



Toolkit | Signs of Solidarity

This toolkit connects you with the resources that Indivisible Brooklyn has been using in our campaign, plus information that we've found helpful. These resources are based on those provided by NoKings.org at [their website](#) and in [their toolkit](#).

What's This Campaign About?

There have been dozens of incidents across the country of ICE agents entering small businesses without warrants and detaining people. But business owners can take some simple steps to protect their workers and make sure that all immigrants know they're welcome at their establishment.

One easy step is to post a sign near the business entrance that declares their support for their immigrant neighbors and their opposition to ICE. These signs demonstrate solidarity not just with immigrant communities, but with everyone who is standing up against Trump's power grabs. And when multiple businesses in your community display these signs, it has an even bigger impact. It lets everyone know that defiance is everywhere, and all of us have ways we can courageously oppose authoritarian actions from the government.

Another step is to create a private area in their business for employees. ICE agents are allowed to enter any public space, like a lobby or the dining room of a small restaurant, but they need a signed and dated judicial warrant to enter private business areas.

The best way to establish a private area is by putting up clear signage that designates it as an employee-only space. The area needs to be treated as private: it needs to be kept closed or locked, and have a policy that visitors or the public cannot enter without permission. Think about a private break room, or a door to the kitchen that's kept closed.

Signs of Solidarity is a campaign to distribute signage that businesses can post to create a private employees-only area and demonstrate that they stand with all immigrants. When businesses in your community take steps to protect their employees and stand up against ICE, your immigrant neighbors are safer. It lets ICE know that we won't allow them to continue their lawless raids. And it sends the message to everyone in your community that there is solidarity in resisting Trump's authoritarian overreach.

How Do I Get Started?

1. Get informed. Review these resources to understand what employers and workers can do to prepare and protect themselves. Remember that these resources do not constitute legal advice; we are volunteers and cannot advise on any specific situation.	• A Guide for Employers: What to Do if Immigration Comes to Your Workplace (National Immigration Law Center) • Worksite Signage and Safety (Organized Power in Numbers) • Judicial v. Administrative Warrants (Solidarity Organizing Initiative) • Know Your Rights Cards in English and Spanish (Organized Power in Numbers)
2. Decide where you will canvass, and let us know about it.	Join the #team_solidarity channel on Slack and tell us where you will be canvassing. We want to know what parts of Brooklyn we are reaching!
3. Collect the needed materials. You can get signs at in-person INBK general meetings or arrange to get them at another time and place from Rachael (on Slack). Please let us know if you are available to distribute signs at other INBK meetings and actions.	These materials include— • The signs (from the NoKings.org toolkit)— ◦ Signs for showing public support for immigrants ◦ The signs designating a private, employees-only area (smaller version) • Home-printer-friendly know your rights (KYR) info to leave with businesses— ◦ In English ◦ In Spanish ◦ In Chinese ◦ Sheet with QR codes linking to additional information, including information for employees. • Conversation tracking sheets • Tape • Clipboards • Pens
4. Practice with a friend.	• NoKings.org has practice scripts. • Here's our script, based on our experiences canvassing. • This tip sheet from Target Majority also has a good script.

5. Go out for your canvass!	Some tips— • Canvass with a friend! • Start by canvassing businesses you know well. Not only will you get more comfortable having these types of conversations, but you are more likely to have success that you can point to when you talk to other businesses that for whatever reason might be more reluctant to post a sign. • Canvass restaurants, which might welcome signage given that they almost always have immigrant employees. • Remember to take photos of the signs you posted!
6. Debrief and take note of next steps.	If you went out with friends, take time to talk about your experience afterward. What went well, and what might you do differently next time? Using the conversation tracking sheets, make note of the businesses you plan to follow up with. Those are for your own use; if a notebook or some other paper-and-pen method works better for you, use that.
7. Share your success with INBK in the #team_solidarity channel on Slack!	• Share photos of your canvass and successes (i.e., of hung posters, not of business owners or workers). • Tell us how many canvassers were in your group, what neighborhood you canvassed, how many businesses you visited, and how many signs you hung. • Share tips with other INBKers!

Reach out with any questions by emailing info@indivisiblebrooklyn.org.

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