



Overview

NC Training Kit

2025



OVERVIEW

tiny.cc/trainingkit

This is a collection of resources for North Carolina Siembra NC volunteers who have been trained to give 4AW or ICE Watch trainings.

ALL TRAININGS RESOURCES

- [Siembra NC Training Request Form](#)
- [Digital Team Request Form](#)

ICE WATCH RESOURCES

- [Training Script](#)
- [ICE Verification Role Play Script](#)
- [Verifier handouts for your phone](#)
- [All local ICE Watch Signal chats](#)
- [Upcoming 4AW & ICE Watch public trainings](#)

4AW RESOURCES

- [4AW Trainer HQ](#)
- [4AW Role Play Script](#)
- [4th Amendment Workplace Protocol Worksheet](#)
- [4AW local Signal chats](#)
- [4AW Statewide Trainer Signal chat](#)
- [Sign up to be a 4AW](#)
- [Upcoming 4AW & ICE Watch public trainings](#)

NC TRAINER SIGNAL GROUPS

- You must attend a training of trainers before joining
 - [Greater Charlotte area](#)

- [Triangle/Central](#)
- [Triad & Western NC](#)
- [Eastern](#)

SPANISH-LANGUAGE RESOURCES

-  Spanish-language
- [Bilingual, half-page, defense canvassing flyer](#)

ICE Watch Training Script

ICE Watch Training Script

 [View slides here](#) (pw: ellabaker25)

[Each teal heading in this script corresponds to a slide]

*** When you're ready to begin, ask everyone to move up front if it's a big crowd with empty chairs up front and to form a circle if it's a smaller group so they can all see each other's faces. ***

Welcome 🙌

Thank everyone who came out and those who made this training possible.

"A shout out for those who invited us, a shout out for those who invited people here today, a shout out for those who brought the snacks....."

"We know that you also work, go to school, and have families to take care of and might be tired, but STILL made the time to come here today and learn how to build a community of care, which is how we're going to keep each other safe and create together a North Carolina that works for ALL"

Icebreaker Mingle

"To get to know each other a little bit better, we're all going to get up and have a short conversation with someone who you've never met before. Ask them for their name, how long they've lived in the city/county, and why they're here today."

(Give people about 5 minutes to mingle and half way through the time, ask them to switch to the partner who hasn't shared yet).

"Okay, time's up, you can go back to your seat now! We're going to hear from a few of you, what did you learn about your partner?" (Move around the room & choose some volunteers, ask them to project their voice as they answer the group)

Let 3-5 people share and then wrap up

Housekeeping

"You may have noticed you didn't have to sign-in at the beginning. That wasn't a mistake! In order to be a verifier, you do have to sign-in, and agree to receive emails and text messages from Siembra. But we've found that people who want to be verifiers are more likely to do that at the end of the training. Please stick around to the end."

"And we expect you'll have questions as we go through this presentation, thank you for writing them down and saving them for the Q&A part"

"Is anyone here a reporter or law enforcement?"

- If yes, **law enforcement**: *"Thanks for identifying yourself. You're welcome to attend the next training after getting a thumbs up from Siembra's communications team. But because neither you nor we have been given authorization for you to be here, we'll need to pause the training so you can excuse yourself."*
- If a **reporter** identifies themselves:
 - *"Thanks for identifying yourself. Are you here in a personal capacity, or are you reporting on the content of this training? If you're here in a personal capacity, you're welcome to stay. However, you do not have permission to report on the content of this training without prior authorization from Siembra's communications team."*
- If no: *"OK, well, just to be clear, if there are reporters or law enforcement here, and you're not identifying yourselves, you're welcome to attend the next training after getting a thumbs up from Siembra's communications team, but we do not consent to you being here today"*
 - If they refuse to leave, you'll need to keep the training paused until they do.
 - If this happens and you want support coming up with a plan, try texting Andreina and Andrew along with others in the team Signal thread, to see if anyone can get on the phone with you

"Please don't record or photograph this presentation, the slides we're using that you will need will be emailed to you afterwards"

"And finally, we are not representatives of Siembra NC, we are volunteers who have answered Siembra's call to help recruit and train thousands of North Carolinians who want to stand up for the Constitution and the right of each of us to go to work and school without fear our rights will be violated. We aren't attorneys or experts in all the ways ICE is violating the rights of people in our communities, and we're also confident that we know enough to help create safety through ICE Watch"

This Training

"This training IS specifically designed for people who want to help verify reports of potential ICE activity and potential police checkpoints in their county. Trained verifiers learn how to document & observe respectfully creating more safety for their undocumented neighbors and community"

members. It is NOT a know your rights workshop for immigrants. This training is for people who want to respond to suspected ICE activity."

About Siembra

Share a little bit about Siembra, and add your personal touch to it. Here is what our pitch usually looks like – *"Started in 2017 Siembra NC organizes Latinos to win a good life for all."*

Siembra organizes immigrant workers

In neighborhood-based community defense committees

Runs a defense hotline where people can report police checkpoints, rumors and ICE sightings

A solidarity fund which provides immediate cash assistance to anyone experiencing immigration detention in the state

And also fights to stop attempts to criminalize our communities and elect champions who will stand up for all workers, as they did in 2025 with a bill, SB 153, that would deputize all state law enforcement as ICE agents. Although we know that as of June 2026, that was signed into law by vetoing the governor's veto.

And Siembra is helping train other groups in states around the country through its Defend & Recruit network

In order to accomplish their goal of becoming the safest state for immigrants in the South, we know it's important to organize everyone that wants to work together to make that happen, which is why we started Make NC Work. Make NC Work is building people power, across race and place, to shape the future of North Carolina. We fight to make our state work for ALL North Carolinians, so that we can live and thrive here.

Make NC Work members lead defense programs that make it possible for immigrants to get to work and school safely.

& develop leaders to build the power needed to make this the best state to work & raise a family

Why ICE Watch?

"To understand more about the context in which Siembra got started, and what steps they're taking today to keep immigrants safe and make it less likely

they will leave our state in fear, we're going to watch this short video narrated by Siembra's co-director Nikki."

Background: ICE Watch Fights Fear

After the video:

"So like Nikki said, the goal is to combat the administration's campaign of terror, which is designed to make immigrants afraid enough to leave the country on their own, in addition to providing a real concrete sense of safety. That's part of why ICE Watch is important even in areas where there aren't currently many detentions."

"Since the beginning of the second Trump term Siembra and its Make NC Work project have been working to build the safest state for immigrants in the South, and ICE Watch is one of the strategies they're using to make that happen"

Siembra NC's ICE Watch Goals

"Siembra's ICE Watch goals are to

- *Support immigrants to live full, dignified lives free of fear*
- *Support immigrants to feel confident enough about assessing their daily risks that they could consider organizing for long-term change*

"ICE Watch is an organizing intervention. Siembra wants people to feel safe enough to take the risk of organizing together to change our conditions.

"But there are some misconceptions about ICE Watch. It's not designed to verify 100% of the rumors reported to the hotline, we don't need to be perfect to accomplish our goals. And we're not trying to prevent every possible unconstitutional detention, that's not one of our goals either. And contrary to what some Republican elected officials say about us, this program does not train people to impede law enforcement."

Our Statewide Goals

As I mentioned, Make NC Work and Siembra members are working to make this the safest state for immigrants, and in the medium term, that means having the power to stop bad legislation like SB 153. Now that it has been signed into law, we want to influence how it is implemented. To accomplish our medium and long term goals, we have to organize beyond community defense – we have to go on the *offense*.

How We'll Accomplish Our Statewide Goals

That means we have to organize enough people who don't currently come to our trainings, to take back the power in their own communities, to change the conditions that make immigration enforcement threats, wage theft, school bullying, housing negligence possible.

We do this by building leverage and negotiating with those in power to change conditions, or exercising consequences.

Chapel Hill Durham Greensboro

One example of that is what we did back in October of 2025. Siembra and Make NC Work members together with our coalition partners in Greensboro, Chapel Hill and Durham won a commitment by a majority of the new City Council members, who were elected a few weeks later, to pass new resolutions once they are in office that will stand up to the federal attacks on all our communities, like the planned budget cuts for public schools and food banks, the possible canceling of healthcare for millions of North Carolinians. We need stronger local leadership right now, and we can get it through organizing. And Greensboro and Chapel Hill have pledged to become the next 4th Amendment Workplace cities, joining Durham and Carrboro.

Our Immediate Goal

Those are our long-term goals.

The goal of ICE Watch is to enable everyone to get to school, work and worship safely. That's something we can help make possible right now, while we organize to build the power needed to change our political conditions that make this state unsafe for immigrant workers and bad for all workers.

Stephen Miller's Goals

Stephen Miller has said, for years, that he wants immigrants to be fearful enough on a daily basis that they decide to leave the country. But more recently it's become clear that he also wants to incite a violent reaction to CBP and ICE raids, so that he and other North Carolina, MAGA-aligned GOP officials can pass new anti-protest or other criminalization laws, and send in the National Guard.

How to Accomplish Our Goals and Deny Them Theirs

Here's how we are avoiding falling in their traps, while responding to an ICE operation in progress.

- Report active operations, alert people nearby, and offer reminders of our rights
- Document: Record unlawful practices

- Deter violence by getting as many people as possible to join quickly as an organized presence

Our Aims During an ICE Operation

And here are our specific goals before, during and after a detention.

Before a Detention

- Educate immigrants and citizens: Know Your Rights, share information about detention activity and where to be safer

During a Detention

- Give support to people targeted for arrest
- Warn people to stay away from unwanted encounters
- Deter further activity with numbers, recording, and presence

After a Detention

- Support families with legal, financial and emotional support
- Hold federal agents legally accountable

Other Benefits of Recording ICE Agents

"And there are other possible benefits to recording law enforcement. Many people have successfully sued to restrict ICE practices in federal court this year, and some in immigration court in years passed, based on video recorded by bystanders."

ICE Watch since 2017 + Vests

These are some recent photos of volunteers during the CBP operation. Sometimes over the last 8 years we have shifted to "patrol status" when many agents come in from out of state, and before CBP we designed these vests to help our volunteers be more visibly recognized as "crossing guards" that help people get to school and work safely. We're still working on printing more!

Where ICE Watch is Active

- "Siembra's ICE Watch is currently live in counties across the state – in November and December of 2025 alone we expanded to counties around Charlotte and further east, thanks to volunteers who agreed to take leadership in local ICE Watch chats, and others who are canvassing with Spanish-language materials to help get the word out about the hotline

Where People Are Detained

"Immigrants are currently detained five ways in our state"

"Community Arrests" – *"This is the term ICE uses for noncustodial arrests by their agents. In most cases, agents wait outside someone's home and follow*

them before pulling them over. But since the beginning of this year we have also seen far more workers pulled over at random in work vehicles like white vans, and we're seeing this happen most frequently in the Charlotte area."

Jail, prison, probation: *"Most detentions still happen after people come into contact with law enforcement. In many cases, they have only been charged with a low-level misdemeanor like trespassing, and more frequently this year are simple traffic infractions, even simply driving without a driver's license, which our state denies to all undocumented drivers, unlike Virginia where immigrants can get a license and buy car insurance. People are also sometimes detained while trying to complete their jail or probation sentence."*

Courthouses – Most courthouse arrests take place at Charlotte immigration court but Siembra has also confirmed arrests right outside courthouses in Orange and Buncombe and ICE agents have been spotted at Durham and Greensboro courts.

At Work – *"ICE agents have made arrests without judicial warrants at laundromats, restaurants and construction sites in our state this year, and there was a large multi-agency raid at a factory in Stokes County. That's why Siembra and Make NC Work have also recruited hundreds of 4th Amendment Workplaces this year."*

CIS check-ins – *"As you've probably heard on the news, North Carolinians have been detained while attending appointments, even those who have been approved for asylum visas are in the process of applying for a green card."*

NC Detentions

"In North Carolina this year

- *"In the first 9 months of the Trump administration, there have been 3300 detentions. This is higher than the number of all detentions in the state in 2024. ICE was forced by a lawsuit to release full arrest data"*
- *"This number does not include the CBP operation in November of 2025".*
- *"ICE "community arrests" are concentrated in Mecklenburg and the Triangle*
- *As of 2026, most arrests are occurring inside jails. Also as of 2026, routine check-ins with ICE have also increased.*
- *"Unfortunately many people who are detained on a daily basis across the state still do not know to call Siembra's hotline, so we do not yet have full visibility into where detentions are taking place"*

Common Immigration Enforcement Tactics

"As we're verifying immigration detention reports, there are some patterns that we know to be on the lookout for.

- Since 2025 in NC ICE agents have been seen **knocking on doors** at peoples' homes, but still appear to make most detentions via **car stakeouts** and **traffic stops**
- They often wait outside homes until people leave, and either detain them walking from the house to the car, pull them over while driving or after they arrive at their destination
- In traffic stops, they often, but not always, break the windows of people who refuse to lower them or to open the door
- They are permitted to lie: "We're police", "Your son was in an accident," etc., but they have not been spotted lying about *which* law enforcement agency they are with. When asked, they will say, "federal agent" or "homeland security"
- They almost always use an "administrative warrant" that is created & signed by an officer in their department NOT by a judge and does not carry the full weight of the law"
 - Show of hands, how many people have heard they're coming after criminals? It is important to note that your local law enforcement carries around a judicial warrant when making a criminal arrest. If they are really coming after criminals, why are they carrying around fake warrants?

What is SB 153

Before we move on, I want to mention SB 153 because it could change what immigration enforcement looks like in North Carolina.

The law allows the State Highway Patrol and other state agencies to enter agreements with ICE and receive training to carry out certain immigration enforcement functions. Depending on how those agreements are implemented, traffic stops could look different in the future.

But as of July 2026, we have not documented any stops that appear to be related to SB 153. So nothing changes about how we verify reports right now. We're including this because it's something to watch, and we will update you if our verification protocols change.

Now let's talk about what ICE activity actually looks like today and what we verify.

What We Verify

"We help people determine the identity of suspected ICE agents in their communities, so we look out for vehicles with tinted windows, that is the most common characteristic of ICE agents, and tend to more often be American-model cars, they always have civilian plates. Agents always wear vests, they don't wear uniforms, they often have their faces covered. We also

verify reports of police checkpoints because that's another way people are taken into custody. This year we know of some people who have been taken to jail simply for not having a driver's license and later ended up in ICE custody.

But most of Siembra's hundreds of hotline calls each month are people requesting referrals to reliable attorneys or to other community resources."

Examples of NC ICE Traffic Stops

Early morning traffic stops are by far the most common way people are taken into custody outside of jails, when they're on the way to work or school. You can see plainclothes agents, wearing vests, sometimes marked E-R-O or Police.

How We Alert

"When the hotline team confirms a detention, or needs to debunk a false report that is "going viral", they send a text message to people who have signed up for alerts in that area, or post it on social media. The Facebook page mostly has Spanish-language followers."

Examples of ICE + Verifiers

"To understand what we have to prepare for, we're going to watch a recent video of a relatively mild interaction between a bystander and ICE agents in Los Angeles, and we'll debrief it"

What Did You See?

"What did you see the agents doing?"

Take a few responses, but don't agree with the responses if they aren't actually in the video.

"Some of the things we see the agents in the video do include:"

- Verbal threats, trying to intimidate, arresting people possibly without a warrant
- Violating the 4th Amendment by entering a space clearly designated as private without a judicial warrant

"And what did you see the bystander doing?"

Take a few responses, but don't agree with the responses if they aren't actually in the video.

"Some of the things we see her doing include:"

- Recording

- Reminding the person being targeted they didn't have to answer questions
- Asserting her right to observe and film
- Staying relatively calm

"She also uses strong language that we don't think is necessary to create safety, we're not asking you to curse at officers. We can't control what federal agents we encounter will do, but these are some of the behaviors we're asking you all to model if you come into contact with them."

Being a Verifier Means Choosing to Take a Risk

- ICE, CBP and other agencies have become more aggressive towards bystanders filming and asking questions
- Verifiers in at least 10 different states including North Carolina have been arrested while conducting lawful, First Amendment-protected activity

"So this is the part of the training where we emphasize, we are inviting you to take a risk with us in providing support for defending the Constitutional rights of immigrants in the context of increasing lawlessness and violence by federal agencies operating in our communities. It's ok if you decide not to step into that uncertainty with us."

When You Respond to a Report, The Result is Often

"But this is also the part of the training where we repeat something you already heard, which is that most verifiers are dispatched to calls that don't end up being ICE agents, but do help immigrants feel safer and more able to do their own safety assessments before they head to work or school.

"When we are dispatched to a report, it's often..."

- Someone saw something but verifiers don't – There was a first-hand account to the hotline, but verifier arrives and **can't find** the people matching the description
- Plainclothes law enforcement or checkpoint – Alcohol Law Enforcement, SBI, local police, local fugitive task force, etc.
- "Active ICE Presence" – **ICE or other federal agency** that might be conducting immigration operation *currently less than 5% of verifications*

You Will Get the Following Slides as Handouts

"Now we're going to go over some information you might need when you respond to a report, but don't worry, we'll send you these, if you agree to receive text messages from us. But, you need to do that. Make sure you sign in using the QR code and select that you will receive messages from us"

Rights We Have & Are Defending

“Verifiers help protect the rights of people being targeted by being present to observe and film and if necessary to remind the people being targeted of their rights. Here are some of those rights”

- The First Amendment guarantees our right to record law enforcement out in the open and to let others know about the activities of law enforcement like ICE agents
- The Fourth Amendment guarantees our right to refuse a search and deny entry to private areas without a warrant, and law enforcement are not allowed to seize your phone without a warrant
- The Fifth Amendment guarantees anyone’s right to refuse to answer questions to avoid self-incrimination, including immigrants, who do not have to answer questions about where they were born or whether they are US citizens
- And there are no state laws requiring you to identify yourself to law enforcement and NC statute 15A-286 protects recording law enforcement oral communication

How We Verify

“Here’s how the hotline works.”

1. Hotline receives a call, completes an “Intake”, gather details
2. Hotline team decides if the report matches criteria for suspected ICE agents
3. Hotline sends the request to the Regional Signal Broadcast chat
ex. “2 plainclothes agents, faces covered, making an arrest in Burlington” → Info sent to Triad Broadcast (Alamance, Guilford, etc.)
4. Local Dispatchers make sure verifiers in Alamance ICE Watch Signal chat can respond
5. ICE Watch Verifiers (at least two people) report to location, try to verify report, consult with Local Dispatchers for support
6. Can’t confirm report → Hotline team will publish on Facebook or text Spanish-language recipients if rumor is creating significant anxiety
7. Confirm report → Dispatchers send text alert to relevant community defense lists & post to Facebook, find more Verifiers to support, provide referrals to community members

Responding to ICE Arrests in Progress

It’s very common for us to respond to law enforcement agents conducting a stakeout or operation, it’s less common for them to end up being federal agents, but the only way to find out is to ask them. Because traffic stops are common, it’s also important to approach them safely, and make sure they know you’re there, by calling out something like, “Hey, is this an immigration arrest? Are you a police officer?”

Priorities if ICE is Present

“...And If ICE agents are present, there are five priorities we ask verifiers to keep in mind towards our goals of making sure

- Agents **know** they are being watched
- **Warn** people nearby who might be targeted
- **Remind** people targeted of their right to remain silent, and provide support as requested

- **Deescalate:** Do not take actions that might bring more harm to people being targeted, do not physically impede law enforcement
- **Film** to provide evidence in case legal action is needed later in response to unconstitutional arrest practices

Verifier Checklist

Here's a quick checklist for how to

- **Access calm**
- **Record** interaction
- **Identify** yourself (volunteer with a nonprofit community watch)
- **Ask the people who they are** / what law enforcement agency they are with / what they are doing
- **State you will remain present** as an observer
- **Record** make and model of vehicle, license plate, agents
- **Report back** to dispatcher

Recent Verifier Examples

"Here are two recent examples when verifier presence made a real difference. One of them was in Raleigh, where agents left after verifiers arrived. The other one happened at a military checkpoint in Cameron. It is common in eastern NC for people to accidentally drive onto military bases. Once there, they are detained and turned over to ICE. While the majority of times we cannot prevent a detention, these examples show that verifier presence and documenting matters. In the next slide you will see a verification in progress. This agent also left."

If Multiple Verifiers Are Present

- **1-4 verifiers:** Ask agents who they are, film, communicate with people who might be targeted nearby, report to hotline dispatch
- **5-10 verifiers:** Continue above, canvass neighborhood to alert, make a plan for how to lead other volunteers as they arrive
- **10+ verifiers:** Chanting. "La migra / Está / Aquí." "No firmes / No hables." "Safe to work / Safe to school."

Who Should Be a Verifier

- You can **stay calm** interacting with law enforcement
- You can **follow the directions** of a Siembra NC dispatcher or the directions in these slides, including calmly shouting warnings to people nearby and assertively recording law enforcement officers
- You have a **phone** with a working camera
- You can sometimes **drop what you're doing** to get to a location within about 20 miles
- You can commit to the following guidelines: not following ICE vehicles, not physically impeding officers, and showing up unarmed

We Have Other Guidelines We Won't Go Over Today

"You'll get guidelines about how to canvass a neighborhood if ICE is around, how to respond at court and to communicate with people being targeted to keep on your phone as well."

Q&A

"Now we have time for a few questions. We'll start with questions you want answered in order to feel more confident about saying 'yes' to volunteering. Does anyone have a question like that?"

Roleplay

 ICE Verification Role Play Script

Sign-Up Slide

"OK, if you're interested in being an ICE Watch verifier, this purple QR code on the left will take you to our sign-up form. You'll get an email with the handouts we mentioned, a link to download Signal, and an invitation to join local ICE Watch Signal chats.

"But there are so many other ways to help build the power we need to make this the safest state for immigrants in the South. On the right, this QR code will take you to defendandrecruit.org/nc, where you can find out how to organize 4th Amendment Workplaces in your area, join efforts to pass 4th Amendment Workplace City resolutions which commit their business development staff to hosting trainings for workplaces and municipal staff, and attend other trainings and there's a general volunteer form if you want to offer something else."

Next Steps

"Here's that purple QR code to be an ICE Watch verifier again.

And if you speak Spanish, you're also welcome to use Siembra's outreach materials to spread the word about the hotline and how immigrants can defend their rights. You'll get those in the follow up email after this training. And you can attend an upcoming training for trainers to help us train more workplaces and more ICE Watch volunteers."

Evaluation

"Finally, please help us make this training better by taking a minute right now to fill out this short evaluation."

4AW Training Scripts

All documents below available in    4AW Trainer HQ   including print materials, recruitment materials, etc.

- Roleplay Scripts
 -  4AW Role Play Script
- Training Outlines for Offline and Online
 -  4AW Training Outlines
- Workplace Guide
 -  National Workplace Guide: Fourth Amendment Workplaces
- Recordings
 - [Virtual Workplace Training](#)
 - [4AW Training of Trainers \(August 20\)](#)
- Presentations + Templates
 - 4AW [Presentation Slides](#)
 - 4AW Jeopardy Template Slides [\[Make a Copy\]](#)
- Additional Training Resources
 -  4AW: Workplace detention examples
 - ActionNetwork Form [to schedule your own training](#)



Logistics & Prep

Logistics

Trainer volunteers have created a [Logistics Planning Guide](#)

How People Get to a Training

The vast majority of attendees in 2025 were *brought by someone they know*. A much smaller group attended after seeing the flyer on social media or at a coffee shop or on a congregational or other local email list that they are on, or a Reddit forum, etc. *People recruit people* with questions like, “can you attend this training on [this date and time]?” “Do you know anyone else who can come with you?”

Recruitment

Leading up to an ICE Watch training we phone bank, text people in our own networks, send emails to our list and to our friends, and visit local stores, neighborhoods and churches to invite more people to come to the training. We do it by having conversations with people and sharing the sign up link. If people are extra excited about the training, we can invite them to take volunteers on the day of, and we definitely ask them to bring their friends! In our experience having a few volunteers who are excited about recruitment & roles, gets them involved, and also leads to a successful turnout!

For recruitment we recommend:

- Flyers with date, time, and place of training, and the sign up link (request via the [form](#))
- A group of volunteers to support the outreach effort, and who are checking in about turnout.
- Requesting our digital team sends an email to people in your area to invite them to the training (request via the [form](#))

The conversation will sound like this:

“Hi, my name is ____, and I’m volunteering with Siembra NC, where we believe we are gonna have to be the people who continue to show up and take care of each other. Our goal is to create a NC that works for all, where people can live without fear and with dignity. We know right now, there is a lot of fear with the attacks on the immigrant community, and we know there are things we must do for people to continue living their lives as normal as possible in our communities. One of our main focuses has been in ensuring that when people hear that ICE is on our streets, we have trained volunteers who can verify if the tip is accurate or not so we can provide the right information to our communities. We know rumors stoke more fear, and we also know that there’s more ICE activity on our streets than ever before. Our verifiers are the ones who really show up and help everyone in NC can live without fear and with dignity.”

We're inviting folks to our upcoming ICE watch training where you can learn about detentions & how to verify ICE reports in the community. After the training, you'll become a verifier and support others. It will be on _____, in _____, can you make it? "

Roles

We recommend having a team of people that can support you during the training. These are some of the roles that might be helpful to have:

- Outreach
- Snacks and waters
- Greeters – registration and sign-in now happen at the END of the training, via QR code, you don't have to worry about paper sign-ins, but it can be useful to have a laptop or tablet available if anyone can't pull it up on their phone
- Childcare, if necessary
- Clean up crew

Agenda Roles

- Volunteer do to the welcome
- Volunteer to lead ICE breaker
- Trainers
- Volunteer doing next steps



ICE Watch Training Process

How ICE Watch Trainings Get Scheduled

Trainings are initiated by

- A. Trainers who find a host, venue and pick a date
- B. Hosts who request a training
- C. Siembra staff who find a host and venue

You can initiate a training by...

- 1. If you are a training team with a host and a date, create an [ActionNetwork registration form](#) yourself.
- 2. If you are requesting a training, filling out the [training request form](#)
- 3. If you are a potential future host, offering to [volunteer](#) (regional training teams can write to them to ask if they want to host)

Training requests go to

- A. The form goes to trainings@siembranc.org, where currently Laura Gonzalez gets more info from the person, if necessary, and if a training team is needed, she drops the request in the relevant regional trainer Signal group
- B. Or trainers can themselves put the requests in the Signal group – recommend also submitting a form if you want help finding someone to resource the request
 - a. You can check the [tracker](#) to find out the status

Trainings are confirmed once they have

- ☐ Host
- ☐ Date
- ☐ Team
- ☐ Venue

Confirmed Trainings

Once you have a confirmed training...

- 1. Announce in the regional Signal chat so we know and can celebrate 🎉
- 2. Create a [registration page here](#)
- 3. Create an outreach flyer, use [only the templates here](#)
- 4. If you want us to send an email invite to our contacts near the location, make that request [via the digital request form](#)
- 5. Request social media promotion – if it's a public event, email emanuel@siembranc.org at least one week in advance
- 6. Ensure to get people to [sign in](#) at the training (in the deck and materials but worth keeping in mind) so they actually get added to our verifier list
- 7. If applicable, request a list of participants to be shared with the host afterwards – [via the form](#) (**you'll need to get permission in advance** by writing digital@siembranc.org)

Preparing for the Training

1. Meet with your co-trainers to prepare your plan, and if needed practice leading the roleplay
2. Tour the venue in-person or virtually with the host

After the Training

- Share photos and any follow up notes with your regional Signal chat
- Follow-up email will be sent
- We can share survey results with you
- Attend the next debrief with your regional training group

Follow Up Email Copy

This email is sent automatically after filling out the sign-in form:

Hope you enjoyed today's training!

Take the next step now:

- **Download the app Signal if you don't have it** ([App Store](#), [Google Play](#))
- **Join [our local ICE Watch Signal groups](#)**
- Download these [handouts](#) from the training to your phone
- **Share the hotline & know your rights info.** Here are [outreach materials](#) you can use and we also have them as Story Highlights on our Instagram [page](#).
- When we **confirm detentions**, we publish updates to our Facebook [page](#).
- Offer to [host a training](#) at your school, workplace, house of worship.
- **Attend our next training of trainers.** Now that you've attended an ICE Watch, you can help us grow the number of trainings we can offer in your part of the state – including 4th Amendment Workplace trainings. Let us know you're interested in coming to the next one [here](#).
- **Get involved in our other organizing work.** Check out our [upcoming actions](#).

4AW Training Process

How 4AW Trainings Get Scheduled

Trainings are initiated by

- A. Trainers who find a host, venue and pick a date
- B. Employers or staff who request a training to a volunteer who then initiates this process, or fills out this [employer form](#)

You can initiate a training by...

1. If you are a training team with a host and a date, creating an [ActionNetwork registration form](#) yourself
2. If you are requesting a training, filling out the [training request form](#)
3. If you are a potential future host, offering to [volunteer](#) (regional training teams can write to them to ask if they want to host)

Training requests go to

- A. The form goes to trainings@siembranc.org, where currently Laura Gonzalez gets more info from the person, if necessary, and if a training team is needed, she drops the request in the relevant regional trainer Signal group
- B. Or trainers can themselves put the requests in the Signal group – recommend also submitting a form if you want help finding someone to resource the request
 - a. You can check the [tracker](#) to find out the status

Trainings are confirmed once they have

- ☐ Host
- ☐ Date
- ☐ Team
- ☐ Venue

Confirmed Trainings

Once you have a confirmed training...

1. Announce in the regional Signal chat so we know and can celebrate 🎉
2. Create a [registration page here](#)
3. Create an outreach flyer, use [only the templates here](#)
4. If you want us to send an email invite to our contacts near the location, make that request [via the digital request form](#)
5. Request social media promotion – if it's a public event, email emanuel@siembranc.org at least one week in advance
6. If applicable, request a list of participants to be shared with the host afterwards – [via the form](#) (**you'll need to get permission in advance** by writing digital@siembranc.org)

Preparing for the Training

1. Meet with your co-trainers to prepare your plan, and if needed practice leading the roleplay
2. Tour the venue in-person or virtually with the host

After the Training

- Share photos and any follow up notes with your regional Signal chat
- Follow-up email will be sent if you requested one
- We can share survey results with you
- Attend the next debrief with your regional training group

Follow Up Email Copy

Take the next step now:

- **Download the app Signal** if you don't have it ([App Store](#), [Google Play](#))
- **Join a local [4AW Signal group](#)**
- **[Host or join](#)** an upcoming 4AW canvass event
 - You can check out the [current list](#) of 4AW workplaces and the [outreach list](#)
 - If you host an event, you can [request](#) that an email be sent to our local contacts in your area
- Need training or canvassing **materials**? [4AW Trainer HQ](#)
- **Ask your local elected officials** about joining Durham, Boone, Carrboro and other municipalities as [4th Amendment Workplace Cities](#) (or counties) or passing a [Stand Up Resolution](#)
- Offer to **[host a training](#)** at your school, workplace, house of worship.
- **Attend our next training of trainers.** Now that you've attended an ICE Watch, you can help us grow the number of trainings we can offer in your part of the state – including 4th Amendment Workplace trainings. Let us know you're interested in coming to the next one [here](#).
- **Get involved in our other organizing work.** Check out our [upcoming actions](#).



ICE Watch Structure

- Training teams in Triad/Triangle, eastern NC, western NC provide hosting, scheduling, lead trainings, recruit new trainers, suggest changes to training curriculum and other resources
- Siembra defense, data, digital and admin staff administer training agendas and resources like registration forms and data and external websites

All Training Roles

Siembra Digital Team

- Create outreach graphics (if requested via this [form](#))
- Manage ICE Watch sign-in sheet
- Handle questions related to ActionNetwork forms and who attended (via digital@siembranc.org)
- When event hosts did not create the registration forms, and need to follow up with volunteers later, digi team shares contact info with hosts (if requested)
- Send email invites to local contacts (when appropriate and requested)

Hosts

- Reserve and are the primary contact for the training space
- Recruit participants to attend

New Trainers

- Have attended a training of trainers, haven't yet led a training

Experienced Trainers

- Have attended a training of trainers
- Have participated in at least 2 trainings, have led at least 1 other
- Support new trainers as they develop their skills and confidence

Siembra Defense Team

- Provides oversight of training curriculum and volunteers
 - Questions about training teams – andreina@siembranc.org
 - Questions about status of requests – trainings@siembranc.org
 - Questions about ActionNetwork registration forms, emails, or the digital request form you submitted – digital@siembranc.org
 - Questions about sign-in form and who attended: andreina@siembranc.org
 - Questions about the curriculum – andrew@siembranc.org



FAQs

NOTE: We'll add in FAQs for both trainings.

? Still Unsure

NOTE: This document was created Oct. 20. We'll note things that we're still figuring out here as we streamline training resources!



Updates

NOTE: We will add updates to the presentation and training script here.

- July 2026
 - Added SB153
- May 2026
 - Autoplay was disabled in all videos
 - Slide 51 (Recent verifier examples) and 52 (Video from a verification) were added. The corresponding text was added to the script.
 - You may role-play this video instead of the singing video