

**PROTECT  
IMMIGRANT  
RIGHTS**



**SANCTUARY  
RESTAURANTS  
TOOLKIT**

# SANCTUARY RESTAURANTS



Sanctuary Restaurants is a joint project of the Restaurant Opportunities Center (ROC) United and Presente.org. The coalition includes hundreds of restaurants, and thousands of diners, workers, and allies nationwide. The restaurant industry itself employs 1.1 million undocumented immigrants, and in the current political climate those individuals face xenophobia, deportation, and ICE raids. Sanctuary restaurants stand by these workers by pledging to create safe and equitable work environments free from sexism, racism, and xenophobia.

Sanctuary Restaurants is not a legal designation; it is a movement that believes there is a place at the table for all immigrant and refugee workers. The movement also advocates for fair wages: it is important to remember that 52% of all restaurant workers are women, and that many female immigrant workers are compensated less than minimum wage.

## Ending Harassment & Discrimination in the Workplace

Sanctuary Restaurants have a zero tolerance policy for sexism, racism, and xenophobia:

ROC United provides informational support and, in partnership with Presente.org, provides rapid response to hate or discrimination in restaurants:

Restaurateurs get placards/stickers, informational webinars and rapid response support, and consumer support for being a Sanctuary Restaurant. They are identified by a placard or sticker placed in their establishments.

Consumers receive information on which employers are Sanctuary Restaurants and should be supported, cards to hand out to employers and workers to get them involved, and the ability to report hate and discrimination in restaurants by texting TABLE to 225568. Workers can text in a request for informational support and rapid response support by texting TABLE to 225568.

# TAKE ACTION! SANCTUARY RESTAURANTS

The restaurant industry in the United States employs 1.1 million undocumented immigrants, and in the current political climate those individuals are facing heightened xenophobia, deportation, and ICE raids.

Sanctuary Restaurants is a growing movement--involving hundreds of restaurants, and thousands of diners, workers, and allies nationwide--to stand by these workers and create safe and equitable work environments free from sexism, racism, and xenophobia.

## **NOW Is Calling On Our Activist Networks To Support The Sanctuary Restaurants Movement.**

Activists around the country can reach out to and engage the management at their favorite restaurant about this movement, and provide them the necessary information and resources to get involved. If you'd like your favorite restaurant to join the movement, give them an informational card found here.

### **Other Resources**

The NOW National Action Program has also created a Phone Script for those who choose to call in to restaurants to start the dialogue.

### **Other Actions**

Sanctuary Restaurants Leave Behind Cards.

Sanctuary Restaurants Table Card.

*Have you witnessed or experienced hate, harassment, or discriminations in a restaurant?*

- Text TABLE to 225568 to report injustice,
- Tweet or direct message the incident to @table4everyone
- Email info@sanctuaryrestaurants.org
- Fill out this form with as many details as you can

# Sanctuary Restaurants: How-To Guide

## How to Determine A Sanctuary Restaurants Target

What to Look For:

- Restaurants that are independently owned and locally operated.
- Restaurants with past social justice and community involvement
- Restaurants that you have patronized.

What Might Prove More Challenging:

Large chain restaurants with a corporate structure.

Restaurants that you have not patronized or are not in your community.

## Step-By-Step Guide

**Develop a List of Targets**



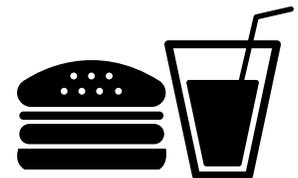
**Gather Your Materials**



**Brainstorm how each restaurant could benefit from becoming a Sanctuary Restaurant.**



**Order, Enjoy and Pay For your Meal**



**Approach Manager or Owner after you Meal**

*Use the Sanctuary Restaurant Dialogue Guide to drive your conversation!*



# How-To: Dialogues & Responses

## 1. Explain the Sanctuary Restaurant Campaign

Hi! My name is \_\_\_\_\_ and I noticed that your restaurant is invested in the local community. Have you considered becoming a Sanctuary Restaurant? You would be joining hundreds of other establishments that have pledged to create safe and equal work environments for their employees, free from bigotry and discrimination. The restaurant industry employs over one million undocumented immigrants, and in our current political climate, undocumented immigrants are facing unprecedented government sanctioned attacks on a daily basis. Sanctuary Restaurants are standing together to stand up for their workers.

Here is more information about Sanctuary Restaurants and what resources the campaign has to offer: (give Manager/ Owner the Sanctuary Restaurants Table Card and Restaurant Leave behind).

## 2. Ask the Manager/ Owner To Become A Sanctuary Restaurant:

Are you interested in learning more about how to become a Sanctuary Restaurant? By joining this growing movement nationwide--which currently has over 500 restaurants already signed up--you not only take a stand for undocumented workers, but also connect yourself to a new customer base and resources.

## 3. The Manager/ Owner Says That They Don't Want To Participate:

Listen to their reasons and concerns and make sure they have a chance to express themselves, then direct them to the Restaurant Leave Behind to explore the benefits of becoming a Sanctuary Restaurant.

## 4. The Manager/ Owner Wants To Participate:

Thank you for supporting restaurant workers and the immigrant community. Please go to "<http://sanctuaryrestaurants.org/>" to sign up. Sanctuary Restaurants will send you the information and resources you need to get started!

## As your diner, I hope this restaurant joins the Sanctuary Restaurants movement

Sanctuary Restaurants stand by restaurant workers, owners, and consumers and respect their dignity, human rights, and contributions to our industry and our nation.

Sanctuary Restaurants have zero tolerance for sexism, racism and xenophobia.

Sanctuary Restaurants believe there is a place at the table for everyone.

**A PLACE  
AT THE TABLE  
FOR EVERYONE**

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**WHAT ARE SANCTUARY RESTAURANTS: A PLACE AT THE TABLE FOR EVERYONE?**

We commit to standing with immigrants, refugees, people of all genders, faiths, races, abilities, and sexual orientations. We believe that there is a place at the table for everyone. Sanctuary Restaurants is a joint project of the Restaurant Opportunities Centers (ROC) United and Presente.org with the participation of hundreds of restaurants, diners, and allies nationwide. Note: Sanctuary Restaurants is not a legal designation. We honor the impact that immigrants have in the restaurant industry. We believe in a path to citizenship that preserves the dignity of restaurant workers. We offer support and resources to workers, restaurants, and consumers to help create the inclusive and equitable world we want to see.

*\*Sanctuary Restaurants is not a legal designation; we are simply offering a place at the table for everyone.*

**JOIN SANCTUARY RESTAURANTS MOVEMENT TODAY!**

*We believe that diversity makes us stronger; there is a place at the table of everyone.*

*We are committed to creating affirming and safe environments in our restaurants for all.*

*We proudly comply with all laws.*

*We proudly welcome the public into our affirming spaces by prominently displaying the "SANCTUARY RESTAURANTS: A Place At the Table for Everyone" sign or decal.*

*We pledge to support each other and to workers, customers, and restaurant owners by joining this peer network.*

*We stand with diverse communities to help protect their liberties, dignities, and freedoms*

**Join us in making a place at the table for everyone?**

Sign up at <http://www.sanctuaryrestaurants.org> or texting **TABLE** to **225568**.



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