been released, to process together and support each other. We tried to provide access and referrals to existing mental health services, but also to create

LESSONS LEARNED FROM THE MORRISTOWN RESPONSE

practices and introduce tools into the family and community networks for individuals to support each other.

We wished we had done it earlier, but eventually we were able to train our core staff and first responders in trauma-informed care and how to best do our work without retraumatizing families. Some examples include having more robust child care available so kids don't have to listen to their parents discuss what is happening, and streamlining intake processes to reduce the need for impacted people to retell and relive the traumatic events.

We also learned how deeply staff and other first responders were impacted by the chaotic work environment, vicarious trauma, and reliving of their own painful experiences with immigration enforcement. Creating spaces to rest and process, as well as having access to mental health resources, was critical to sustain the work of our team. To reduce burnout, develop a schedule for the team so team members can take breaks during long days, alternate days off, and rest.



READ THIS

If an ICE raid happens in your community

A comprehensive response to a mass worksite raid is a long-term investment. We had intensive staffing and services in the community for two months after the raid, and we're still coordinating legal representation, organizing efforts, and other critical services in the community more than a year later.

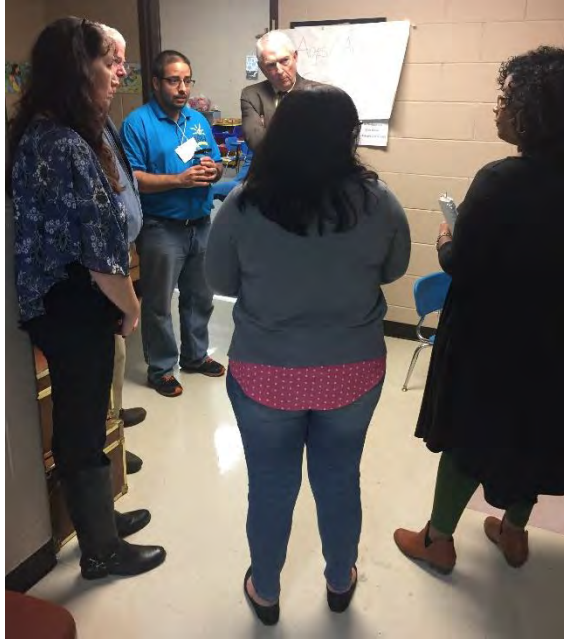
But the moment you get news of a raid in your community, you need to act quickly. The remainder of this toolkit outlines how to organize effective teams and approach the immensity of response work. **This section is meant to serve as a guide to the first action steps you should take to organize an effective response for the long haul.**

DO THESE FIVE THINGS FIRST

- 1. Designate one physical location as the central base for all response efforts** and announce it widely across the impacted community via social media, radio, schools, churches, etc. Immediately following the raid in East Tennessee, as we were gathering information and developing a plan, we identified several safe spaces for families and fearful community members and shared this with individuals who were calling us. It may take a few hours to identify the ideal location, and it also can be important to provide safe spaces immediately, but designating a single location as soon as possible and spreading the word broadly is critical.
- 2. Set up a hotline number and intake system.** Immediately disseminate the phone number for family members and workers to call. The goal is to get as much information as possible about workers who were arrested, to identify witnesses, and to direct people to the central location.
- 3. Designate a raid response coordinator or co-coordinators** responsible for managing team leaders, facilitating daily planning and debrief meetings, and successfully carrying out the overall plan. It's critical to have someone whose main responsibility is knowing what is happening across all elements of the response. In a response effort involving multiple organizations, it may be difficult to assign a single person to coordinate the efforts, but we found this was critical to our success. This process may be made easier by clearly defining a decision-making process for key decisions about legal or communications strategy and deciding how information and records will be shared among organizations.

4. **Establish teams responsible for each major response area**, designate team leaders, and build out team members. It's especially critical to get the Legal Services Team moving quickly, to try to get access to individuals in detention and develop an intake process.

5. **Have a set time for a community meeting** (the first night or the morning after) at your central location. Having somewhere safe for people to go immediately, where they know they are getting trustworthy information and resources, will help keep people



from fleeing or hiding. If capacity allows, consider whether holding two separate meetings would be more effective, one for impacted families and the immigrant community, the other for allies, partners, and general community stakeholders who will also need information but will engage the issues from a different standpoint. Similarly, move quickly to schedule a public event or action to harness the support and outrage of the broader community.

FOLLOWED BY THESE FIVE THINGS

1. **Decide on a communications strategy** in alignment with the local community (desired narrative, talking points, spokespersons). And notify the media about who the central response media contacts are within the first several hours after the raid.
2. **Set up internal systems and processes for effective and efficient coordination across teams**, including regular morning planning meetings and debriefing sessions. Our teams included volunteer coordination, humanitarian services, legal services, grassroots organizing, communications and media, and advocacy. If it's not possible for key responders to join an in-person meeting, schedule nightly conference calls at a standard time on a consistent conference call number.
3. **Develop a system for centralizing intakes and other information and a process for staying on top of data entry.** The intake data should be available only to a small number of individuals, and those involved should come to an agreement on editing/data entry protocols to avoid confusion. Nightly and morning planning sessions are a good time to figure out what information you need to gather that day and what information you should share with families.

4. **Engage the consulates of the countries whose nationals were detained** as soon as you're able to determine the affected workers' countries of origin. The consulates may be able to provide family members with additional information about detained loved ones or facilitate access to legal resources.
5. **Set up an online fundraising campaign to convert outrage and support from people across the country into critical funds for families.** We recommend having this campaign run through a trusted local organization or church that will be on the ground over the course of several months to easily disburse funds. To avoid confusion and to ensure broad distribution, we recommend that all the funds raised be distributed to impacted families. Funds to support organizational response efforts should be raised separately.

TEAMS & STRUCTURE / ROLES & RESPONSIBILITIES

The following is a guide for establishing response teams with a clear division of roles and responsibilities to coordinate efforts and volunteers. Wherever possible, write down the name of each individual and organization responsible for each role.

Raid response coordinator or co-coordinators

- Coordinators are **responsible for the success of the overall response plan and for adjusting the plan as necessary.** They should develop relationships, trust, and regular communication with key local, regional, and national partners and stakeholders to ensure alignment with the overall response plan.
- Coordinators are **responsible for supporting and managing team leaders and coordinating shared work across teams.** They should focus on setting up systems and avoiding duplication of work, systems, and communication.
- As much as possible, coordinators should **delegate specific duties to teams and remain focused on the overarching plan.** They should have the “from 30,000 feet above” viewpoint. They should be thinking about the next 24 to 48 hours, while other team leaders are more immersed in the current crises.
- Coordinators should **facilitate morning coordination and evening debrief meetings with response team leaders,** with the goal of identifying challenges, facilitating decisions about changing systems, identifying volunteer and supply and information needs, and getting teams aligned for the next 12 hours of work. Values of wellbeing and sustainability should be discussed explicitly as part of the plan from day one and repeated during daily team meetings.
- Coordinators should help **set up a group-chat platform and systems for securely sharing information and documents** for overall response communication and for specific teams to coordinate.

READ THIS: IF AN ICE RAID HAPPENS IN YOUR COMMUNITY

- In coordination with team leaders, coordinators should **decide on, announce, and physically post the regular hours that families can expect services** in the days and weeks following the raid. For example, services open at 9 a.m., so response team members should report for work at 7 a.m. and volunteers arrive at 8 a.m., to be ready for families to start arriving at 9 a.m.

Response Coordinator or Co-Coordinator

Responsible for success of overall response plan. Manages team leaders, facilitates daily planning meetings and debriefs. Should be one person, or maximum two people with clear division of labor.

NAME(S):

Central Base of Operations for Response

NAME OF LOCATION:

NAME(S) OF BASE POINT PERSON(S):
(reports to Response Coordinator)

Response Teams

Team point persons report to Response Coordinator

Volunteer Coordination	Humanitarian Services	Legal Services	Grassroots Organizing	Communications and Media	Policy and Advocacy
Receive and screen volunteers, assign to teams; identify supportive individuals and organizations and connect to organizing, communications, and advocacy teams	Collection and distribution of donations, goods, services for impacted families	Identify everyone impacted; help stop detention and deportation, pursue other legal relief	Political education and leadership development with workers, families, and the local immigrant community; lead and inform communications and advocacy strategies	Define and implement strategic communications plan (narrative, talking points, messengers, social media)	Define goals, targets, tactics; mobilize allies, stakeholder support
Team Lead:	Team Lead:	Team Lead:	Team Lead:	Team Lead:	Team Lead:

READ THIS: IF AN ICE RAID HAPPENS IN YOUR COMMUNITY

Volunteer Intake	Monetary Donations	Hotline	Regular Meetings with Families (group, one-on-ones)	Define and Coordinate Communications Strategy	Define Advocacy Plan
Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):
Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):
Connect with Teams; Delegation of Roles, Scheduling	Material / Supply Donations	Volunteer Attorney Coordination & Pro Bono Placement	Know-Your-Rights Trainings, Community Education	Media Outreach	Public Actions
Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):
Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):
Follow Up / Ongoing Coordination	Trauma / Mental Health Services	Intakes, Database Management	Campaign Development	Social Media	Allies & Stakeholder Engagement
Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):
Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):

READ THIS: IF AN ICE RAID HAPPENS IN YOUR COMMUNITY

	Child Care	Bond Hearings & Detention Center Access	Faith Organizing	Spokesperson Training / Support	Engaging Elected Officials
	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):
	Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):
	Referral List for Other Services	One-on-One Know-Your-Rights & Family Safety Plans (legal screenings, powers of attorney)	School Support / Educator Organizing	Coordinate with Advocacy Team on Actions	
	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	
	Organization(s):	Organization(s):	Organization(s):	Organization(s):	
	Security (physical, on-site)	Criminal Charges		Coordinate with Legal Team on Sensitive Info	
	Point Person(s):	Point Person(s):		Point Person(s):	
	Organization(s):	Organization(s):		Organization(s):	

		Labor, Civil, Constitutional Rights Violations		
		Point Person(s):		
		Organization(s):		

Volunteer coordination

- There should be a **centralized, first-stop intake for receiving and responding to all volunteer and ally inquiries and interests**. We had someone on the ground at the site of the raid receiving walk-in volunteers and someone in our main office managing offers to volunteer that came in by email and phone.
- The team lead should work with the response coordinator(s) to **track the needs across all teams and connect/assign volunteers** according to needs, skills, qualifications, language, etc.
- There should be **baseline screening and sign-in for all volunteers and more in-depth screenings for legal and child care volunteers**. Each volunteer should sign a memorandum of understanding (MOU) that lays out what their responsibilities are, and each should also sign a confidentiality agreement. Volunteers should also receive training in the basics of trauma-informed care.
- **When individuals offer to volunteer but there are no tasks clearly suited to them** (for whatever reasons), **communicate this to them in a timely and professional way** to help ensure that their relationship to the effort remains positive and that they remain engaged in whatever ways *are* available to them.
- **Develop strategies for communicating to groups or individuals who may want to help but don't know how**. Whether interacting with people who proactively seek to volunteer or who are open to volunteering if presented with the right opportunities, show them how they can share the online fundraising link, spread the word about what supplies are needed, and participate by endorsing or signing letters or petitions and contacting relevant elected officials or government agencies.
- **Identify volunteers who are bilingual and can serve as interpreters** for monolingual attorneys, reporters, or other individuals providing services or intakes.

Humanitarian Services Team

- The local organization that manages the **online fundraising** account should have a **distribution plan that is clearly and transparently communicated with families and other stakeholders** to avoid tensions or confusion. In East Tennessee, there was an initial distribution of funds to cover immediate financial needs, e.g., to pay rent and utilities, as well as for prepaid calling cards to connect with loved ones in detention. Later we developed strategies for raising and distributing funds to pay bonds.

The website set up to collect monetary donations should clearly state the purposes for which the money will be used. To avoid confusion and to ensure broad distribution, we recommend this fundraising be distributed entirely to the *affected families*. Funds to support *organizations'* response efforts should be raised separately.



- **Identify, frequently update, and broadcast a list of the kinds of donations needed:** food, clothing, diapers, volunteer support, money, etc. The Humanitarian Services Team must **coordinate with the Communications and Media Team to inform the public about where and how they can donate.** In East Tennessee, local restaurants donated food to feed our staff, volunteers, and the families.
- **Families may need help accessing resources and services,** so plan to have extra staff or volunteers to help people navigate “specialized” donations and take advantage of referrals. For example, a volunteer in East Tennessee who knew the

ins and outs of using prepaid debit cards helped families use the donated cards that were distributed to them.

- We found it helpful to **align the intakes for the Legal Services Team and the Humanitarian Services Team**. For example, when we were doing a one-on-one intake with a family to build a legal case, we would also gather information about what other material support the family needed (e.g., upcoming bills, need for counseling, etc.). Be sure to coordinate on some sort of a shared database across teams so that intakes are not duplicated and that information about families' needs is not lost.
- If possible, **offer trauma-informed mental health services for all ages by trained volunteers on site**. We worked to have updated referral lists for existing services and communicated with providers about families' needs (nonprofit health agencies, school counselors, etc.) and shared tools with individuals and families.
- Develop a system to **provide adequate child care services at the central location**. Child care volunteers must be certified (with background checks) or thoroughly vetted by coordinating agencies to ensure the children's safety. Having child care available is a critical component of creating a trauma-informed space; *try not to do intakes of or media interviews with parents in front of their children*. Many media outlets will want to talk to children, but it can be traumatizing for children to tell and retell these stories. The child care space should have toys and activities for children of different ages.
- Compile a **referral list of other resources available to families in the community** (e.g., food pantries, mental health services, etc.), so you're not recreating services or starting from scratch.



Legal Services Team

Intakes

- The first focus of the Legal Services Team is to conduct intakes. **Two kinds of intakes must be conducted in the first 48 hours after a raid:** (1) individual intakes about *detained workers* (based on information provided by family or close friends of the workers) and (2) intakes based on information provided by *first-*

hand witnesses to how the raid was conducted (i.e., interviews of people who were present but either were not detained or were subsequently released).³

- **A hotline should be set up within the first two hours after the raid** for workers and family members to call. We created a simple graphic with our hotline number, and the community in East Tennessee began sharing the image broadly over social media networks. When a worker or family member would call the hotline, we would get the caller's name, the name of the worker they were calling about, and the caller's phone number. Then a *trained volunteer would call the caller back to conduct a full intake* — on a separate phone line, to keep the hotline open.
- **The night of the raid, our team of attorneys and volunteers also conducted intakes in person at the local elementary school**, collecting information from detained workers' family members and from workers who'd been released. By the end of the first day, we had information for more than 80 workers and their families. Within a couple days, we had information about everyone who had been at the worksite during the raid. *It was critical to gather this information in the immediate aftermath of the raid.* If you can provide consulates the names of people from the consulates' countries who were detained, they may be able to help gather critical information about those people.
- The Legal Services Team should **try to gain access to the detained workers to conduct intakes, record the workers' accounts of how the raid was conducted, and share know-your-rights information.** In East Tennessee, our attorneys were denied access to the armory where workers were being detained and were unable to do intake with them. However, the night of the raid, ICE released 32 of the 97 workers, mostly mothers of young children and some workers with pressing medical conditions. These workers provided critical information to attorneys about how the raid was conducted and other valuable facts.
- As soon as possible, **create a database of all intakes done with workers and their family members.** One person should act as *lead coordinator* of and decisionmaker for the database; *clear protocols* should be established early on for adding information to and editing it; *data entry* should be done *regularly*; and volunteers who have access to the database should be required to abide by a *confidentiality agreement*. To limit the number of people who could access or edit data in the database, in East Tennessee we had some volunteers conduct intakes on paper. But we then had to dedicate staff and volunteer time during the first week to entering that information into the database.

³ Whenever possible, these intakes should be done by an attorney or under the supervision of an attorney.

- Try to **centralize the intake process in the Legal Services Team** and have other teams identify, during morning and evening planning meetings, what information they need to gather, to *minimize duplication and repetitive trauma* for families.
- The Communications and Media Team and the Policy and Advocacy Team **gleaned valuable data from the intakes that helped shape their strategies and messaging** (e.g., the number of children who had a parent detained, the average number of years individuals had been living in the U.S., etc.).

Organizing legal services

- **The legal services offered in the aftermath of the East Tennessee raid set the framework for our response operations.** The Legal Services Team would often set the start and end times for services each day, and its members were responsible for communicating this information to families.
- **Consider using a one-on-one strategy for intakes and meetings with families.** In East Tennessee, this was time-consuming and a lot to manage, but we found that ultimately it was more efficient to schedule 15-30 minutes with each family in the first week or so after the raid, as opposed to providing all updates and information to the large group. This was key to ensuring that *each affected family understood what was happening* and what the next steps were, to explain the bond process and legal nuances, and to identify each family's specific needs. The latter, e.g., "this family needs help paying utility bills," could then be reported to the Humanitarian Services Team and the needs recorded on the intake form and in the database.
- **Recruit local immigration attorneys but also attorneys with other specialties to assist in legal services.** In East Tennessee, we'd been proactively building such a network before the raid occurred and were able to leverage relationships with legal associations, law professors from local law schools, and others.

Legal strategies

Immigration legal representation for those detained

- In the Southeast, the **Southern Poverty Law Center's Southeast Immigrant Freedom Initiative (SIFI) is an invaluable partner and resource when a raid occurs.** It provides free legal representation to immigrants detained in five of the largest immigrant detention centers in the Deep South, and it provides support to people detained in six other centers. After the East Tennessee raid, SIFI provided representation during bond hearings for all the detained workers who did not obtain private representation on their own.
- **While SIFI was working with the workers** who'd been sent to detention centers in Louisiana, back in East Tennessee **we helped the workers' families gather and**

notarize materials to support their legal petitions for bond, including character reference letters. We also helped the families obtain documents, etc., from their home countries' consulates.

- Depending on ICE's conduct during the raid, **attorneys may be able to pursue motions to suppress evidence** that could result in the criminal or immigration charges against detained workers being thrown out.

Powers of attorney / Family safety plans

- We helped individuals and their families **complete emergency plans** and craft **powers of attorney for their minor children** in case the adults were detained or deported. We **offered this service both to individuals directly impacted by the raid and to people in the broader immigrant community** who were fearful that another ICE raid might occur or that they would have an individual encounter with immigration enforcement. By May 1, 2018, we had helped 424 individuals complete power-of-attorney documents protecting 750 minor children.

Legal screenings

- In East Tennessee, we had immigration attorneys screen individuals impacted by the raid, their families, and other individuals to **ascertain their potential eligibility for immigration relief**. An aspect of such screenings could include **evaluating the possibility of filing motions to suppress the evidence** that ICE gathered during the raid and used to institute removal proceedings against detained workers.



- We partnered with workers' rights organizations and labor unions to **gather information from workers about conditions at the worksite**, and we **filed complaints against the employer** with both the Tennessee Occupational Safety and Health Administration (for health and safety violations) and the U.S. Department of Labor (for wage and hour violations). We advocated for USDOL investigators to visit the workers inside the facilities where they were detained and interview them about labor violations.
- In East Tennessee, attorneys conducted **intakes to identify violations of workers' civil and constitutional rights** that occurred during the raid and subsequent detentions, and then we filed **Freedom of Information Act (FOIA) requests** with the federal and state agencies we knew to have been present during the raid, seeking more information.
- The Legal Services Team should **gather as much information as possible about the law enforcement officers who participated in the raid** (name, badge number, agency, physical description, etc.) in case it becomes relevant to future advocacy.

Grassroots Organizing Team

- In East Tennessee, we developed **outreach, education, and leadership-development strategies** for both workers and families *directly impacted* by the raid as well as for the *broader immigrant community*. Those directly impacted are the most likely to come to the central location for information and services, but we developed a proactive **outreach strategy to connect with individuals who were too afraid to come to the central location** (St. Patrick's Catholic Church) or were not directly connected to the workers and their families. Consider, for example, sharing information about community meetings through local *schools*, giving know-your-rights presentations at *churches*, sharing flyers at local *businesses*, and using *Facebook Live and other social media strategies* to share know-your-rights and information about upcoming events.
- Even in the midst of the chaos and while delivering critical services, **create safe spaces for people directly impacted by the raid and the broader immigrant**



community where they can be comforted, find solidarity, share information, develop an analysis of the situation, grieve, and heal. In East Tennessee, besides the staff who provided legal or other direct services, we had **staff who focused solely on creating spaces for healing, political education, and leadership development.**

- An important component of helping people cope with the pain caused by the raid was to **allow the physical space to become one where people could share how they were impacted.** In East Tennessee, group activities, such as creating a collective prayer to which family members could bring their memories of their detained loved ones, helped build stronger bonds among those affected.
- **Create groups on Facebook, WhatsApp, or other platforms** for members of impacted families to join. There they can share information about meetings or events (but *strongly discourage the sharing of confidential or sensitive information*).
- **Begin by providing know-your-rights trainings and information** to give community members more confidence about dealing with immigration enforcement, especially if ICE maintains a presence in the community. When appropriate, connect the community's experience of the raid to broader political education, to a power analysis, and to developing short- and long-term goals and strategies. Develop the structure for an **organizing committee that can continue the work of informing the larger communications and advocacy strategies.**
- Through one-on-one conversations, **identify the natural and core leaders among the families and individuals directly impacted.** Create opportunities for them to take increased leadership roles in the organizing work. It may also be helpful to create a steering committee or team of individuals to help grow and develop the broader organizing committee and its action plans.
- During meetings, work with impacted families and the broader community to **identify how they want to express their pain and demands in the public sphere.** In East Tennessee, the impacted families decided to organize a *caminata*, or a march/pilgrimage, through the town during the week after the raid. This was the first of many public actions that helped families feel supported by the broader community and turn their pain into power.
- Through grassroots organizing meetings, individuals and families can **develop a shared political analysis and understanding about the raid to inform their organizing and advocacy strategy**, especially with respect to identifying targets for local and national advocacy. *Who* allowed the raid to be staged in *our* community? Accountability-related questions are effective in funneling peoples' anger and pain towards creating concrete solutions: stopping local officials' collaboration with ICE, for example, and getting officials to *hear* the stories that impacted family and community members tell about the raid's devastating impact.

- Create ongoing **opportunities for impacted families and the community to connect** with immigrants' rights organizing and campaigns across the state.

Communications and Media Team

- **Decide on a clear media strategy.** What's the *story* you are trying to tell? What's the *narrative*, what are the *talking points*, and who are the *messengers* you need to be successful? In East Tennessee, we wanted to focus on how deeply rooted the workers were in this community, how devastating mass raids are to communities, how the town was coming together to pick up the pieces, and how the workers were fighting to demand justice and to halt the return of worksite raids. Because of the centrality of faith in the community, our first press conference featured a family of a detained worker and several local faith leaders, who set the tone for the coverage and defined the issue for the broader community.



- **Identify a main point of contact for all media requests.** Distribute news of the raid, key details, and the contact person's information to national and local media outlets. Develop a *system for tracking incoming media requests* — timeline, spokespeople needed, etc. In East Tennessee, juggling all the media requests, including coordinating media interviews as well as prep sessions for spokespeople and other interviewees, was a full-time job.
- **Identify and prepare spokespeople to speak with the media.** Be thoughtful about who the best messengers are, based on your community and your narrative goals. Our primary spokespeople were *released workers, family members of detained workers, educators, and faith leaders*.

- In addition to providing **spokesperson training and preparation** (learning talking points, how to stay on message, etc.), raid-response staff also should, in consultation with the Legal Services Team, **educate detained workers and their family members about what kinds of information they should *not* share** on the record with the media. Some information, including immigration and employment history and details about what happened during the actual raid, may affect the individual's removal defense and other legal claims.
- In addition to compiling a list of trained spokespeople, **compile a list of bilingual staff or volunteers who can be on-call to help serve as interpreters**. In East Tennessee, many reporters covering the raid story were not bilingual and depended on our organization to provide interpretation during interviews with workers and their families.
- Designate a qualified person or team to **create and maintain a consistent presence on *social media***, to shape the public narrative, share updates and information, ask for donations, and share calls to action.
- **Track the media's raid coverage**. This can help improve your future communication with reporters and may also be a source of information for you, such as when government agencies answer reporters' questions or respond to their requests for comments.

Policy and Advocacy Team

- **Quickly create opportunities for members of the broader community to demonstrate support for the families and opposition to the raid, then follow up by making more opportunities and actions available**. In East Tennessee, we felt it was important to follow the lead of the affected families, and we engaged community leaders to set the tone and agenda for the initial actions.

In the Morristown area, both the impacted families



and the community leaders who had been supporting the raid response wanted to have an event that was rooted in their faith and emphasized unity. In addition to the *caminata* mentioned above — a direct action by immigrant families — faith leaders, educators, and community leaders organized a vigil for both immigrant and ally communities that drew nearly 1,000 people.

Such actions should be an entry point for people who can then take additional action to support the families and against harsh enforcement. Make sure you collect their contact information and provide them additional opportunities to show up and speak out.



- **Create opportunities for allies and other stakeholders to take leadership and organize together in support of the workers and against raids.** For example, *teachers* quickly began organizing a group to share resources on how to support students and to spread the word about actions in the community. Similarly, we convened *faith leaders*, working with them to share tools and resources to facilitate conversations within their congregations and develop ways for *church members* to stand with families and live out their values.
- **Identify potentially sympathetic elected officials and other prominent community voices** and ask them to denounce the raid and stand in solidarity with the impacted families.
- In partnership with the affected families and other stakeholders, **develop an advocacy strategy directed at the different levels of government** to advocate for justice for the workers and broader enforcement reforms and protections for immigrant workers and families.
- **Connect with national organizations** that are advocating for federal reforms of immigration enforcement and detention, to **connect the local raid with broader trends and resistance efforts and to spread the word**, including via their larger social media networks. We joined Community Change, the National Immigration Law Center, and the Southern Poverty Law Center to cohost a congressional

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briefing, circulate an organizational sign-on letter to congressional leadership, and circulate a “Dear Colleague” sign-on letter among members of Congress demanding greater oversight of and accountability by the Department of Homeland Security.

- **Develop strategies to inform and engage the wider community in a conversation about the raid and the immigration system generally.** We partnered with faith leaders to host community forums in their churches, which were framed as “Immigration 101” sessions for answering questions about the immigration system that arose in response to the raid and for building broad support for reforms to our immigration laws and the immigration enforcement regime.



Appendix A: Media reports

Jonathan Blitzer, “**In Rural Tennessee, a Big ICE Raid Makes Some Conservative Voters Rethink Trump’s Immigration Agenda**,” *New Yorker*, April 19, 2018, <https://www.newyorker.com/news/dispatch/in-rural-tennessee-a-big-ice-raid-makes-some-conservative-voters-rethink-trumps-immigration-agenda>.

Zoe Carpenter, “**When ICE Comes to Town**,” *Rolling Stone*, December 17, 2018, <https://www.rollingstone.com/politics/politics-features/ice-raid-tennessee-769293/>.

Miriam Jordan, “**ICE Came for a Tennessee Town’s Immigrants. The Town Fought Back**,” *New York Times*, June 8, 2018, <https://www.nytimes.com/interactive/2018/06/11/us/tennessee-immigration-trump.html>.

Lilly Sullivan, “**The Sudden Departure**,” *This American Life*, April 19, 2019, <https://www.thisamericanlife.org/673/left-behind> (Act One).

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Appendix B: Letters, memos, and statements

“Dear colleague” letter from members of Congress to Dept. of Homeland Security Secretary Kirstjen Nielsen and Internal Revenue Service Acting Commissioner David Kautter (June 5, 2018) (demanding transparency, accountability, and justice for the impacted Morristown families), https://www.nilc.org/wp-content/uploads/2019/05/letter-to-DHS-IRS-2018-06-05.pdf	33
Letter from organizations to congressional leaders regarding “DHS and ICE Oversight: Worksite Raids” (June 6, 2018), https://www.nilc.org/wp-content/uploads/2019/05/letter-re-DHS-ICE-oversight-worksite-raids-2018-06-06.pdf	39
Open letter from the Tennessee Immigrant and Refugee Rights Coalition to elected officials on the one-week anniversary of the Morristown raid (April 13, 2018), https://www.tnimmigrant.org/news/2018/4/13/an-open-letter-to-elected-officials-on-the-one-week-anniversary-of-the-morristown-raid	47
Policy Memo: The East TN Immigration Raid and Adverse Childhood Experiences (Tennessee Immigrant and Refugee Rights Coalition, April 12, 2018), https://www.nilc.org/wp-content/uploads/2019/05/adverse-childhood-experiences-policy-memo-2018-04-12.pdf	49
Don’t Be Fooled: Funding for ICE Homeland Security Investigations (HSI) Is Funding for Trump’s Anti-Immigrant Agenda (National Immigration Law Center, February 8, 2019) (provides general background on the harms of worksite raids), https://www.nilc.org/2019/02/08/funding-for-hsi-is-funding-for-anti-immigrant-agenda/	51
National & Local Civil Rights Groups Respond to Federal Charges Against Owner of Tennessee Meatpacking Plant Where Massive ICE Raid Took Place (August 17, 2018, news release), https://www.nilc.org/2018/08/17/rights-groups-respond-to-charges-against-owner-of-tennessee-meatpacking-plant/	56
Tennessee OSHA Slams Meatpacking Plant Where Massive ICE Raid Took Place with 27 Violations and \$41,775 in Penalties (August 24, 2018, news release), https://www.nilc.org/2018/08/24/tn-osha-penalizes-ice-raided-meatpacking-plant/	58
Lawsuit Alleges ICE Agents Violated Workers’ Constitutional Rights Against Racial Profiling and Illegal Seizure (February 21, 2019, news release), https://www.nilc.org/2019/02/21/lawsuit-ice-violated-tennessee-workers-rights/	60

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Congress of the United States
Washington, DC 20515

June 5, 2018

The Honorable Kirstjen M. Nielsen
Secretary
U.S. Department of Homeland Security
3801 Nebraska Avenue, NW
Washington, DC 20528

The Honorable David J. Kautter
Acting Commissioner
Internal Revenue Service
1111 Constitution Avenue, NW
Washington, DC 20224

Dear Secretary Nielsen and Commissioner Kautter:

We write to condemn the recent worksite immigration enforcement operation conducted in Bean Station, Tennessee—the largest workplace raid our nation has seen in nearly a decade. According to Immigration and Customs Enforcement (ICE), the raid conducted on April 5, 2018 at the Southeastern Provision meat-processing plant resulted in the arrest and detention of 97 individuals, 65 of whom remained in detention and 32 of whom were released while their cases are pending. As the facts surrounding this action in Tennessee continue to become public, we write to voice our serious concerns about the federal government’s motives and tactics in executing this raid and other large-scale enforcement actions around the country and about the long-term trauma that local communities, including many children, will endure as a consequence of such aggressive enforcement actions.

It is our understanding that the April 5th action originated with the Internal Revenue Service (IRS), which obtained a search warrant for records as part of its investigation into Southeastern Provision for tax evasion and falsifying tax returns. While such investigations are routine for the IRS, what is not routine is the use of a search warrant for tax-related records as a justification for the entry of armed agents from other government agencies (ICE and the Tennessee Highway Patrol), who made arrests of employees unrelated to the tax investigation. It is reported that a helicopter flew overhead while roads were blocked and law enforcement agents stormed the plant and blocked the doors. In effectuating the raid, workers were racially profiled and detained according to their race or ethnicity and were generally not questioned about their identity or authorization to work before being arrested and taken away. For this reason, at least three Hispanic individuals were arrested who never should have been—at least one U.S. citizen, one DACA recipient, and one individual with a work permit based on an approved visa petition.

It has also been reported that the owner and managers of Southeastern Provision were targets of the warrant but none of them were arrested at the time of the raid nor have they been charged to date, and the plant continues to operate. This is especially disturbing when the tax investigation that led to the raid turned up information about exploitation of workers at the meatpacking plant in the form of wage theft and unsafe working conditions.¹

¹ Devereaux, Ryan, and Alice Speri. “The Day After Trump’s ICE Raid in a Small Tennessee Town, 550 Kids Stayed Home From School,” *The Intercept*, (April 10, 2018) accessible at www.theintercept.com/2018/04/10/ice-raids-tennessee-meatpacking-plant/.

With respect to the detention of the arrested individuals, we understand that they were transported to and detained at a National Guard armory nearby, but attorneys wishing to represent detained individuals were denied access. The reports of detention conditions are also concerning, as we have heard that individuals' requests for medical assistance were rejected by law enforcement. All of these reports raise serious questions about federal law enforcement's conduct—in conjunction with state and local law enforcement—and potential violations of due process and civil rights.

The largest worksite raid in recent history not only raises questions of due process and dignity, but also the human cost. The community of Morristown, TN, a town close to Bean Station where the majority of those arrested live, has been devastated by this raid. The most alarming and telling indicator of the pervasive fear felt in the community is that on the day following the workplace raid approximately 550 local children did not attend school. Teachers and administrators voiced concerns for the anxiety and fear expressed by their students, including those who lost loved ones in the raid and those who worry that the same will happen to their own family members. It is well-documented that immigration enforcement through detention and deportation has a profound impact on the well-being of children as they are torn apart from their parents or family members or are in constant fear of that separation.² Children—almost all of whom are U.S. citizens born and raised in this country—have been shown to suffer from severe anxiety and depression, eat and sleep poorly, and are unable to focus in school.³ We strongly condemn the use of such enforcement tactics by the federal government to provoke maximum fear in immigrant communities throughout the country.

We respectfully request your prompt response to the following questions raised by the April 5th workplace raid in Bean Station, TN:

- (1) Which law enforcement agencies participated in the raid? What were the roles of each agency during the raid? Were any National Guard personnel present during the raid?
- (2) Why did the IRS decide to involve ICE in this case? How does the IRS bringing ICE into the investigation serve any function in furtherance of the mission of the IRS? Is the IRS contemplating any future enforcement actions involving ICE personnel? If so, under what circumstances?
- (3) How did law enforcement agents participating in the raid determine which individuals to arrest? Was race or ethnicity a factor in deciding which individuals to arrest?
- (4) Did law enforcement determine whether each individual arrested had authorization to work prior to making the arrest?
- (5) Were attorneys and other advocates assisting detained individuals granted consistent and timely access to detainees while they were held at the National Guard Armory (the Armory)? If not, why not? If not, at what time were detained individuals first granted access to counsel?
- (6) How did law enforcement agents determine which individuals to release and which individuals to continue detaining?

² Edwards, Haley Sweetland, "Bye Dad, I Love You: America's Immigration Policy is Splitting Families and Spreading Fear," *TIME Magazine* at 38 (March 19, 2018).

³ *Id.*

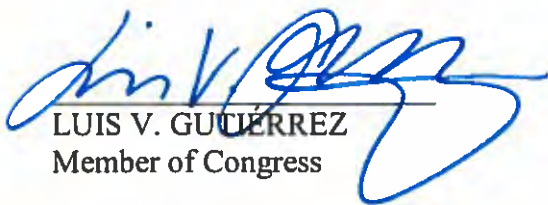
- (7) How many individuals were released from the Armory because they were determined to possess valid work authorization?
- (8) When were detained individuals first able to access medical assistance? Was access to medical assistance provided to detained individuals who needed such assistance at the Armory?
- (9) Why were the management personnel of Southeastern Provision not detained and questioned at the time of the raid, if they were named as targets in the search warrant authorizing the raid?
- (10) What is the status of any criminal case pending against Southeastern Provision, its owners, and its individual managers?

Finally, we urge you to take the following steps which would provide some measure of due process to the individual immigrant workers targeted during the raid:

- (1) We urge you to exercise prosecutorial discretion and immediately release those individuals who are still detained, so that they may pursue their options for immigration relief near their legal representatives, families, and local resources;
- (2) We urge you to provide detained individuals with meaningful access to the courts and legal counsel, including timely and confidential meetings with legal representatives and regular access to a legal library with updated legal materials;
- (3) We urge you to forego the removal of any individuals who have not had the opportunity to consult with an attorney and/or exhaust all potential legal claims relevant to the raid and their employer; and
- (4) We urge you to exercise prosecutorial discretion, by granting relief such as parole, continued presence, or deferred action, to those individuals whose rights were violated during their arrests, pursuant to the 2011 ICE Victim's Memo.

We look forward to your prompt response.


Sincerely,



LUIS V. GUTIÉRREZ
Member of Congress



STEVE COHEN
Member of Congress



JERROLD NADLER
Member of Congress



MICHELLE LUJAN GRISHAM
Member of Congress



JUDY CHU
Member of Congress



JOSE E. SERRANO
Member of Congress



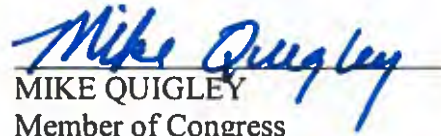
JAN SCHAKOWSKY
Member of Congress



NYDIA M. VELAZQUEZ
Member of Congress



TED DEUTCH
Member of Congress



MIKE QUIGLEY
Member of Congress



GENE GREEN
Member of Congress



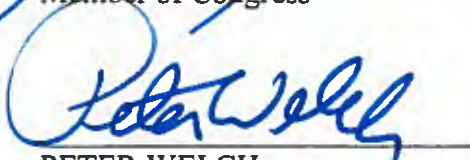
PAUL D. TONKO
Member of Congress



ALBIO SIRES
Member of Congress



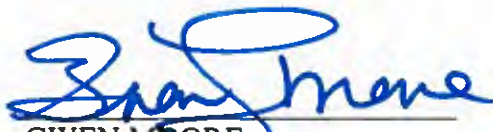
BARBARA LEE
Member of Congress



PETER WELCH
Member of Congress



HENRY C. "HANK" JOHNSON, JR.
Member of Congress



GWEN MOORE
Member of Congress



ELEANOR HOLMES NORTON
Member of Congress



DANNY K. DAVIS
Member of Congress



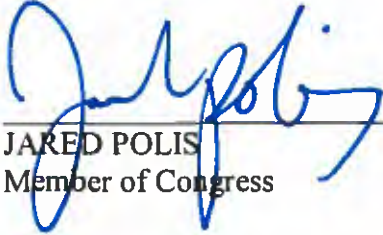
YVETTE D. CLARKE
Member of Congress



HAKEEM S. JEFFRIES
Member of Congress



JIM COSTA
Member of Congress



JARED POLIS
Member of Congress



GRACE F. NAPOLITANO
Member of Congress



JUAN VARGAS
Member of Congress



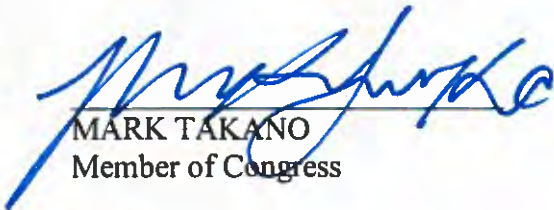
ADRIANO ESPAILLAT
Member of Congress



MARK POCAN
Member of Congress



RAUL M. GRIJALVA
Member of Congress



MARK TAKANO
Member of Congress



NANETTE DIAZ BARRAGAN
Member of Congress



DARREN SOTO
Member of Congress



GRACE MENG
Member of Congress



DWIGHT EVANS
Member of Congress



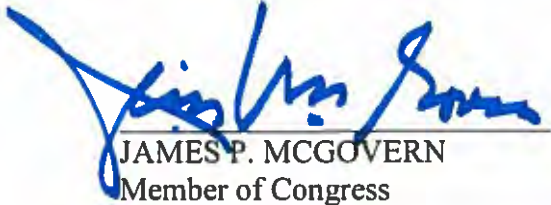
BILL FOSTER
Member of Congress



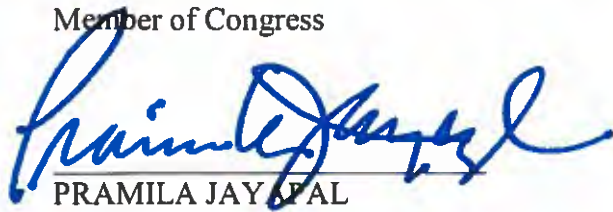
J. LUIS CORREA
Member of Congress



RUBEN GALLEGO
Member of Congress



JAMES P. MCGOVERN
Member of Congress



PRAMILA JAYAPAL
Member of Congress



TED W. LIEU
Member of Congress



JAMIE RASKIN
Member of Congress



ALMA S. ADAMS, PH.D.
Member of Congress



DONALD M. PAYNE, JR.
Member of Congress

June 6, 2018

**The Honorable Mitch McConnell
Majority Leader
317 Russell Senate Office Building
Washington, D.C. 20510**

**The Honorable Paul Ryan
Speaker of the House
U.S. House of Representatives
Washington, D.C. 20515**

**The Honorable Charles Schumer
Democratic Leader
322 Hart Senate Office Building
Washington, D.C. 20510**

**The Honorable Nancy Pelosi
Democratic Leader
U.S. House of Representatives
Washington, D.C. 20515**

CC:

**The Honorable Kevin McCarthy
H-107, The Capitol
Washington, D.C. 20515**

**The Honorable Dick Durbin
711 Hart Senate Building
Washington, D.C. 20510**

RE: DHS and ICE Oversight- Worksite Raids

Dear Leader McConnell, Leader Schumer, Speaker Ryan and Leader Pelosi,

On April 5th, Immigration and Customs Enforcement (ICE) conducted a raid on the Southeastern Provision meat processing plant in Bean Station, TN. The raid, the largest worksite enforcement raid in the last decade, resulted in the arrest of at least 97 individuals and affected hundreds of families in Eastern Tennessee. The Bean Station raid is one of several large-scale enforcement operations that has taken place this year in communities and workplaces across the country leaving families separated, local economies disrupted, and communities terrified.

On May 9th, days before the 10-year anniversary of the massive worksite raid in Postville, IA, Iowans were faced with another worksite raid. ICE entered Midwest Precast Concrete in Mt. Pleasant, IA and arrested 32 workers, reportedly on "suspicion of immigration violations." Organizations and residents in Iowa continue to come together, to obtain information and legal assistance for their loved ones to ensure due process for those arrested.

This administration has shown increased vitriol towards the immigrant community and communities of color and we see these increased enforcement actions as a direct result of these sentiments. These raids have torn families apart and left families wondering if they will ever be able to see their loved ones again or if they have been lost to Trump's deportation machine.

We, the undersigned organizations are extremely troubled by the return of mass worksite raids and the increase of rogue worksite enforcement actions taken by ICE and DHS. The facts emerging from the Bean Station raid paint a troubling picture of how ICE and DHS are conducting enforcement operations. We ask that you review the matters at hand and work to ensure that ICE and the Department of Homeland Security (DHS) are held accountable for their actions and that the workers and their families are afforded

due process and access to justice. Finally, we urge Congress to speak out against the practice of worksite raids overall and demand that DHS discontinue these enforcement actions.

Legal teams in Tennessee are speaking with impacted families and individuals who witnessed the raid, and have noted that just before the raid occurred, streets were barricaded and helicopters flew overhead as ICE began the action. Once inside, ICE is reported to have targeted workers by perceived ethnicity. Some of the Individuals arrested during the raid were U.S. citizens or had proper work authorization but ICE would not immediately accept verification of these facts. Questions about whether or not a person had the ability to work legally in the U.S. came only after being taken into custody.

After the arrests, rapid response legal teams were also denied access to the workers, leaving families wondering about their loved one and violating the right to due process. In addition to the legal challenges, it is reported that ICE denied individuals access to needed medical assistance while in their custody.

The following day, over 500 children did not show up for school in the nearby Morristown, TN community where most of the impacted families reside. Teachers and administrators in the community found themselves organizing to address student and parent fears and concern for their family members. The community of Morristown held public forums and vigils to address the challenges ahead and came together as a community to support each other and gather more information about what would come next.

In the days following the enforcement action, stories of impacted families have emerged:

- One of the women detained in the raid has lived in the United States for 24 years and raised three U.S. citizen children in Tennessee, ages 9, 12, and 13 years old. Her children have experienced great stress and trauma having been separated from their mother for several weeks. They are left wondering whether she will be deported.
- The mother of a sixteen-year old boy was also detained during the raid. When the young man learned his mother had been arrested that day he said the news “broke him to pieces.” His mother was his sole caretaker and since the raid, he has been under the care of his aunt, after moving to another county and transferring schools.
- There are many families who had multiple relatives working in the plant who were arrested on April 5th. One young woman reports that six of her family members were detained, including her husband and her stepfather. These families are facing compounding challenges as multiple income-earners have been removed from their households.

In January, Deputy Director, Thomas Homan, announced a 400% increase in worksite enforcement actions and what has happened in Eastern Tennessee is a direct result of that promise. In the end, of the at least 97 individuals arrested, 32 individuals were released with pending cases, 54 were sent to immigration detention centers, 10 individuals continue to be held on federal charges and 1 individual held on a state related charge. ICE and DHS’ actions in carrying out this raid were alarming and according to several accounts, filled with due process violations. ICE has not only increased their capacity for interior enforcement actions, but has also increased the rogue and unjust nature of their actions simply to fill deportation quotas.

We urge you to hold DHS accountable and investigate the execution of the raid that occurred on April 5th at the Southeastern Provision meat processing plant in Bean Station, TN and ask the following questions of ICE and DHS:

- (1) Which law enforcement agencies participated in the raid? What were the roles of each agency during the raid? Were any National Guard Officers present during the raid?
- (2) Why did the IRS decide to involve ICE in this case? How does the IRS bringing ICE into the investigation serve any function in furtherance of the mission of the IRS? Is the IRS contemplating any future enforcement actions involving ICE personnel?
- (3) How did law enforcement agents participating in the raid determine which individuals to arrest? Was race or ethnicity a factor in deciding which individuals to arrest?
- (4) Did law enforcement agents determine whether each individual arrested had authorization to work prior to arresting him or her?
- (5) Were attorneys and other advocates seeking to assist detained individuals granted consistent and timely access to detainees while they were held at the National Guard Armory (the Armory)? If not, why not? If not, at what time were detained individuals first granted access to counsel?
- (6) How did law enforcement agents determine which individuals to release and which individuals to continue detaining?
- (7) How many individuals were released from the Armory because they were determined to possess valid work authorization?
- (8) When were detained individuals first able to access medical assistance? Was access to medical assistance provided to detained individuals who needed such assistance at the Armory?
- (9) Why were the management personnel of Southeastern Provision not detained and questioned at the time of the raid, if they were named as targets in the search warrant authorizing the raid?
- (10) What is the status of any criminal case pending against Southeastern Provision, its owners, and its individual managers?

Finally, we urge you to request that DHS take the following steps, which would provide some measure of due process to the individual immigrant workers targeted during the raid:

- (1) Exercise prosecutorial discretion and immediately release those individuals who are still detained, so that they may pursue their options for immigration relief near their legal representatives, families, and local resources;
- (2) Provide individuals with meaningful access to the courts and legal counsel, including timely and confidential meetings with legal representatives and regular access to a legal library with updated legal materials

- (3) Forego the removal of any individuals who have not had the opportunity to consult with an attorney and/or exhaust all potential legal claims relevant to the raid and their employer; and
- (4) Exercise prosecutorial discretion, by granting relief such as parole, continued presence, or deferred action, to those individuals whose rights were violated during their arrests, pursuant to the 2011 ICE Victim's Memo.

These raids, as seen in Iowa and Tennessee immediately leave families torn apart and devastate communities. Under the current administration and ICE leadership's promises of increased enforcement, we are incredibly concerned that more is to come. We urge Congress to take specific action in response to the raid in Bean Station, TN and to demand transparency from DHS, information for families and justice for workers whose rights have been violated. As the details of the enforcement action in Iowa emerge we also encourage Members of Congress to keep the demands of due process and family unity at the forefront. We demand an end to mass worksite raids that devastate local communities and have economic and human consequences. DHS and ICE must be held accountable for their actions and families need champions in Congress to ensure this is done.

Sincerely,

National Organizations:

8th Day Center for Justice
Adorers of the Blood of Christ, US Region
Adrian Dominican Sisters, Portfolio Advisory Board
African American Ministers In Action
Alianza Americas
American Federation of Teachers (AFT)
American Immigration Lawyers Association
Asian Americans Advancing Justice | AAJC
Bend the Arc Jewish Action
Boston Common Asset Management
CatholicNetwork.US
Center for Law and Social Policy (CLASP)
Centro de los Derechos del Migrante, Inc. (CDM)
Church World Service
Coalition on Human Needs
Columbia Law School Immigrants' Rights Clinic
Communications Workers of America (CWA)
Conference for Corporate Responsibility Indiana and Michigan
Conference of Superiors of Men (Catholic)
Congregation of Sisters of St Agnes
Congregation of St. Joseph
Congregation of St. Joseph Immigration Committee
Council on American Islamic Relations Iowa chapter
Council on American-Islamic Relations (CAIR)
Defending Rights & Dissent

Demos

Disciples Refugee and Immigration Ministries

Dominicans of Sinsinawa

Equal Rights Advocates

Fair Immigration Reform Movement (FIRM)

Franciscan Action Network

Franciscan Sisters of Our Lady of Perpetual Help

Franciscan Sisters of the Poor, US Area

Freedom for Immigrants

FSPA

IHM Sisters Justice, Peace and Sustainability Office

Immigrant Legal Resource Center

Institute of the Blessed Virgin Mary

Intercommunity Peace & Justice Center

Interfaith Center on Corporate Responsibility

Interfaith Worker Justice

Jobs With Justice

Justice in Motion

Justice Strategies

Latin American Development Center-Former DDC

Latino Commission on AIDS

Leadership Conference of Women Religious

Main Street Alliance

Mi Familia Vota

MPower Change

National Center for Law and Economic Justice

National Coalition of American Nuns

National Council of Jewish Women

National Domestic Workers Alliance

National Employment Law Project

National Immigrant Justice Center

National Immigration Law Center

NDWA/We Belong Together

New Haven Legal Assistance

Northwest Coalition for Responsible Investment

Office of Peace, Justice, and Ecological Integrity, Sisters of Charity of Saint Elizabeth

Orau

Our Lady of Victory Missionary Sisters

Oxfam America

Presentation Sisters Justice Commission

School Sisters of Notre Dame - Central Pacific Province

School Sisters of Notre Dame AM Province JPIC Dept

Service Employees International Union (SEIU)

Seventh Generation Interfaith Coalition for Responsible Investment

Sisters of Bon Secours, USA
Sisters of Charity of the Blessed Virgin Mary
Sisters of Charity, Halifax
Sisters of Mary Reparatrix
Sisters of Mercy of the Americas - Institute Justice Team
Sisters of Mercy of the Americas, Mid-Atlantic Community
Sisters of Mercy of the Holy Cross USA Province
Sisters of Mercy South Central Community
Sisters of Mercy West Midwest Community
Sisters of Notre Dame de Namur Base Communities
Sisters of Notre Dame de Namur Ohio Province Office Justice Peace Care of Creation
Sisters of Providence - MJP
Sisters of St. Francis of Philadelphia
Sisters of St. Joseph, TOSF
Sisters of the Holy Cross
Skye Advisors
South Asian Americans Leading Together (SAALT)
Southern Poverty Law Center
Sugar Law Center for Economic & Social Justice
T'ruah: The Rabbinic Call for Human Rights
United Food and Commercial Workers International Union
United Food and Commercial Workers International Union, AFL-CIO, CLC
United We Dream
Workplace Fairness

State and Local Organizations:

A2D2 Ann Arbor inDivisible for Democracy
AKIN - Allies of Knoxville's Immigrant Neighbors
Arkansas United Community Coalition
Asian Americans Advancing Justice- Asian Law Caucus
Austin Sanctuary Network
CASA
Causa Oregon
Centro Hispano de East Tennessee`
Church Women United in New York State
Club Nueva Vision de Cheranastico
Coalition for Humane Immigrant Rights (CHIRLA)
Community Development Project at the Urban Justice Center
Community Legal Center
Community Legal Services in East Palo Alto
Conexión Américas
Dominican Sisters ~ Grand Rapids
Dominican Sisters of Mission San Jose

Dominican Sisters of San Rafael
El CENTRO de Igualdad y Derechos
ENLACE - Latino Law Student Association at the University of Tennessee College of Law
Equal Justice Center (TX)
Faith and Justice Worker Center
First Unitarian Universalist Church of Austin Social Action Committee
Friends of Broward Detainees
Georgia Rural Urban Summit
Greater New York Labor-Religion Coalition
Hospital Sisters of St. Francis, Springfield IL
Illinois Coalition for Immigrant and Refugee Rights
Immigrant Family Support Network - Wichita
Intercommunity Justice and Peace Center
Iowa Citizens for Community Improvement
Jobs with Justice of East Tennessee
JPIC Committee of the Sisters of St. Francis of Philadelphia
Justice & Peace Office, Sisters of St. Joseph of Concordia, Kansas
Justice Center of Southeast MA
Kindred Futures
KIWA (Koreatown Immigrant Workers Alliance)
Knox County Democratic Party
Latino Student Success Coalition (Knox County/East TN)
Legal Aid Society of Metropolitan Family Services - Chicago
Main Street Alliance of Iowa
Maine AFL-CIO
Make the Road New York
Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA)
New York Immigration Coalition
Northwest Workers' Justice Project
OneAmerica
Pennsylvania Immigration and Citizenship Coalition
Potter Bolanos LLC
Province of St. Joseph of the Capuchin Order
Reformed Church of Highland Park
Region VI Coalition for Responsible Investment
Santa Clara County Wage Theft Coalition
Services, Immigrant Rights & Education Network (SIREN)
Sisters of Saint Francis of Perpetual Adoration
Sisters of Saint Joseph of Chestnut Hill, Philadelphia, PA
Sisters of St. Francis Charitable Trust, Dubuque
sisters of St. Francis of the Providence of God
Sisters of St. Joseph of Boston
Sisters of St. Joseph of Concordia KS
Sisters of St. Joseph of Rochester

Sisters of St. Joseph of Springfield
Sisters of the Good Shepherd
Sisters of the Humility of Mary, Villa Maria, PA
Sisters of the Presentation of Mary
Sisters of the Presentation, Dubuque, Iowa
Surge Reproductive Justice
Tennessee Immigrant and Refugee Rights Coalition (TIRRC)
Trinity Church of Austin - UCC & UMC
Trinity Church of Austin Sanctuary Committee
University of Tennessee- Knoxville Latin American Student Organization (LASO)
Wilco Justice Alliance (Williamson County, TX)
Worker Justice Center of New York, Inc.
Workplace Justice Project, Loyola College of Law Clinic
YWCA Clinton

TENNESSEE
IMMIGRANT
& REFUGEE
RIGHTS
COALITION

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Integration Services Get Connected

AN OPEN LETTER TO ELECTED OFFICIALS ON THE ONE WEEK ANNIVERSARY OF THE MORRISTOWN RAID

April 13, 2018

We write to you from Morristown, Tennessee, in the aftermath of the largest workplace raid by immigration authorities in over a decade. As you've surely heard, on the morning of April 5th, federal agents, with the assistance of the Tennessee Highway Patrol, stormed into Southeastern Provision, a meat-processing plant in Bean Station, Tennessee. As helicopters circled above the factory and agents blocked doors, around 100 workers were rounded up and filed into buses without any opportunity to explain who they were, how long they had been there, or whether they were subject to federal immigration law at all. **54 community members living in East Tennessee for decades, some of whom had devoted over ten years of honest labor to that factory, were shipped out of the state without even a chance to say goodbye to their spouses and children.** Their families were told nothing, and were left to wonder what had happened to loved ones who never came home.

This is a humanitarian crisis in our very own state. At least 160 children are missing a parent, nearly 600 students in a single school district have stayed home out of fear, and participation in the economy and community has been chilled. For the past seven days, local organizations and community volunteers have operated a disaster relief center out of St. Patrick Catholic Church, addressing the urgent needs of hundreds of families whose lives have been torn apart. Children need trauma counseling, spouses and parents need powers of attorney to designate guardianship for their children in case of deportation, and families need assistance to simply feed themselves since wage-earners have been extracted from their households. *Read more from CNN.com.*

Where is the public response from our policymakers and elected officials across the state? We urge you to recognize that this is no time for silence. It's hard to imagine another kind of crisis that would

cause 5% of the district's children to stay home that wouldn't trigger some kind of intervention or at least public response. We invite you to join us here, in Morristown and its surrounding communities, to see for yourselves the human costs of this unconscionable abuse of power, to meet with the children devastated by this assault on their families, to hear from the thousands who are rightly afraid to go to work, take their kids to school, or even leave their homes. Come learn from teachers and school officials about how this workplace raid has turned every educator into a counselor and social worker, and how many are still working to locate the students missing from their classrooms. Come talk with leaders of faith and community-based groups, and those who have dropped everything and directed scarce resources to helping their neighbors in distress.

The disaster stemming from last week's immigration raid continues to unfold. But, we know from similar raids in previous decades that the impact on children's health, on the school system, and on the local economy can last for years to come. **The time is now for elected officials to investigate and intervene. This must be recognized for the emergency that it is and that these hundreds of children, most of whom are U.S. citizens, deserve to be seen as Tennesseans in crisis.** Please, do or say something.

Respectfully,
The Tennessee Immigrant & Refugee Rights Coalition



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tagged with #HereToStayTN, #TNRaid, Morristown, Raids

Newer / Older



Policy Memo: The East TN Immigration Raid and Adverse Childhood Experiences

Prepared by: Tennessee Immigrant and Refugee Rights Coalition

Jacob Weinberg | Policy Officer | 703-350-3774 | jacob@tnimmigrant.org

April 12, 2018

On April 5, 97 people were arrested and detained in a meatpacking plant in Bean Station, TN. It was the country's largest immigration workplace raid in over a decade. Ninety-seven members of our community were arrested and are now facing deportation, and 54 of them are currently detained. Thirty-two were released from custody but remain in removal proceedings. Eleven are being held on state and federal charges. This is a crisis and a traumatic experience for all who have been impacted.

The numbers from the aftermath of the East TN raid show the scale of the crisis:

- [500 to 600 children were absent from school on the Friday that followed the raid.](#)
- 160 TN children have parents who were arrested and now possibly face deportation.
- 108 TN children have parents who are now detained in Louisiana
- As of April 11th, 300+ parents of roughly 700 children have signed Powers of Attorney documents in the week since the raid.
- The number of children absent from school and of parents seeking to establish guardianship for the children in case of deportation show that the trauma of the April 5th raid extend well past the 97 families directly affected.

A body of research has established that immigration enforcement actions and deportations have a harmful impact on the health, academic performance, and well-being of children.

- A child's risk of mental health trauma, including depression, anxiety, or severe psychological distress increases following the detention and/or deportation of a parent.¹
- A majority of children experienced at least four adverse behavioral changes in the six months following a raid or arrest. Compared to the previous six months, children cried or were afraid more often; changed their eating or sleeping habits; and/or were more anxious, withdrawn, clingy, angry, or aggressive.²
- A study of immigration enforcement in six U.S. locations between 2006 and 2009 found that families lost 40 to 90 percent of their income, or an average of 70 percent, within six months of a parent's immigration related arrest, detention, or deportation.³

¹ Randy Capps et al., Deferred Action for Unauthorized Immigrant Parents: Analysis of DAPA's Potential Effects on Families and Children (Washington, DC: Migration Policy Institute, 2016), 19, <https://bit.ly/2Hzx9y4>

² Ajay Chaudry et al., Facing Our Future: Children in the Aftermath of Immigration Enforcement (Washington, DC: The Urban Institute, 2010), 41- 42, http://www.urban.org/research/publication/facing-our-future/view/full_report

³ See footnote 1

Schools can be a critical resource in supporting students in processing the impacts of immigration enforcement actions and minimizing emotional trauma and harm. Our education system must play an important role in addressing the threat of mass deportations and the impacts of family separation, including providing counseling support, passing policies to ensure that schools are not used as a tool in deportations, and ensuring parents, school administrators and students know their rights. They should also ensure that teachers and front line staff are equipped with basic information and resources to support and refer students. They also could consider hosting a website of service and resources, or develop a system of referrals.

Recommendation: We urge the Tennessee Department of Education, the Tennessee Commission on Children and Youth, and other public agencies to investigate the impact of the April 5th immigration raid on local children and families, offer capacity and resources to the local school district in responding to this crisis, and develop plans for immediate intervention in the event of future immigration enforcement operations of this scale.

For more information, see:

Allen, B., Cisneros, E. M., & Telles, A. (2015). The children left behind: The impact of parental deportation on mental health. *Journal of Child and Family Studies*, 24, 386–392. doi: [10.1007/s10826-013-9848-5](https://doi.org/10.1007/s10826-013-9848-5).

Seth Wessler, *Shattered Families: The Perilous Intersection of Immigration Enforcement and the Child Welfare System* (Applied Research Center, 2011), <https://www.raceforward.org/research/reports/shattered-families>

Randy Capps et al., *Implications of Immigration Enforcement Activities for the Well-Being of Children in Immigrant Families* (Washington, DC: Migration Policy Institute and Urban Institute, 2015), vii, <https://urbn.is/2HhCOLa>

Luis Fernando Macías, “Separated by Removal: The Impact of Parental Deportation on Latina/o Children’s Postsecondary Educational Goals,” *Diaspora, Indigenous, and Minority Education* 10 no. 3 (2016):169, <http://dx.doi.org/10.1080/15595692.2016.1174110>

Don't Be Fooled: Funding for ICE Homeland Security Investigations (HSI) Is Funding for Trump's Anti-Immigrant Agenda

By Jessie Hahn, NILC Labor & Employment Policy Attorney

Reprinted from NILC's blog, *The Torch*, February 8, 2019

While the **public may think** that Homeland Security Investigations (HSI) focuses primarily on national security and transnational crime,¹ HSI is also responsible for certain immigration **enforcement functions inside the U.S. (known as “interior enforcement”)**, including enforcement of immigration laws as **they apply to worksites (“worksite enforcement”).**² In October 2017, the former acting director of U.S.

Immigration and Customs Enforcement (ICE), Thomas Homan, vowed to increase worksite enforcement activities **“4 to 5 times,”**³ and in January 2018, U.S. Dept. of Homeland Security Secretary Kirstjen Nielsen doubled down by promising to ramp up worksite raids.

As a result, HSI has resumed engaging in highly militarized and coercive large-scale worksite immigration raids. In fact, over the spring and summer of 2018, it conducted several high-profile operations in **Florida, Tennessee, Iowa,** two **locations in Ohio, Nebraska, Minnesota, Texas, and Arkansas.**⁴

Worksite raids are a **violent and widely condemned enforcement tactic** that tear parents away from unsuspecting children, cause profound psychological harm, destabilize local communities, and generally undermine all workers' **job-related rights.**⁵ While HSI has attempted to legitimize its use of worksite raids by claiming they are criminal investigations, the vast majority of the workers detained are administratively arrested on *civil* immigration violations, and in most cases **the employers are not criminally charged.**⁶ By using worksite raids to target large numbers of workers for arrest and deportation while failing to prosecute the employers who hired them **and profited from their labor, HSI's new worksite enforcement** practices mirror the larger strategy of the Trump administration — abusing executive powers to demonize and scapegoat immigrants while quietly pursuing policies that **line the pockets of business interests.**⁷

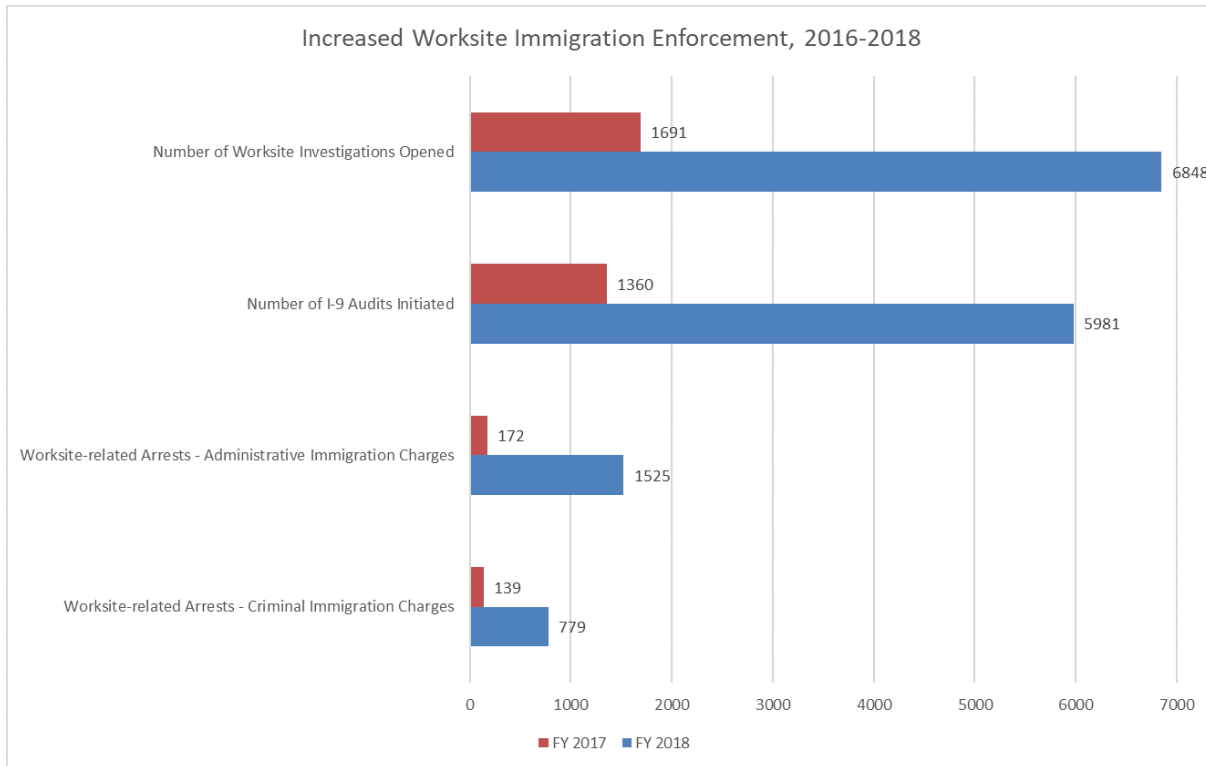
During the spring and summer of 2018, disturbing patterns emerged in HSI's conduct of its worksite raids. Multiple news reports described that while helicopters circled overhead and local law enforcement blocked nearby roads, HSI agents stormed worksites as heavily armed guards secured all exits. In the **utter chaos** that ensued,⁸ unsuspecting workers were subjected to excessive force, intimidated by **police dogs,**⁹ thrown to the ground, assaulted, had guns pointed at their heads, and were subjected to racist and degrading comments from HSI agents. In Ohio, plainclothes HSI agents initially lured a group of workers into a breakroom using **boxes of donuts** before surrounding them and arresting them.¹⁰ In multiple raids, HSI agents racially



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Washington, DC 20043
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202 216-0266 fax

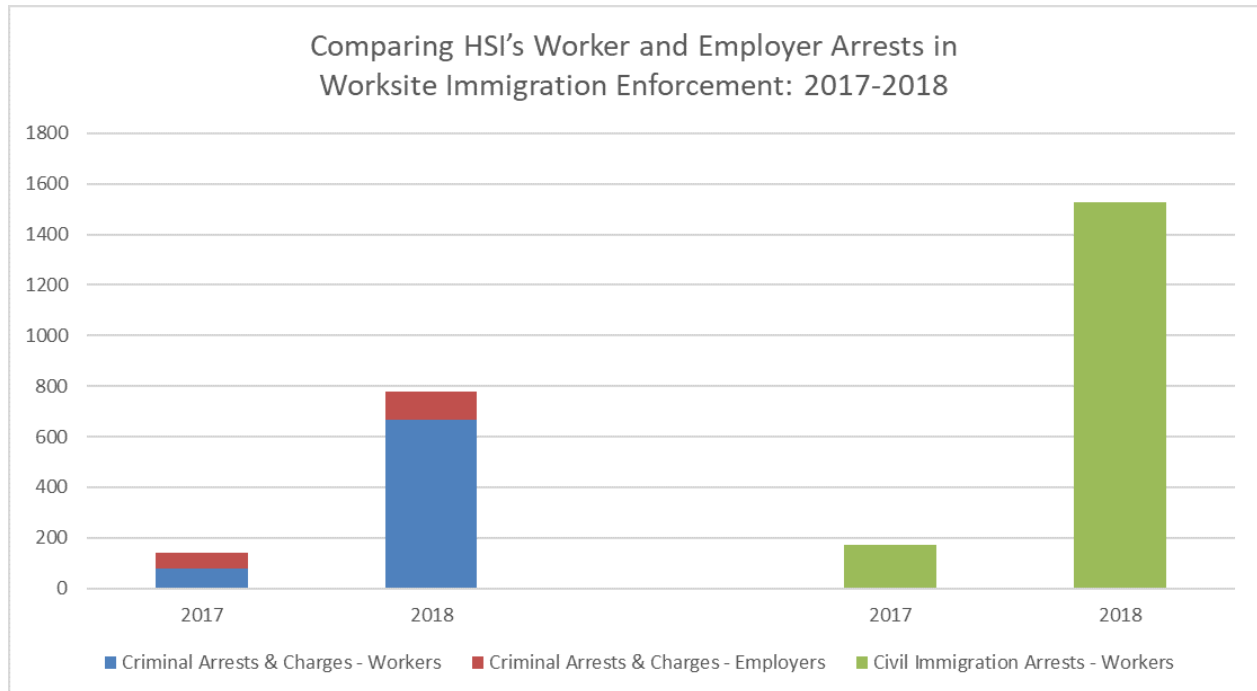


profiled workers, **separating workers by skin tone** and rounding up brown-skinned workers without asking for identification or immigration status information ¹¹ — which resulted in **false arrests of U.S. citizens** who were then held unlawfully, in some cases for hours.¹²

Predictably, such enforcement brings deep trauma to **those directly impacted** by it and also **terrifies** the larger immigrant community.¹³ After a devastating raid in Tennessee, the ripple effects spread across the region, with neighbors scrambling to care for **children** who had been left stranded without parents for hours and families sleeping in churches for days out of fear of ICE coming to their homes.¹⁴ The day after the raid, 550 children failed to show up to local schools. This kind of immigration enforcement has a **profoundly destabilizing effect** on the well-being of the children whose parents are unexpectedly torn from them, causing severe anxiety and depression, poor sleeping and eating habits, inability to focus in school, and constant fear of separation from other family members.¹⁵

While HSI has engaged in criminal investigations of employers since its formation, the use of large-scale worksite raids to target workers for arrest and deportation was discontinued after 2008 due to the **widely documented** harms and the havoc these operations cause.¹⁶ In **public statements**,¹⁷ HSI has attempted to justify its latest ramping up of worksite enforcement as **necessary to “build another layer of border security” and “reduce the continuum of crime that illegal labor facilitates.”** In reality, HSI is making the decision to engage in the most aggressive, violent form of enforcement it can take at worksites because the real purpose of the raids is to target workers for deportation while creating a **media spectacle** designed to intimidate immigrant communities into **“self-deporting.”**¹⁸

If HSI were serious about curbing unlawful hiring and employment, it would meaningfully hold employers accountable instead of focusing its enforcement firepower on workers. Yet in the majority of recent raids, employers have not been charged criminally — in fact, 2018 saw the **lowest number** of federal indictments and convictions of managers for unlawful hiring offenses in the last ten years.¹⁹ In addition, of the 779 criminal worksite arrests that HSI did make



in 2018, 85 percent were workers and 15 percent were employers. As the graph above shows, while there has been an increase in the number of employers charged criminally in the worksite enforcement context, far greater resources have been expended in criminally charging workers — and most of those charges were detected after taking the workers into custody and fingerprinting them (see examples from the raids in [Tennessee](#); [Sandusky, Ohio](#); and [Canton, Ohio](#)).²⁰

HSI also *alleges* that its investigations help combat the exploitation of workers,²¹ but that **couldn't be further from the truth. HSI's worksite enforcement activities force immigrant workers into the margins and damage communities,**²² making workers *more fearful* of deportation and *more vulnerable* to gross exploitation by employers.²³ **When HSI's own investigation of the Tennessee employer turned up wage and hour and safety violations on the job,**²⁴ it *did not refer* those violations to the proper authorities (who opened *investigations* only after the employees filed *complaints*).²⁵

ICE has been *sued repeatedly for constitutional violations committed during home raids* and by this point should be well aware of the constitutional rights and protections that *everyone in the U.S. has.*²⁶ **There is no legitimate reason for Congress to increase funding for HSI's abusive worksite raids.** Currently, HSI has approximately 6,000 enforcement officers and 6,000 special agents. But it *wants to add* an additional 10,000 officers and agents, which would significantly increase its capacity to harm families and communities across the country.²⁷

Rather than increasing HSI's funding, Congress should cut it and also prohibit HSI from arresting workers while conducting worksite enforcement.

For more on this topic, see www.nilc.org/hsi-background-webpage/. This article is published online at www.nilc.org/funding-for-hsi-is-funding-for-anti-immigrant-agenda/. The endnotes were added here to provide the URLs (web addresses) for the hyperlinks.

URLs / Web Addresses

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- 3 <https://ktla.com/2017/10/17/ice-chief-pledges-to-increase-workplace-crackdowns-on-undocumented-immigrants-by-4-to-5-times/>.
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- 15 <https://theintercept.com/2018/05/12/tennessee-ice-raid-immigration-postville-iowa/>.
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- ²¹ <https://www.ice.gov/news/releases/ice-worksite-enforcement-investigations-already-double-over-last-year>.
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- ²³ <http://beta.latimes.com/business/la-fi-immigration-retaliation-20180102-story.html>; <https://www.pri.org/stories/2018-03-20/undocumented-workers-fight-wages-under-threat-deportation>.
- ²⁴ <http://www.wate.com/news/local-news/97-detained-at-grainger-co-slaughterhouse-following-ice-raid/1104512258>.
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FOR IMMEDIATE RELEASE
August 17, 2018

National & Local Civil Rights Groups Respond to Federal Charges Against Owner of Tennessee Meatpacking Plant Where Massive ICE Raid Took Place

MORRISTOWN, TN — James Brantley, the owner of Southeastern Provision, a meatpacking plant in Eastern Tennessee, **pled guilty** yesterday to federal charges of tax evasion and wire fraud.¹ He is charged with evading nearly \$1.3 million in federal payroll taxes over the past **decade and neglecting to pay state and federal fees such as unemployment and workers' comp premiums.**

For years, Southeastern Provision has flagrantly violated laws that are intended to protect all workers in this country. In addition to having been charged with tax evasion, the company is being investigated by both the U.S. Department of Labor (DoL) and the Tennessee Occupational Safety and Health Administration (TOSHA) to determine whether its **employees' working conditions were inhumane** and unhealthful. These charges came to light after a massive raid of the plant in April, during which U.S. Immigration and Customs Enforcement (ICE) agents used aggressive, militaristic force to arrest nearly a hundred workers, including one U.S. citizen and several who have work authorization.

As a country, we must stand up and demand that any company that abuses its workers be held accountable for its actions to the full extent of the law. All too often, workers bear the brunt of this abuse and are used as scapegoats, while companies are able to continue to operate without consequence.

Stephanie Teatro, co-executive director of the Tennessee Immigrant and Refugee Rights Coalition (TIRRC):

“We are glad that Mr. Brantley is finally being held accountable for some of his egregious employment practices. But these charges could have been brought by the federal government and a plea deal reached without bringing armed ICE agents into the town and ripping 97 hard-working members of the community from their families. In the four months since the **raid, we've worked alongside the 97 families who had been the only ones to suffer any** consequences from the investigation. The families are still struggling to recover from the devastation of the raid, including many whose loved ones are still being held in detention or who have already been shipped out of the country. By conducting mass worksite raids in Tennessee, Ohio, and Nebraska, the government is instilling fear in workers and making them less likely to report the kind of egregious working conditions that persisted at **Southeastern Provision.”**

Jessie Hahn, labor and employment policy attorney at the National Immigration Law Center (NILC):

“These latest charges and the pending investigations against Mr. Brantley shed light on a

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pervasive problem across the country in which the federal government has allowed low-road employment practices to go unchecked, leaving workers vulnerable to exploitation and abuse. The federal government has choices in how it enforces immigration laws, and in this case **ICE's decision to conduct a large, militaristic raid was reflective of a larger pattern of attacking and destabilizing immigrant communities. Contrary to ICE's representation that this kind of enforcement is designed to combat worker exploitation, ICE's use of fear and intimidation tactics has the effect of empowering abusive employers and driving immigrant workers further underground.**"

Michelle Lapointe, senior supervising attorney at the Southern Poverty Law Center (SPLC):

"The federal government responded to this employer's widespread and pervasive violations of the law by ripping vulnerable and exploited workers from their families, detaining them, and threatening to deport them. This is wrong. When workers live in fear of deportation, they are intimidated from reporting unsafe and unfair working conditions. Southeastern Provision had been circumventing basic employment laws for years, including taking advantage of workers by not paying overtime for working over 60 hours per week, exposing workers to health and safety hazards, and denying basic human dignity at work. We hope this employer's punishment is a lesson to employers to treat all workers with respect and ensure safe and dignified working conditions. And we hope the federal government sees that terrorizing immigrants into silence creates space for bad actors like this employer to flout the law."

Christine Owens, executive director of the National Employment Law Project (NELP):

"Instead of targeting and arresting the workers, this administration and the state of Tennessee's counterpart agencies must hold this employer fully accountable for violating not only tax laws, but for the egregious violations of basic worker protections done to simply inflate profits and undercut competitors. Employees at Southeastern Provision have experienced conditions and dangers that no worker anywhere should have to endure."

###

¹ <https://bit.ly/2LwLYH4>.

FOR IMMEDIATE RELEASE
August 24, 2018

Tennessee OSHA Slams Meatpacking Plant Where Massive ICE Raid Took Place with 27 Violations and \$41,775 in Penalties

NASHVILLE — The Tennessee Occupational Safety and Health Administration (TOSHA) has slammed the Southeastern Provision meatpacking plant in Bean Station, Tennessee, with \$41,775 in fines and cited the company for 27 violations, 23 of which were categorized as **“serious” because of the risk of physical harm or death posed to workers. These violations** and investigations came to light after a raid of the plant in April, during which U.S. Immigration and Customs Enforcement (ICE) agents used aggressive, militaristic force to arrest nearly a hundred workers, including at least one U.S. citizen and others with work authorization.

The fine is among the highest levied by TOSHA and indicates the seriousness of the violations found by the state agency and the dangers facing the workers in the plant. The TOSHA investigation found that the company failed to provide even the most basic safety equipment and sanitary facilities, creating an extremely hazardous work environment for plant employees. Employees faced a wide range of injuries due to dangerous levels of noise, exposure to chemicals, faulty equipment, and poor sanitation.

Southeastern Provision has flagrantly violated laws that are intended to protect all workers in this country. In addition to these egregious safety and health violations, the company is currently being investigated by the U.S. Department of Labor (DoL) for violations of wage **and hour laws. The company’s owner agreed to plead guilty** last week to criminal charges related to tax evasion and failure to pay workers’ compensation and unemployment insurance.¹ These charges resulted from his practice of paying his employees off the books **and underreporting his employees’ wages to the state and federal government.**

Copies of the TOSHA citations can be found here:

- www.nilc.org/wp-content/uploads/2018/08/Citations-to-Southeastern-Provision-TOSHA-Safety-2018-08-22.pdf
- www.nilc.org/wp-content/uploads/2018/08/Southeastern-Provision-LLC-1309726.pdf

In response to this development, the following individuals issued these statements:

Stephanie Teatro, co-executive director, Tennessee Immigrant and Refugee Rights Coalition (TIRRC):

“Meatpacking is already among the country’s most dangerous jobs, but Mr. Brantley failed to provide even the most basic protections, putting the health, safety, and lives of his employees at risk. When employers and the government hold the threat of deportation above workers’

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heads, they are less likely to report dangerous conditions like those that persisted at **Southeastern Provision. The administration's escalating use of worksite raids has instilled a greater sense of fear in workers across the country, enabling employers like Mr. Brantley to dangerously cut corners.**"

Jessie Hahn, labor and employment policy attorney, National Immigration Law Center (NILC):

"These citations confirm what we have known to be true through the firsthand accounts of several former employees. Mr. Brantley is intentionally and blatantly defying required workplace health and safety standards — and putting his employees in grave danger — in order to save himself money. Despite many employees suffering injuries and some having to seek treatment at the hospital, he did not keep any of the required records of injuries, he encouraged his employees to deny their injuries were work-related to hospital staff, and to date he has not taken any action to improve safety conditions. These citations are an important step, but much more must be done to ensure the safety and wellbeing of all Southeastern Provision employees now and in the future."

Mary Bauer, deputy legal director, Southern Poverty Law Center (SPLC):

"Southeastern Provision knowingly endangered its workers by failing to adhere to basic worker safety and health laws. Although the company kept no records of worker injuries, we know people did get injured. Southeastern Provision also evaded federal tax laws and is under investigation for not paying overtime.

"Companies like Southeastern Provision that put profit over the dignity and safety of workers gain an unfair advantage over honest competitors who live up to their obligations under the law. Rather than ripping vulnerable and exploited workers from their families, detaining them, and threatening to deport them, the federal government should focus enforcement efforts on employers who put workers at risk and evade their obligations to pay taxes and pay their workers."

Deborah Berkowitz, worker safety and health program director, National Employment Law Project (NELP):

"Instead of targeting and arresting the workers, this administration and Tennessee's counterpart agencies must hold this employer fully accountable for violating not only tax laws, but for the egregious violations of basic worker protections done to simply inflate profits and undercut competitors. Employees at Southeastern Provision have experienced conditions and dangers that no worker anywhere should have to endure."

###

¹ <https://www.nilc.org/2018/08/17/rights-groups-respond-to-charges-against-owner-of-tennessee-meatpacking-plant/>.

FOR IMMEDIATE RELEASE
February 21, 2019

Lawsuit Alleges ICE Agents Violated Workers' Constitutional Rights Against Racial Profiling and Illegal Seizure

KNOXVILLE — The National Immigration Law Center, the Southern Poverty Law Center, and the law firm of Sherrard, Roe, Voigt & Harbison **filed a lawsuit** today on behalf of seven workers detained during an April 2018 immigration raid at an East Tennessee meat processing plant.¹ The raid was the first large workplace immigration raid in nearly a decade, in which U.S. Immigration and Customs Enforcement (ICE) agents detained approximately 100 Latino workers, violating their rights against illegal seizures and to equal protection under the Fourth and Fifth Amendments to the U.S. Constitution.

“I have lived in Tennessee for 12 years. This is my home. My family is here. My friends are here. I have land here. This is where my dreams have taken root,” said Isabel Zelaya, one of the plaintiffs in the case. **“On** the morning of the raid, I was working at my normal station in the processing area when armed officers entered the plant. As the officers lined us up, I offered to show them my documentation to work in this country, but they handcuffed me anyway, detained me, and took me to the armory. After several hours, I was finally released. I am part of this lawsuit because I want justice for myself and my coworkers who **were denied our constitutional rights, as well as our humanity.”**

“What happened in East Tennessee was law enforcement overreach, plain and simple,” said Meredith Stewart, senior supervising attorney for the SPLC. **“We as a nation** have a shared set of ideals, rooted in the Bill of Rights: we have a right to be free from racial profiling and unlawful arrests. If we are not willing to uphold those ideals for everyone in this country, then we are all at risk of losing our rights. We look forward to our clients having **their day in court.”**

ICE agents detained every worker who looked Latino in the plant without regard to citizenship or documentation, a clear violation of the Equal Protection Clause of the Fifth **Amendment. Many workers weren't even asked about documentation until hours into the** raid. By then, many had already been traumatized, handcuffed, and denied communication with attorneys or family members — or access to sanitary facilities or critical medication — and taken to a holding facility.

“In this country, you're told that if you work hard, you can achieve your goals. But sometimes they don't let you,” said Martha Pulido, one of the plaintiffs in the case. **“I showed up** to work that morning just like I had every day for more than a year, ready to do my job and provide for my family. Instead, I had a gun pointed in my face and saw my coworkers get punched in the face and shoved to the ground by federal agents. I am here today to stand up for my coworkers at the plant and for all workers in this country who are at risk of having **their constitutional rights violated.”**

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Federal agents disregarded workers' Fourth Amendment rights, used excessive force, and racially profiled Latino individuals when they descended on the Southeastern Provision meat packing plant. The U.S. Constitution protects against government overreach and abusive conduct.

“We are proud to stand with our plaintiffs today to file the first lawsuit challenging a worksite immigration raid since Donald Trump became president. With the support of their community, these brave workers have decided to step forward and pursue justice. Together, their commitment to their work, to their families, and to the community in which they are deeply rooted reflects the best of this country they call home,” said Melissa Keaney, staff attorney at the National Immigration Law Center.

The East Tennessee ICE raid devastated the local community, but the community is coming together to demand justice. These workers were active participants of vibrant communities around the Southeastern Provision plant, and the impacts of the raid were far-reaching. **Nearly 600 kids didn't** show up for school the next day, and workers and their families are continuing to deal with the impacts of psychological trauma, physical ailments, and economic insecurity nearly a year later.

“The complaint filed today addresses the brutality the workers themselves faced at the hands of agents, but the human costs of this unconscionable abuse of power extend much further. When a raid of this scale happens in our communities, it's like a bomb goes off,” said Stephanie Teatro, co-executive director of the Tennessee Immigrant and Refugee Rights Coalition (TIRRC). **“It is deeply disruptive to local communities, leaving children stranded without their parents, terrifying entire communities, and devastating local economies. We hope that this complaint will bring some measure of justice for the workers whose rights were violated in a raid that was designed to instill fear in immigrant communities, no matter what the cost would be to the plaintiffs, their coworkers, or this community.”**

Today's filing is available at <https://www.nilc.org/wp-content/uploads/2019/02/Zelaya-v-Miles-complaint-2019-02-21.pdf>

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¹ <https://www.nilc.org/wp-content/uploads/2019/02/Zelaya-v-Miles-complaint-2019-02-21.pdf>.

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Appendix C: Sample forms and plans

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READ THIS

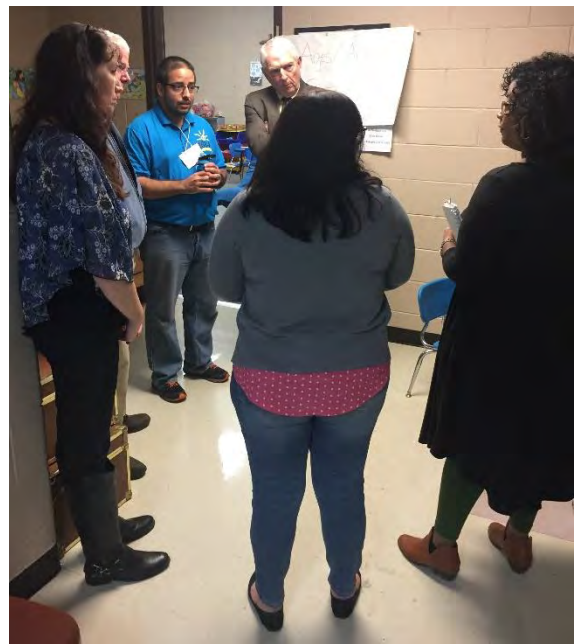
If an ICE raid happens in your community

A comprehensive response to a mass worksite raid is a long-term investment. We had intensive staffing and services in the community for two months after the raid, and we're still coordinating legal representation, organizing efforts, and other critical services in the community more than a year later.

But the moment you get news of a raid in your community, you need to act quickly. The remainder of this toolkit outlines how to organize effective teams and approach the immensity of response work. **This section is meant to serve as a guide to the first action steps you should take to organize an effective response for the long haul.**

DO THESE FIVE THINGS FIRST

- 1. Designate one physical location as the central base for all response efforts** and announce it widely across the impacted community via social media, radio, schools, churches, etc. Immediately following the raid in East Tennessee, as we were gathering information and developing a plan, we identified several safe spaces for families and fearful community members and shared this with individuals who were calling us. It may take a few hours to identify the ideal location, and it also can be important to provide safe spaces immediately, but designating a single location as soon as possible and spreading the word broadly is critical.
- 2. Set up a hotline number and intake system.** Immediately disseminate the phone number for family members and workers to call. The goal is to get as much information as possible about workers who were arrested, to identify witnesses, and to direct people to the central location.
- 3. Designate a raid response coordinator or co-coordinators** responsible for managing team leaders, facilitating daily planning and debrief meetings, and successfully carrying out the overall plan. It's critical to have someone whose main responsibility is knowing what is happening across all elements of the response. In a response effort involving multiple organizations, it may be difficult to assign a single person to coordinate the efforts, but we found this was critical to our success. This process may be made easier by clearly defining a decision-making process for key



DO THESE FIVE THINGS FIRST, FOLLOWED BY THESE FIVE THINGS

decisions about legal or communications strategy and deciding how information and records will be shared among organizations.

4. **Establish teams responsible for each major response area**, designate team leaders, and build out team members. It's especially critical to get the Legal Services Team moving quickly, to try to get access to individuals in detention and develop an intake process.
5. **Have a set time for a community meeting** (the first night or the morning after) at your central location. Having somewhere safe for people to go immediately, where they know they are getting trustworthy information and resources, will help keep people from fleeing or hiding. If capacity allows, consider whether holding two separate meetings would be more effective, one for impacted families and the immigrant community, the other for allies, partners, and general community stakeholders who will also need information but will engage the issues from a different standpoint. Similarly, move quickly to schedule a public event or action to harness the support and outrage of the broader community.

FOLLOWED BY THESE FIVE THINGS

1. **Decide on a communications strategy** in alignment with the local community (desired narrative, talking points, spokespersons). And notify the media about who the central response media contacts are within the first several hours after the raid.
2. **Set up internal systems and processes for effective and efficient coordination across teams**, including regular morning planning meetings and debriefing sessions. Our teams included volunteer coordination, humanitarian services, legal services, grassroots organizing, communications and media, and advocacy. If it's not possible for key responders to join an in-person meeting, schedule nightly conference calls at a standard time on a consistent conference call number.
3. **Develop a system for centralizing intakes and other information and a process for staying on top of data entry**. The intake data should be available only to a small number of individuals, and those involved should come to an agreement on editing/data entry protocols to avoid confusion. Nightly and morning planning sessions are a good time to figure out what information you need to gather that day and what information you should share with families.
4. **Engage the consulates of the countries whose nationals were detained** as soon as you're able to determine the affected workers' countries of origin. The consulates may be able to provide family members with additional information about detained loved ones or facilitate access to legal resources.
5. **Set up an online fundraising campaign to convert outrage and support from people across the country into critical funds for families**. We recommend having this campaign run through a trusted local organization or church that will be on the ground over the course of several months to easily disburse funds. To avoid confusion and to ensure broad distribution, we recommend that all the funds raised be distributed to impacted families. Funds to support organizational response efforts should be raised separately.

Response Coordinator(s), Central Base, and Response Teams

Response Coordinator or Co-Coordinators

Responsible for success of overall response plan. Manages team leaders, facilitates daily planning meetings and debriefs. Should be one person, or maximum two people with clear division of labor.

NAME(S):

Central Base of Operations for Response

NAME OF LOCATION:

NAME(S) OF BASE POINT PERSON(S):
(reports to Response Coordinator)

Response Teams

Team point persons report to Response Coordinator

Volunteer Coordination	Humanitarian Services	Legal Services	Grassroots Organizing	Communications and Media	Policy and Advocacy
Receive and screen volunteers, assign to teams; identify supportive individuals and organizations and connect to organizing, communications, and advocacy teams	Collection and distribution of donations, goods, services for impacted families	Identify everyone impacted; help stop detention and deportation, pursue other legal relief	Political education and leadership development with workers, families, and the local immigrant community; lead and inform communications and advocacy strategies	Define and implement strategic communications plan (narrative, talking points, messengers, social media)	Define goals, targets, tactics; mobilize allies, stakeholder support
Team Lead:	Team Lead:	Team Lead:	Team Lead:	Team Lead:	Team Lead:
Volunteer Intake	Monetary Donations	Hotline	Regular Meetings with Families (group, one-on-ones)	Define and Coordinate Communications Strategy	Define Advocacy Plan
Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):	Point Person(s):
Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):	Organization(s):

RESPONSE COORDINATOR(S), CENTRAL BASE, AND RESPONSE TEAMS

Connect with Teams; Delegation of Roles, Scheduling	Material / Supply Donations	Volunteer Attorney Coordination & Pro Bono Placement	Know-Your-Rights Trainings, Community Education	Media Outreach	Public Actions
Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):
Follow Up / Ongoing Coordination	Trauma / Mental Health Services	Intakes, Database Management	Campaign Development	Social Media	Allies & Stakeholder Engagement
Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):
	Child Care	Bond Hearings & Detention Center Access	Faith Organizing	Spokesperson Training / Support	Engaging Elected Officials
Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):

RESPONSE COORDINATOR(S), CENTRAL BASE, AND RESPONSE TEAMS

	Referral List for Other Services	One-on-One Know-Your-Rights & Family Safety Plans (legal screenings, powers of attorney)	School Support / Educator Organizing	Coordinate with Advocacy Team on Actions	
	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	Point Person(s): Organization(s):	
	Security (physical, on-site)	Criminal Charges		Coordinate with Legal Team on Sensitive Info	
	Point Person(s): Organization(s):	Point Person(s): Organization(s):		Point Person(s): Organization(s):	
		Labor, Civil, Constitutional Rights Violations			
		Point Person(s): Organization(s):			

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Raids Intake Form

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Basic Information:

1. Date:
2. Contact information for caller (name and telephone number)
3. Are you the person who was arrested? Family member, friend, co-worker, involved in the operation/raid/contact with ICE, but not arrested?
4. Where were you when you were approached by ICE or CBP? Home, work, on the street, in your car, at a courthouse?
5. Other details (location, number of people, uniform of arresting officers)
6. What is the largest city near the raid/ICE contact? (This will help figure out which local immigration office is involved)

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7. Do you have information on how people were being treated during the raid/contact with ICE?

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Individual Detainee Information

1. Full name of detainee/person arrested

2. “A” number

3. How is the caller communicating with detainee?

4. Do you know where they are detained?

5. Do you know if the detainee has a lawyer? (If yes, get contact information)

6. Who has copies of his/her immigration papers, if any? (Ask for a copy of the “NOTICE TO APPEAR” or Notice of Reinstatement of Removal Order/Administrative Order)

7. What can you tell me about their immigration status?

8. Contact information for family members? (if they are willing to be contacted)

9. Has this person made arrangements for child care or other family members?

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10. Was the detainee ever arrested or convicted of a crime? If yes, date, location, specific offense.

11. Is there a prior deportation order? If yes, date, location, which court.

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Immigration Enforcement/Raids Generally

1. How many officers were present?
2. Were they visibly armed?
3. Did officers place their hands on their weapon?
4. Did officers ever draw their weapons?
5. Were they wearing uniforms? Describe uniform color, any writing on them.
6. Did they block exits?
7. Did they stop anyone from leaving? How?
8. Did they order anyone to do or stop doing anything – talk on cell phone, stay in a particular area, not move, line up? Did they take cell phones?
9. Did officers advise you/anyone that you/they were free to leave?
10. Did officers advise you/anyone that you/they were NOT free to leave?
11. Were you allowed to continue with your work/day/free to walk around?

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12. Did they handcuff anyone?

13. What was the tone/volume of their voice? Calm? Shouting? Forceful? Authoritative? Intimidating?

14. Did they order people to gather in a central area?

15. Did they question anyone?

16. Did they question everyone, or just certain people?

17. Did they question people who appeared to be of certain race or ethnicity – Latino and Asian, but not white people?

18. Did they separate people into groups – i.e., by race, ethnicity or by whether they were born in the U.S.?

19. What questions did they ask?

20. Did officers tell you/anyone that you/they could decline to answers questions?

21. Did you feel free to leave before they started asking you questions? Why? Why not?

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22. Did you feel you had the option to not answer the officers' questions? Why?

23. Did officers make any threats?

24. Did they search anyone's person or property? Conduct a "pat down"?

25. How long were the officers there?

26. Did they allow you/others to use the restroom? If so, did an officer accompany you/others while using the restroom?

27. Did they take photographs of anyone? Did you see any video cameras or anyone recording what was happening on a phone?

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Home Raids

1. What time did officers arrive at the house?

2. Did they knock on the door?

3. Did they identify themselves as federal immigration officers?

4. What language did the officers speak?

5. What language(s) do you speak?

6. Did you (person who answered door) understand what the officers were saying?

7. Did you notice whether they were driving government vehicles?

8. Did they tell you why they were there?

9. Did they tell you they were looking for someone?

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10. Did they claim to have authority to come inside? What did they say?

11. Did they show you any paperwork? If so, did they give you a copy of the paperwork to look at? If so, what did the paperwork say?

12. Did they claim to have a warrant? A search warrant? An arrest warrant?

13. Did they show you the warrant?

14. Did you allow them to come inside? How?

15. Did anyone allow them to come inside?

16. Age, education, language ability of person who allowed them to come inside?

17. What was your understanding of what you were allowing them to come inside to do? (i.e., arrest the person that they had a warrant for? Search the home for other occupants who may be undocumented? Search for documents that may show the immigration status of people who live in the home (passports, birth certificates?))

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18. Did the officers tell you anything about why they were there or what they were going to do that turned out not to be true? For example, did they say they would only question the specific individual they were looking for?

19. Did they approach the house with flashlights?

20. Did they turn on any lights or ask you to turn on any lights?

21. What rooms did they enter while in the home? (bedrooms, kitchen, etc.?)

22. What did they do when they entered other rooms in the house?

23. Did they look in drawers?

24. Did they look in closets?

25. Other places they searched?

26. How many rooms in the house?

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27. How long did the search of other parts/rooms of the house take?

28. Did they ask people in other rooms questions? What questions did they ask?

29. Did they gather other occupants of the house/family members from their rooms?

30. Did they arrest anybody? Get information (name, DOB, country of origin) for individuals arrested.

31. Do you live in a house or an apartment complex?

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Worksite Raids

1. What language did the officers speak?

2. What language(s) do you speak?

3. Did you understand what the officers were saying?

4. Have you or any of your co-workers reported any labor violations to your employer?
 - a. Unpaid wages or overtime pay;
 - b. Unsafe working conditions;
 - c. Interference or denial of right to workers' compensation, family and medical leave, or other employee benefits;
 - d. Unlawful discrimination;
 - e. Interference with forming or participating in labor union or other collective worker activities for mutual aid or protection;
 - f. Retaliation for seeking enforcement of your worker rights

5. Were the workers who were arrested in a union? Which one?

6. Do you know how many people were questioned?

7. Do you know how many people were arrested?

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Vehicle Stops

1. How far away from a border/external border (coast) were you when you were stopped?
2. What time of day was it?
3. Did you have passengers in your car?
4. How many passengers did you have?
5. What was the race/ethnicity of your passengers?
6. What kind of car were you driving?
7. What was the route you were on?
8. Did you see ICE/CBP agents?
9. If so, what did you do when you saw them? What kinds of questions did the ICE/CBP agents ask?

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Courthouse

1. What were you doing at the courthouse? (include details)
 - Marriage license
 - Defending a criminal case where you are a defendant?
 - Testifying as a witness under a subpoena?
 - Seeking a restraining order?
 - Going to talk to victims' services or the District Attorney's office
 - Going to meet with your attorney?
 - Participating in a civil action that you filed against the government?
 - Participating in a civil action that you filed against a private person?
 - Paying a traffic ticket?
 - Other?
2. Were you on your way to the courthouse or leaving?
3. Were immigration agents present in the courtroom during your court appearance?
4. Did ICE officers prevent you from conducting your business at the courthouse? How?
5. Does ICE presence at the courthouse prevent you from conducting your business at the courthouse in the future? Why?

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Gang Databases

1. Do you know whether the police suspect you of being a gang member?

2. Do you know whether the police suspect anyone in your family to be a gang member?
Any of your friends?

3. Have you ever been stopped by police for being a suspected gang member?

4. Have they ever asked you “where you are from”?

5. Do you have any tattoos that are gang-related or that police have claimed are gang-related?

6. Have you ever received a STEP notice (in California) or other type of notification from police that they believe you to be a gang member?

7. Have police ever told you that you are a “documented” gang member?

8. Have you ever admitted to police that you are a gang member? – jumped in? walked in?

9. Have you ever been on probation with “gang terms”?

10. Have you ever had to register as a gang-member?

11. Have the police ever taken a picture of you for what you believe/know to be documentation of an allegation that you are a gang-member?

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DOCUMENTOS PERSONALES

- Copia de documentos que comprueben identidad.
- Copia del certificado de matrimonio del cliente.
- Registros médicos de la madre o hijos y otros parientes cercanos sobre cualquier enfermedad relevante.
- Copias del historial médico del cliente.
- Copia de cualquier petición de inmigración presentada para el respondiente o niños.
- Evidencia que afirme la potencia del reclamo de asilo (copia positiva de CFI, cualquier evidencia documental por ejemplo: denuncia, fractura medico).

DOCUMENTOS DE FAMILIA/AMIGOS

- Copias de certificados de nacimiento de los Estados Unidos, certificados de naturalización, o tarjetas de residencia permanente de cualquier familiar viviendo en los Estados Unidos.
- Documentos de familiares residentes permanentes/ciudadanos estadounidenses describiendo donde vivirá el cliente durante el proceso.
- Documentos de familiares residentes permanentes/ciudadanos estadounidenses con quien va vivir que demuestra las familiares tiene una residencia estable y no va a mudar durante el proceso.
 - Pruebas que es dueño/a de propiedad, si hay alguna.
 - Pruebas de involucramiento en la comunidad, si hay alguno (cartas afirmando asistencia regular en funciones de la iglesia o escuela, o funciones de deportes).
 - Pruebas que la familia o amigos tiene hijos estadounidenses.
- Pruebas que demuestren la relación de los parientes con el cliente.
- Prueba de domicilio de los familiares con quien el cliente va a vivir durante el proceso.
- Carta del cliente afirmando que se presentara a las audiencias en la corte
- Prueba de capacidad de pago de la persona que indica que va a pagar una fianza para el cliente (tiene que ser residente legal u ciudadano de los EEUU).
 - copias más recientes de talones de cheque
 - estados de cuenta bancarios más recientes o/y
 - declaración de impuestos más recientes
 - cualquier otra evidencia de bienes financieros
- Cartas de recomendación de parte de familiares, amigos, vecinos, sacerdotes, etc. declarando que el cliente es una persona de buen carácter y moral y no una amenaza a los Estados Unidos con identificación.
- Cartas de organizaciones religiosas a las que pertenece el cliente.
- Certificados de programas de rehabilitación
- Certificados y diplomas

Southeast Immigrant Freedom Initiative

List of Documents

Bond Documents

PERSONAL DOCUMENTS

- Copy of identity documents.
- Medical records of any relevant medical conditions for mother and children.
- Copy of any immigration petitions filed for the Respondent or children.
- Evidence of strength of asylum claim (copy of positive CFI, any documentary evidence).

FAMILY/FRIENDS DOCUMENTS

- Copies of US birth certificates, naturalization certificates, or legal permanent resident cards for all relatives legally living in the US.
- Additional documents from lawful permanent resident/U.S. citizen family member describing where the Respondent will reside throughout proceedings
 - Proof of address
 - Proof of status in the United States (birth certificate, naturalization certificate, permanent resident card)
 - Letter stating that the Respondent will attend court hearings
 - Proof of relationship to client.
- Ability to Pay
 - most recent copy of paystubs,
 - most recent bank statements, or/and
 - most recent tax returns.
 - any other evidence of financial assets.
- Documents showing that client will join family/friends with ties to community (in other words, that the person taking client in is not likely to move).
 - Proof of ownership of property, if any.
 - Proof of involvement in community, if any (letters attesting to regular attendance at church or school functions, sporting functions).
 - Proof that family / friends have USC children.
- Letters of recommendation from family, friends, neighbors, priests, etc. stating that you are a person of good moral character and not a threat to the United States



SPLC **Southern Poverty** **Law Center**

Southeast Immigrant Freedom Initiative

Necessary documents to request a bond or parole

In order to receive bond or parole, one must convince the authorities (Immigration Judge or ICE Official) that:

- **The identity of the detainee is established**
- **The detainee does not present any danger to the community**
- **The detainee will not miss any future hearings if released from detention**

Therefore, we ask that you send the following documents:

- Preferably by email to: sifidocs@splcenter.org
- If you do not have access to email, by fax to: 706-243-4932

- ✓ **Letter of Support:**
 - Information to be included:
 - Name of the person with whom the detainee will live, and the relationship between that person and the detainee.
 - If the author of the letter has legal status such as residence, citizenship, TPS, etc, it should be noted in the letter.
 - A detainee is permitted to live with people who do not have immigration status in the United States, but will need to demonstrate a fixed and stable address (for example, living at the home for many years).
 - The address of the person the detainee will live with, length of time at current address, whether that person is the owner of the home, or how s/he has been living there.
 - Because any contradiction may be very detrimental to the case, **please do not mention** the reasons why the person fled his country

 - Please sign the letter: Below the signature, write the phone number where the judge can contact the author. **In some cases, the judges may decide to contact you during the hearing to verify what you have written in the letter.**

- ✓ **Copy of the author's identification**
 - Include a copy of the identification card for the author for each letter of support. If you cannot send it by email, please send it as a "high quality" fax.

✓ **Proof of Address**

- This can be any document that contains the author's name and address. For example: a gas bill, water bill, electricity bill, medical bill, bank/credit card statement, pay stub, etc.

Useful Tips

- The letter can be written by hand or on the computer, but it should be in your own words and not from a template.
- It is worth mentioning some personal characteristics of the detainee: for example, if he never missed work, if he is a good father, if he participates in church or community activities.
- If you do not personally know the detainee, you should explain that you have wanted to meet in person and welcome him to your community.
- A letter of support in a bail or parole case does not create any legal obligation, but the letter should mention that one is willing to help the detainee with accommodation, food, transportation to court, etc.

Useful documents that are recommended but not required

- Evidence of “no criminal record” from the detainee’s home country.
 - The consular authorities of the detainee’s home country may be able to help you obtain these documents.
- Additional letters from family members, friends, and others that also support the detainee. Include photocopies of their identification as well.
 - REMEMBER: You can submit many letters of support, but it does not make sense to state that the detainee will be living at several different addresses. You must specify only one address where the detainee will live.
- A copy of the detainee’s marriage certificate, if married.
- Medical documents of the detainee, his spouse, or any children that suffer from medical issues.
- Letters of recommendation from neighbors, religious leaders, professors, teachers, work supervisors, etc. that discuss the detainee’s good moral character and that he will not be a danger to the community.
- Certificates and diplomas from school.
- Anything else that will help persuade the judge that the detainee should not remain in detention.

DOCUMENTOS PERSONALES

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 - Proof of ownership of property, if any.
 - Proof of involvement in community, if any (letters attesting to regular attendance at church or school functions, sporting functions).
 - Proof that family / friends have USC children.
- Letters of recommendation from family, friends, neighbors, priests, etc. stating that you are a person of good moral character and not a threat to the United States

GUIDE TO PREPARE YOUR FAMILY PLAN



Regardless of your immigration status, everyone needs an emergency preparedness plan in case you are arrested or detained by immigration. Although we hope that it never has to be used, during this time of higher immigration enforcement and risk, having a plan can help protect your children, finances and home. Working on a plan with your family can also help your children feel more prepared and ready to face an emergency.



TENNESSEE
**Immigrant
& Refugee
Rights**
COALITION

Hotline: (615)414-1030
www.tnimmigrant.org

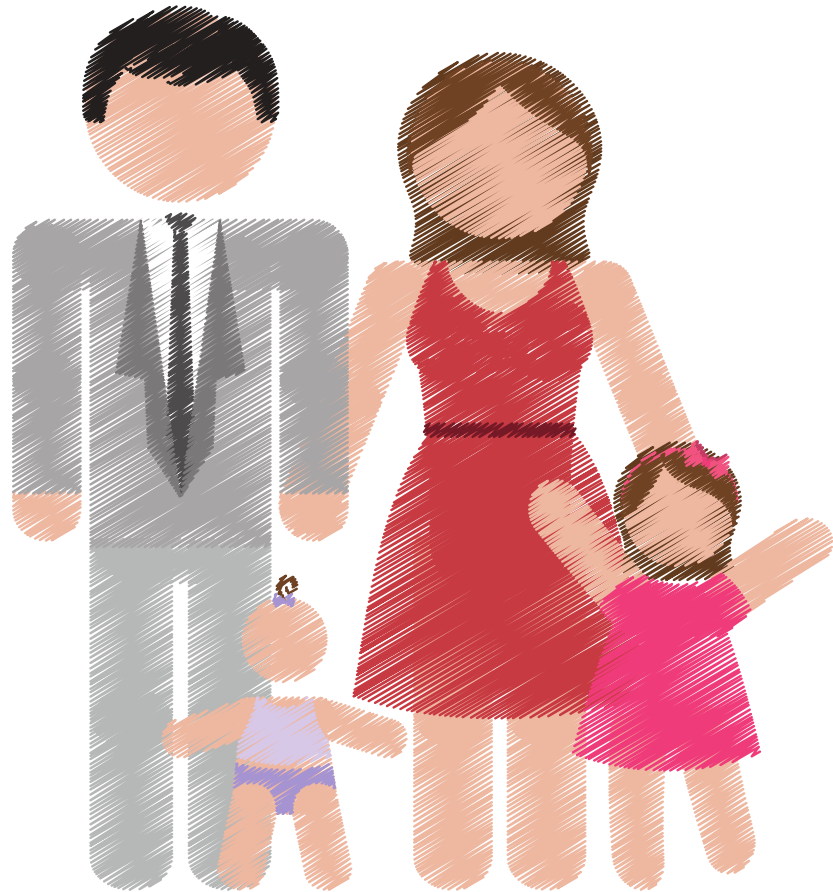
What to do in case you are detained

- In the case that you are arrested or detained you have the right to make phone calls. Write the names and phone numbers of your emergency contact people on a piece of paper. Keep this paper with you at all times, because you probably will not have access to your cell phone if you are arrested or detained.
- Identify an emergency contact. It can be a trusted friend, a relative, or a close neighbor. Memorize the phone number for this person
If you have an attorney, make sure you know his or her phone number, and your emergency contact has his/her number as well.
- Have the phone number of your nearest consulate.
- Have the phone number of the Tennessee Immigrant and Refugee Rights Coalition to report you are detained. (615)414-1030

Who is your trusted emergency contact?

Your trusted emergency contact should be someone who is prepared to do the following if you are arrested or detained:

- Get your binder full of Prepared Deportation Documents (See List on the last page)
- Notify your family and pick up your children from school
- Call ICE to get your A# and where you will be detained
- Emergency contact MUST provide your full name, birthplace, and date
- Contact your immigration lawyer to let them know you have been detained and hand them the Prepared Deportation Documents
- Take care of any household items, pets while you are away
- You may want your emergency contact to notify your employer. Clarify this ahead of time.



Priorities that should you consider: Who will take care of your children and what you should prepare?

- You have rights. Make sure you and your family know their rights.
- Prepare a binder with all the documents you need in the family plan (List of documents on the last page)
- Tell your children to memorize and carry the contact information of a trusted friend or relative. Make sure they know the plan and the person that will be their guardian when you are not there.
- Notify the school now with your emergency contact's information, giving them permission to pick up your child.
- Choose a place where your children will meet your emergency contact in the event they are not in the school.
- Write a power of attorney for the caregiver that you have chosen while you are absent.
- Similar to the "Power of attorney for children", you can also write a power of attorney to someone that could take care of your finances and properties while you are detained or out of the country.
- Start saving money for the expenses that might come: legal defense, traveling for children, bonds, etc.



How to speak with your children about the family plan

You need to develop a plan with your family. Make sure every family member knows and understands the plan.

Who will take care of the children if you are detained? For how long? If possible, your chosen caregiver should be someone with lawful status in the U.S.

Where will your children stay if you are detained? Make sure someone else has a key to your house or apartment.

Make a list of any medical conditions that your children might have.

Make decisions about the temporary or permanent plan for your children, whether in the US or your home country.

What you need to know about a "Power of Attorney"

A "Power of Attorney" document gives your chosen caregiver permission to make decisions and arrangements for your children regarding medical care, school, and travel. Without this document, your caregiver will not be able to get these services for your children. This does NOT mean you lose legal custody of your child.

First of all, have a conversation as a family about all the details that you are going to include in the power of attorney before it is notarized. For the Power of Attorney to be valid, it must:

Be signed by BOTH parents who have custody, or have an explanation as to why only one can sign.

Be signed in front of a Notary Public. Note, this is different from a "notario". A Notary Public is just an official witness to a signature. You can find a Notary Public at most banks.

Make sure your chosen caregiver has a copy of the Power of Attorney and everyone in the family knows where the original document is.



In case of an emergency, Do your children have updated passports?

- This is VERY important. Your children will need passports in order to travel out of the U.S. It can be difficult and time-consuming to get a passport, so START NOW!
- If your child was born in the United States, visit www.travel.state.gov for more information on obtaining a U.S. passport. The passport will allow your children to travel and will also be proof of their American citizenship.
- If your child was born in your home country, visit our website for more information www.tnimmigrant.org about your consulates and the requirements to obtain a passport.



Dual Citizenship: Have you registered your child's birth with your country's consulate?

- If your child was born in the U.S., you may be able to earn your child more benefits in your home country, even citizenship in many cases. Contact your consulate now for more information about obtaining dual citizenship and a passport for your child.
- Mexican Consulate in Atlanta: (404) 266-2233,
- Mexican Consulate in Little Rock: (501) 372-6933
- Guatemalan Consulate in Atlanta: (404) 320-8805
- Salvadorian Consulate General:(770) 591-4140

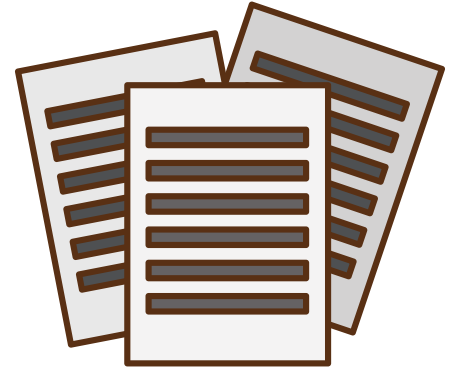
For more information about other consulate, please call us (615)414-1030

Finances and Property Management Who will take care of your home, properties, business or finances in case of a detention?

- Similar to power of attorney over your children, you can grant a power of attorney to give a trusted friend or relative the authority to make financial decisions on your behalf while you are detained or outside of the country.
- Decide if you want to give the power of attorney of your finances to the same person in charge of your children.
- Speak with your family on the details about how you want your finances to be managed. Ideally, leave instructions in writing.
- You need to be very careful in who you choose to authorize with a Power of Attorney. Be aware that this person will have the authority to sell or dispose of your financial assets. Make sure this is a person you TRUST and that they have clear instructions.



Family Preparedness Binder Checklist of Documents



For You:

Birth Certificate
Consular ID
All Passports
Copy of any other form of ID
Educational Degrees
Marriage Licenses or Divorce Decree
Copy of health insurance cards & any critical medical records

Childcare Documents:

Children's Passports (both U.S. and foreign, if possible)
Children's Birth Certificates, with parents' names listed
Children's Social Security Cards
Any child custody paperwork / legal documents
Children's Medical Information
Emergency Numbers and Important Contact Information
Power of Attorney for Childcare
Any other documents you want to be able to quickly find

Legal Documents: (If you have them or can find them)

Criminal Records
Immigration Records: Visa, work permit, A#, deportation order, ICE Paperwork
Legal Paperwork from lawyers you have worked with previously
Police paperwork proving you were victim of a crime
Paperwork proving you were the witness of a crime in the US and are cooperating in an investigation
Paperwork of a pending civil rights complaint

Financial Documents:

Financial Power of Attorney
Military Paperwork
Business Paperwork
Work Paychecks
Your House or Property Paperwork
Lease to your rental property
Rent Payment Receipts
Copies of ownership documents for vehicles

GUIA PARA SU PLAN DE PREPARACIÓN FAMILIAR



Sin importar su estatus migratorio, todos necesitamos un plan de preparación de emergencia en caso de que sea arrestado o detenido por Inmigración. Aunque esperamos que este plan nunca sea usado, durante esta época de inmigración más crítica y riesgosa, tener un plan puede ayudarle a proteger a sus hijos, sus finanzas y patrimonios. Trabajar en un plan con su familia puede además ayudar a sus hijos a sentirse más preparados para enfrentar una emergencia o situación inesperada.



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Rights**
COALITION

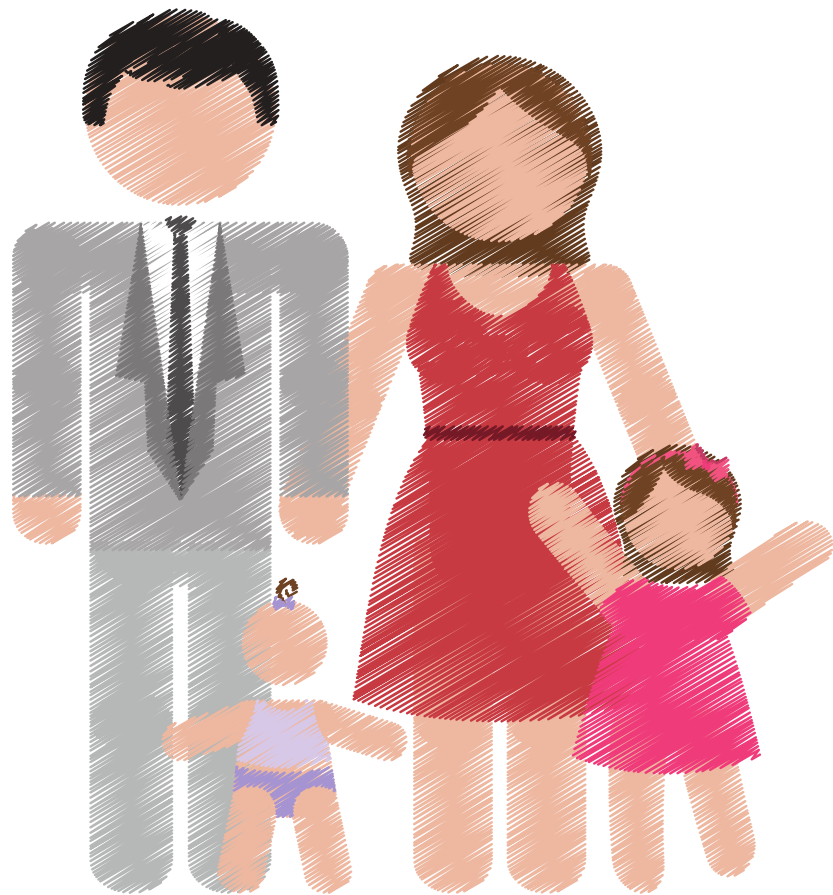
Línea de ayuda: (615)414-1030
www.tnimmigrant.org

Qué Hacer en Caso de Ser Detenido

- En caso de que sea arrestado o detenido, tiene derecho a hacer llamadas. Escriba los nombres y teléfonos de sus contactos de emergencia en un papel. Lleve siempre con usted esta información, ya que probablemente no tendrá acceso a su celular si es arrestado o detenido.
- Tenga a la mano el número de un abogado de inmigración de confianza. Asegúrese que su contacto de emergencia también tenga su información
- Tenga consigo el número de teléfono del consulado de su país
- Tenga a la mano el número de La Coalición por los Derechos de Inmigrantes y Refugiados de Tennessee para reportar que está en detención. (615)414-1030

¿Quién es su contacto de emergencia?

- Puede ser un amigo de confianza, un pariente, o un vecino cercano. Memorice el teléfono de esta persona. Esta persona debe ser alguien que esté preparado para hacer lo siguiente en caso de que sea arrestado o detenido:
- Conseguir su Carpeta con los Documentos del plan familiar
- Notificar a su familia y recoger a sus hijos en la escuela
- Llamar a ICE para obtener su A# e identificar el centro de detención
- El contacto de emergencia DEBERÁ proporcionar su nombre completo, fecha y lugar de nacimiento
- Contactar a su abogado de inmigración para hacerle saber que fue detenido, y entregarle los Documentos Preparados del plan familiar
- Usted es quien debe tomar la decisión de informar a su empleador. Aclare esto con anticipación.



Prioridades que debe tomar en cuenta: ¿Quién va a cuidar de sus hijos y que debe preparar?

- Usted tiene derechos. Asegúrese de conocer sus derechos y su familia también.
- Prepare una carpeta de documentos de su plan familiar (Guía de preparación se encuentra en la última página)
- Hable con sus hijos para que, memoricen y lleven siempre con ellos los datos de su contacto de emergencia. Asegúrese de que sus hijos conocen el plan y sepan a quién llamar en caso de que usted no aparezca.
- Debe informarle a la escuela desde ahora los datos de su contacto de emergencia, autorizando que dicha persona recoja a sus hijos.
- Decida en que lugar se reunirán sus hijos y familia con el contacto de emergencia en caso de que no estén en la escuela.
- Redacte un poder notarial con la persona que cuidara de sus hijos mientras usted se encuentre ausente.
- Similar al “Poder Notarial para Cuidar de un Menor de Edad”, también puede otorgar Poder Notarial a un amigo de confianza o a un familiar para que tome decisiones financieras en representación suya mientras esté detenido o por fuera de los Estados Unidos.
- Tenga un fondo de ahorro para los gastos que se puedan avecinar: defensoría legal, movilizar a sus hijos, pago de fianza etc.



Como tener una conversación en familia o amigos cercanos sobre el plan familiar

Debe tener un plan con tu familia. Asegúrese de que todos y cada uno de los miembros conocen y entienden el plan.

¿Quién cuidará de sus hijos si es detenido? ¿Por cuánto tiempo? Si es posible, el cuidador de sus hijos debe ser alguien que tenga estatus legal migratorio en los Estados Unidos.

¿Dónde se quedarán sus hijos si esta detenido? Asegúrese de que alguien más tenga la llave de su casa o apartamento.

Haga una lista de condiciones médicas de sus hijos o si necesitan atención especial.

Tome decisiones sobre la estadía temporal o permanente de sus hijos en este país o en el país de origen de los padres.

Lo que necesita sobre un "Poder Notarial"

- Un documento de "Poder Notarial" le da permiso al cuidador de tus hijos elegido por usted para tomar decisiones y gestionar asuntos sobre su cuidado médico, escuela, y viajes. Sin este documento, el cuidador de sus hijos no podrá realizar estos servicios para ellos. Esto NO SIGNIFICA que usted está perdiendo la custodia legal sobre sus hijos.
- Primero que todo, tenga la conversación con su familia de todos los detalles del poder notarial antes de notarizarlo.
- Para que el Poder notarial sea válido, debe:
- Ser firmado por los DOS padres que tengan custodia legal sobre el niño, o tener una explicación clara de porqué solo un padre puede firmar.
- Ser firmado frente a un Notario Público. Nota: el Notario Público es diferente de un "Notario". Un Notario Público es simplemente alguien que sirve como testigo de tu firma sobre un documento. Puedes encontrar un Notario Público en casi cualquier banco.
- Asegúrese de que la persona que elija como cuidador de sus hijos tiene una copia del Poder Notarial y que todos en su familia sepan dónde está el documento original.



En caso de una emergencia, ¿Tienen sus hijos pasaportes actualizados?

- Esto es MUY importante. Sus hijos necesitarán sus pasaportes para poder salir de los Estados Unidos. Conseguir un pasaporte puede ser un proceso largo y difícil, así que ¡COMIENZA AHORA!
- Si su hijo nació en los Estados Unidos, visita <https://travel.state.gov/content/passports/spanish.html> para más información sobre la obtención del pasaporte estadounidense. El pasaporte le permitirá a sus hijos viajar y además será prueba de su ciudadanía americana.
- Si su hijo nació en otro país, vaya a nuestra pagina para informacion www.tnimmigrant.org sobre su consulado y como tramitar su pasaporte.



Doble ciudadanía: Registró el nacimiento de su hijo ante el Consulado de su país de origen?

- Si su hijo nació en los Estados Unidos, es posible que pueda obtener más beneficios para él en su país de origen, inclusive la nacionalidad en muchos casos. Contacte a su consulado ahora mismo para más información sobre adquirir la doble nacionalidad y el pasaporte de su hijo.
 - Consulado Mexicano en Atlanta: (404) 266-2233,
 - Consulado Mexicano en Little Rock: (501) 372-6933
 - Consulado General of Guatemala in Atlanta: (404) 320-8805
 - Consulado General De El Salvador:(770) 591-4140
- Para información sobre otros consulados por favor llámenos (615)414-1030**

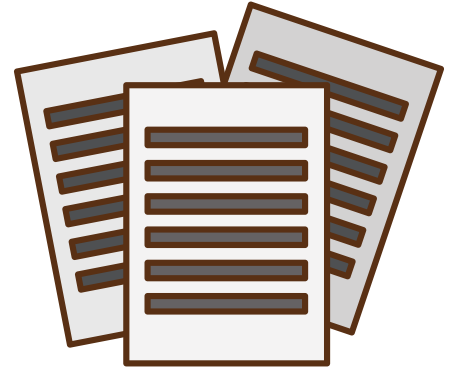
Gestión de las Finanzas y Patrimonios: ¿Quién cuidará de su casa, bienes, negocio y de tus finanzas en caso de una detención?

- Similar al “Poder Notarial para Cuidar de un Menor de Edad”, también puede otorgar Poder Notarial a un amigo de confianza o a un familiar para que tome decisiones financieras en representación tuya mientras estás detenido o por fuera de los Estados Unidos.
- Piense si quiere que esa misma persona maneje sus finanzas y patrimonios
- Hable con su familia de como quisiera que se mantengan y gestionen sus finanzas patrimonios. Idealmente, debe dejar instrucciones por escrito.
- Debes elegir con extremo cuidado a quien autoriza mediante el Poder Notarial. Tenga muy en cuenta que esta persona tendrá autoridad para vender y disponer sobre sus activos financieros. Asegúrese de que sea una persona en quien USTED CONFÍA y que reciba instrucciones claras.



Carpeta para el plan familiar

Lista de Documentos



- **Para tí:**
- Certificado de nacimiento
- Copia del Documento de Identidad Consular
- Copia de todos los Pasaportes
- Copia de cualquier otra Identificación Personal
- Títulos Académicos
- Licencia de Matrimonio o Decreto de Divorcio
- Certificados de nacimiento de tus hijos donde aparezca tu nombre
- Copia del Carné del Seguro Médico y cualquier registro médico importante
- **Documentos del Hijo o Hija:**
- Pasaporte del hijo o hija (tanto el de Estados Unidos como el del país de origen, si es posible)
- Certificado de nacimiento donde aparezca el nombre de los padres
- Carné de Seguridad Social
- Cualquier otro documento de custodia del menor y/o documento legal
- Historia y registros médicos
- Certificados de sacramentos
- Números de teléfono de emergencia y cualquier otra información de contacto importante
- “Poder Notarial para Cuidar de un Menor de Edad”
- Cualquier otro documento al que se quiera tener rápido acceso
- **Documentos Legales: (Si los tiene o puede conseguir)**
- Antecedentes penales
- Antecedentes migratorios
- Visa, permiso de trabajo, A#, orden de deportación, documentación ICE
- Documentos legales de los abogados que te hayan asesorado en el pasado
- Documentos de la Policía donde se evidencia que fuiste víctima de un crimen
- Documentos donde se evidencie que fuiste testigo de un crimen en los Estados Unidos y que estas cooperando con una investigación
- Documentos sobre Petición de Derechos Civiles o Político
- **Documentos Financieros:**
- Poder Notarial para la Gestión de las Finanzas y los Bienes
- Documentos militares
- Documentos comerciales
- Desprendibles de Pago/Cheques de Pago Laboral/Facturas de Pago Laboral
- Documentos de tu casa y propiedades
- Contrato de arriendo
- Recibos de pago de tu arriendo
- Copia de documento(s) de propiedad de tus vehículos