



## SANCTUARY HOMES

Hand in Hand invites us to consider what we can be doing in this moment, whether we employ a domestic worker or not. How do we take our commitment to solidarity and translate that to how we show up at home, in our neighborhoods, and in our wider community? How do we organize in a way that deepens our relationships with targeted communities, so we are living our vision of interdependence, solidarity and unity?

**Note: Kitchen Table Conversation hosts must participate in a #SanctuaryHomes webinar training and/or complete the training video**

### GOALS

- Create space to share stories and build relationships with people who want to support immigrants and other targeted communities.
- Learn more about the #SanctuaryHomes campaign and ways to get involved and organize locally
- Share concrete ways to support domestic workers and other members of targeted communities

### WHO

- People who are currently or have employed a childcare provider, home attendant, and/or house cleaner full or part time.
- Like-minded friends and neighbors
- PTAs and other parent groups
- Like-minded colleagues
- Religious congregations of faith-based groups
- Community organizations

### MATERIALS

Below is a list of recommended materials and resources to have on hand. Check out <https://mysanctuaryhome.us/resources> for these documents and to select any other resources you'd like to share.

- Snacks and drinks
- To help you prepare:  
[http://www.showingupforracialjustice.org/house\\_meeting](http://www.showingupforracialjustice.org/house_meeting)
- *What Can I Do? #SanctuaryHomes Checklist*
- 3 Levels of Action Organizing chart
- #SanctuaryHomes commitment card
- Background on Executive Orders
- How to have the conversation tip sheet (optional)
- Window signs (optional)

### CONTENT

- See: Kitchen Table Conversation At-a-Glance

## FORMAT

*Why a Kitchen Table Conversation?*

We start in the kitchen because the kitchen is the heart of the home. It represents a space where women and families have gathered for centuries to share successes, dreams, and struggles.

What may begin as one woman sitting at a kitchen table with her family or friends, can spread further than that small group imagines. And what was at first one conversation spreads to other kitchen tables in her community. And a dozen conversations can become one thousand... And when that many people are showing up for the conversation, we know we can do big things together.

There are many ways to hold a Kitchen Table Conversation. Because of the personal nature of this conversation and the political climate we're living in, pick a space where people can share openly and honestly.

Suggested formats include:

- Around your living room or kitchen table with friends and neighbors
- At a PTA or parents group meeting
- As a workshop with members of other political groups you're a part of, i.e. Indivisible

## SCHEDULE AT-A-GLANCE

As people arrive, make sure they have what they need to feel comfortable. Ask them to sign in, offer them a snack and drink.

---

### STEP 1

Introduce yourself as the facilitator or host. Provide the purpose and context for this format and what the format will be, using the script provided to help you as needed. This is your chance to set an open and welcoming tone. Point out that the placement serves as a guide for the conversation.

---

### STEP 2: "APPETIZERS"

Invite participants to begin by sharing their stories. This is an opportunity to get to know each other and identify common values and experiences in the room.

---

### STEP 3: "MAIN COURSE"

Review and discuss what we can each do in our homes at this time. This is a good time to go over questions people may have.

---

### STEP 4: "DESSERT"

In groups or pairs, have people go over what they can do at each action level. End with people making commitments to do at least one next step. Decide if/when you'll meet again.

---

### CLOSE

Wrap up with an appreciation and ask people to share what they're going to do next. Make sure people have signed up to the #SanctuaryHomes pledge.

---

## INTRODUCTION

**Host/Facilitator Notes:** *Adapt the script below to suit your setting. Cut or add as makes sense to you. You can expect people to have questions throughout the Kitchen Table Conversation. Let people know you will answer the questions you can and collect those questions that require specific answer from Hand in Hand. Do not try to answer legal questions if you are not an experienced immigration lawyer or advocate.*

Welcome everyone! We are here today to explore how we take our commitment to show up for each other and translate that in our homes, neighborhoods, and in the wider community?

Why is this campaign called #SanctuaryHomes?

The #HeretoStay describes Sanctuary as:

*“...a place that promotes freedom of expression through dialogue and activism. A place in which the dignity and integrity of every individual as a human being is respected and preserved.”*

Many organizations in the immigrant rights and racial justice communities have asked us to expand our understanding of Sanctuary beyond the traditional definition and invite people into the movement in this political moment. This campaign and workshop is one way we are answering this call.

**We believe that we all have a role to play in making our homes and our communities a sanctuary. Especially those of us who employ a domestic worker or have close relationships to targeted communities.**

There are many communities under attack right now. Today, we'll be focusing primarily on those who most widely make up the domestic worker community i.e. immigrants, refugees, and Muslims. However, we know that people's lives are more complex (refugees may have a disability; you can be an LGBTQI immigrant) AND that a great deal of us are feeling threatened right now. For example, this president has shown open disdain for people with disabilities—many of whom depend on support from home attendants—and for people of color in general.

As we move forwards with this workshop, let's be aware of the complexity of this moment and that employers are also a diverse population across class, race, ability, gender identity etc.

## WHAT BRINGS US HERE

**Host/Facilitator Notes:** *Using the handout on Executive Orders as needed, give a brief overview of political and/or policy updates that effect this conversation. You don't want to get caught up here - we don't need to be experts to organize. Move through the guide, providing some time-keeping and looking for anyone who needs more information or help. Adjust the timing as needed.*

*Ask people to turn to their placemats!*

# WELCOME TO OUR Kitchen Table Conversation *Participant Guide/Menu*



## APPETIZER

### STORYTELLING

In pairs or small groups, choose one or two story prompts from the suggestions below. Begin by sharing names and where everyone lives or another piece of information.

#### Story A: Care Story

A care story tells about a time when you provided care or support to a loved one or professionally. Or a time when someone cared for you or a loved one that made a difference to your life.

#### Story B: Ancestor and Migration Story

The United States includes indigenous communities, people descended from slaves, immigrants, and descendants of immigrants. What is the story of you and your ancestors? Share what you know about your family's journey to the United States.

#### Small group/pair discussion:

Reflect on the values or shared experiences that you heard in the group.

## MAIN COURSE

### WHAT CAN WE DO?

Turn your attention to the What Can I Do? Checklist and the 3 Levels of Action Organizing Chart. In your small groups, read through the two documents. Give yourself time to discuss the following:

- Have you tried anything from either the Checklist or the 3 Levels of Action?
  - If yes, how has it gone? What have you learned?
  - If not, why not?
  - What from these lists appeals to you?
- What do you feel like you can do? What do you feel challenged to do but need support?

Make sure everyone in your group has time to engage in this conversation. There are no “right” answers here – we encourage everyone to find a place for themselves in this campaign.

## DESSERT

### GROUP COMMITMENTS

You've had a chance to talk about the different ideas and ways to engage in #SanctuaryHomes. Now's the time to turn this interest into a commitment to take action! Take out the Commitment Card and fill it out – if you want to work with others in your small group moving forward, be sure to indicate their names on the commitment card.

Come together as a large group and share: What did you decide to do? What do you still feel uncertain about? What kind of support will you need to follow through on your commitments?

*\*Remember, one of the #SanctuaryHomes principles is that we take our lead from the frontline communities most impacted by this administration's policies.*



## SAMPLE INVITATION LANGUAGE

Dear \_\_\_\_

I/my group is pleased to invite you to a #SanctuaryHomes kitchen table conversation to consider what each of us can be doing in this political moment when so many communities are under attack.

[INSERT: Date and Time]

For those of us who employ domestic workers—house cleaners, childcare providers, home attendants—one big thing we can do is support the women, people of color, and/or immigrants who work in our homes and who are being targeted by this administration.

For those of us who aren't employers or care consumers, our homes can still serve as a center of moral action, transforming where we live into a foundation for building the world as it should be.

The #SanctuaryHomes campaign lays out concrete steps and resources so we can all do our part to ensure the dignity and integrity of every individual in all of our communities is respected and preserved.

In this conversation, we'll consider and discuss:

- How do we take our commitment to supporting our neighbors and translate that to how we show up at home, in our neighborhoods, and in our wider community?
- How do we organize in a way that deepens our relationships with targeted communities, so that we are not only resisting this administration and its policies, but living a our vision for solidarity and unity.

These are things we can do in our homes, in our neighborhoods or networks, and in the wider community.

We don't have to sit at your kitchen table and figure this out alone. Check out the #SanctuaryHomes campaign <https://mysanctuaryhome.us> and join us for this conversation.

[INSERT: Repeat date and time and any other important information about the KTC. You may want to only share a home address once people RSVP].

Yours,  
[NAME]