



Welcome to

IMMIGRANT JUSTICE SUMMER



 **INDIVISIBLE** IMMIGRANT
JUSTICE SUMMER
TRAINING SERIES

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You're here because you've decided that when ICE comes to your community, you will not watch from the sidelines. Maybe you found your way here on your own. Maybe you're doing this alongside your Indivisible group. This series is built for both.

This workbook is a tool for building the skills, relationships, and infrastructure you and your group need to show up as part of a safe, coordinated, immigrant-aligned rapid response. Whether it's a surge in ICE officers roaming around, a detention facility being built, or some new way this administration seeks to intimidate and terrorize our immigrant neighbors - we know we have to respond fast.

In a rapid response scenario, leadership means showing others that we have power, and creating opportunities for us to use it under conditions of deep uncertainty. In a surge, that means your immigrant neighbors, your friends, and the organizations they've built to demand dignity and protect their communities. When they are under attack, so are we. Our role as leaders, as citizens who love this country, is to use every resource, every relationship, and every platform we have in service of that defense.

This workbook will walk you through three steps:

- 1** **Get Aligned** Know who the immigrant-led organizations in your community are, understand their plan, and plug into the infrastructure they're leading.
- 2** **Make a Plan** Know your role in a front line response or mutual aid scenario, get trained up, and be ready before the moment of crisis hits.
- 3** **Grow the Circle** Use your network and your platform to bring more people into the response and build the infrastructure to move them into action.

How to use this Workbook

This workbook goes along with our Immigrant Justice Summer training series, which involves five calls. This workbook has one chapter that directly maps onto one of those calls. At the top of each chapter you'll see which call it corresponds to.

Each chapter follows the same structure: you'll learn the concepts, do the work through a set of guided worksheets, and find options for going deeper when you're ready.

Bring your full self. Take some risks. Ask new questions.

Commitment to Nonviolent Action

A core principle behind all Indivisible events is a commitment to nonviolent action. We expect all participants to seek to de-escalate any potential confrontation with those who disagree with our values and to act lawfully at these events. Weapons of any kind, including those legally permitted, should not be brought to events.



PRO TIPS

This workbook is available as an editable PDF, so you can type directly into it on your computer, tablet, or phone and print when you're done. You can also print it out and fill it in by hand. No printer? A notebook works just as well.



Chapter 1: Get Aligned

Companion to Call 2: Get Aligned:
How to Find and Connect with
Immigrant-Led Organizations in Your
Community



When ICE surges in a community, the most effective responses share three key elements: coordination across a diverse coalition, hyper-local organizing, and leadership from the people most directly impacted. By **‘hyper-local’** we mean not only city wide groups or organizations, but also groups of neighbors organizing block by block. This chapter begins with exploring the third component: how alignment with immigrant justice organizations is the foundation of this work.

Learning Goals

- Understand what it means to be immigrant-aligned and why it’s the foundation of an effective response
- Learn community ecosystem mapping as a concrete tool for identifying who is already organizing in your community
- Complete your community map

What It Means to Be Immigrant-Aligned

Immigrant justice organizations are organizations whose leadership and mission center the communities most directly impacted by immigration enforcement. Think immigrant legal aid organizations, rapid response networks led by undocumented organizers, or coalitions built around the needs of specific immigrant communities in your city. Generally, immigrant-led organizations will say so directly in how they describe themselves and their work.

Being immigrant-aligned, by definition, means navigating multiracial, multi-ethnic coalition spaces. Immigration enforcement falls hardest on undocumented immigrants of color: Black immigrants are overrepresented in deportations relative to their share of the undocumented population, and Mexican-origin communities have historically borne the brunt of enforcement surges. The organizations closest to this work, then, reflect that reality. For a majority-White movement like Indivisible, that reality has direct implications for how our members can and should show up. Of course, your Indivisible group may have its own diversity, and members with different backgrounds — that’s an opportunity to pull even more perspectives into your community defense.

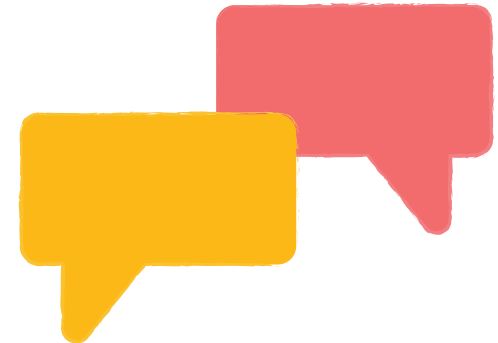
Key characteristics of being immigrant-aligned:



You are in direct communication with leaders within the immigrant justice ecosystem



You are aware of their goals, needs, barriers to organizing, and decision-making structures



You've had clear conversations about risk assessments that shape the response

What It Means to Show Up as a Committed Partner

For those of us who identify as White, showing up in immigrant justice spaces means being honest about what we bring into the room when we enter multi-racial coalition spaces. We as White people often bring two assumptions with us: (1) that our presence is needed as leaders, and (2) that we already know what this work requires. Both of these assumptions are well meaning, but they get in the way of trust building and meaningful organizing.

The immigrant-led organizations that have built immigrant defense infrastructure for years have often done so under real risk. The leaders of the organizations are typically people of color who are direct targets of state violence; therefore, the risks their work involves are different than those of White people. As a result, they are the experts in what's needed and when. As a majority White movement, our job is to follow their lead and to listen before we plan.

You've probably heard a lot about the importance of solidarity. This series asks you to go one step further: to show up as a truly committed partner. A committed partner is someone who shows up consistently even when the going gets hard. We are committing to showing up with accountability to the organizations leading the community

protection response and to taking direction from them about what's actually needed, on their terms.

Acting as a committed partner means our role is defined in coordination with the people closest to the work. And our commitment also carries a specific ask around risk. When we enter into movement building with multi-racial and mutli-ethnic coalitions, we are committing to using whatever privilege and resources we have to absorb risk that others cannot. We are committing to being directed. To wait. To follow. And to lead when called in.

How to Map Your Community's Ecosystem

What is Ecosystem Mapping?

Community ecosystem mapping is a structured process for identifying who is already organizing immigrant defense work in your community, what they are working on, and where the gaps are. Essentially, it's a series of questions that you ask as you're looking around your backyard. Think of it as taking stock of the terrain before you move. The stronger your picture of what already exists, the more precisely you can identify where you fit.

This is the right tool for this moment because the infrastructure for an effective response already exists in most communities. It was built before this surge, and it will outlast it. Your job is to find it, understand it, and plug into it.

Ecosystem mapping is a tool that can help you in not only immigrant defense work, but in any type of social justice work. The skill of taking stock of your neighborhood and assessing its strengths and gaps is a skill that will help you respond any time authoritarianism comes to your backyard.

Types of Organizations We're looking For

When you're mapping your ecosystem, you're looking for organizations rooted in your city, neighborhood, or region that are actively engaged in immigrant defense work. That work takes many forms: legal aid and Know Your Rights training, rapid response coordination, and community services that keep people safe and connected.

The ecosystem includes more than you might expect. Immigrant defense draws in a wide range of community institutions. In Minneapolis, faith communities and local businesses, for example, helped anchor the response when ICE surged. Labor unions have been at the center of immigrant defense coalitions in cities across the country. When you search your community, look beyond organizations that focus exclusively on immigration.

The worksheet that follows will walk you through the research process step by step.

Worksheet: Know Your Ecosystem

Learning Goals: Complete a research-based list of the immigrant justice organizations and allies already active in your community.

Collaboration: This is a 2-part exercise. First you will do some of your own mapping, and then you will get together with your group or some neighbors to synthesize. If you want to divide up some of the work ahead of time, go right ahead!

Materials: This workbook, a pen, a computer, tablet, or phone for research.

Time: 45-60 minutes



PRO TIPS

Ecosystem mapping can also be done in real life. Visit your local coffee shop, independent bookstore, or local library. Community spaces and businesses that brand themselves as progressive will often have community bulletin boards offering resources for immigrant neighbors. When there, take a flyer or snap a picture of what you see and look up those organizations online.

Fill this out directly in the PDF, print and write by hand, or use a notebook. Whatever works for you.

STEP 1

Catalogue the organizations

Start with a simple search. Open up your favorite search engine. Here are some search terms to get you started:

- “immigrant” “services,” “advocacy” “[your city or county]”
- “ICE,” “rapid response,” “hotline,” “[your city or county]”
- “Know Your Rights,” “training,” “immigrants,” “[your city or county]”

Remember, you’re looking for organizations rooted in your city or neighborhood that are actively engaged in immigrant defense work. For example, searching these terms in Des Moines surfaces Iowa Migrant Movement for Justice, an immigrant-led advocacy org running Know Your Rights trainings and an ICE reporting hotline. In Columbus, the same search surfaces the Fund for Immigration Legal Assistance, a faith-based immigration legal assistance fund at First Unitarian Universalist Church.

Aim to identify three to four organizations. As you find them, start tracking them in a spreadsheet with the following columns:

- Name of organization
- Mission or focus
- Who they serve
- What they are currently working on
- Contact information

If you’d rather hand-write the information, or use some other format to complete your ecosystem research, go right ahead! We do recommend a table of some kind so you can keep these details neatly organized.



PRO TIP

Put quotation marks around each word or phrase in your search to get more precise results. This tells the search engine to look for pages that include all of those words specifically.

STEP 2 Recognize the community champions

Now that you have three to four organizations, go deeper by identifying community champions. Community champions look different in every community. They might be an organizer or faith leader quoted in a local news story about a raid, a labor organizer coordinating undocumented worker support, or a local elected official who has taken a public stance on immigration enforcement.

For each one, open to your favorite news search engine (like yahoo news, or google news) and search for the organization's name in quotation marks so that only stories that specifically name that organization come up. Scan for people speaking on behalf of the organization and write down:

- Role:
- How you found them:
- What specifically about their work is being highlighted in the story:

Add this to your spreadsheet or written table.



PRO TIP

Add a hyperlink or a description of the news story to your spreadsheet. When you eventually reach out, knowing where you first encountered someone gives you a natural way to open the conversation.

STEP 3 Find the communication channels

Now that you know who the organizations are and who leads them, find out where they communicate publicly. For each organization you identified, do the following:

- Go to their website and look for a newsletter signup, a mailing list, or a contact form.
- Search for them on Facebook, Instagram, and X (formerly Twitter).
- Look for a link to a Signal group, WhatsApp group, or email listserv. These are often buried in the footer of their website or in the bio of their social media accounts.

Add the following to your spreadsheet for each organization:

- Website:
- Social media handles:
- Newsletter or listserv (yes/no, link if available):
- Signal or WhatsApp group (yes/no, link if available):

STEP 4 Identify community events

Now that you're following the organizations you found, look at what programming they are currently offering. This will give you a sense of what they are prioritizing right now and what kind of work they are leading.

For each organization, go to their website or social media and look for an events page, a calendar, or any upcoming announcements. You can also search:

- “[organization name] events [your city]”
- “[organization name] training [your city]”
- “[organization name] meeting [your city]”

Add the following to your table, in either your notebook or spreadsheet under each organization's row:

- Event name:
- Date and location:
- What the event is about:

STEP 5

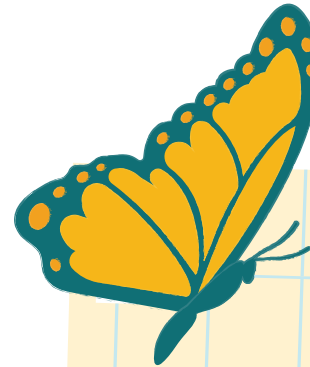
Celebrate! Do a little dance!

You've now completed your ecosystem research. **Celebrate yourself because now you know your community on a deeper level.**

Your spreadsheet now has the following columns:

- Name of organization
- Mission or focus
- Who they serve
- Current programming
- Contact information
- Key champions: name, role, how you found them
- Website
- Social media handles
- Newsletter or listserv
- Signal or WhatsApp group
- Upcoming events

Next, get together with your group if you're part of one, or with 2 neighbors who will be part of your safety system of support in surge moments. Your task is to synthesize what each person found into one shared community ecosystem map that identifies where your group can plug in.



What about other Indivisible groups, or similar community organizations?

Great question! If there are Indivisibles or other groups active on these issues in your community that come up in your research, track that information as well! It may be helpful to compare notes, learn from each other, or combine forces.

Name of Organization			
Mission or Focus:		Website:	
Who They Serve:		Social media handles:	
What they are currently working on:		Newsletter or listserv:	
Contact information:		Signal or WhatsApp group (yes/no, link if available):	
Community Champion		Community Events	
Role:		Event Name:	
How you found them:		Date and location:	
What specifically about their work is being highlighted in the story:		What the event is about:	

<p>Name of Organization</p>			
<p>Mission or Focus:</p>		<p>Website:</p>	
<p>Who They Serve:</p>		<p>Social media handles:</p>	
<p>What they are currently working on:</p>		<p>Newsletter or listserv:</p>	
<p>Contact information:</p>		<p>Signal or WhatsApp group (yes/no, link if available):</p>	
<p>Community Champion</p>		<p>Community Events</p>	
<p>Role:</p>		<p>Event Name:</p>	
<p>How you found them:</p>		<p>Date and location:</p>	
<p>What specifically about their work is being highlighted in the story:</p>		<p>What the event is about:</p>	

<p>Name of Organization</p>			
<p>Mission or Focus:</p>		<p>Website:</p>	
<p>Who They Serve:</p>		<p>Social media handles:</p>	
<p>What they are currently working on:</p>		<p>Newsletter or listserv:</p>	
<p>Contact information:</p>		<p>Signal or WhatsApp group (yes/no, link if available):</p>	
<p>Community Champion</p>		<p>Community Events</p>	
<p>Role:</p>		<p>Event Name:</p>	
<p>How you found them:</p>		<p>Date and location:</p>	
<p>What specifically about their work is being highlighted in the story:</p>		<p>What the event is about:</p>	

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Contact information:		Signal or WhatsApp group (yes/no, link if available):	
Community Champion		Community Events	
Role:		Event Name:	
How you found them:		Date and location:	
What specifically about their work is being highlighted in the story:		What the event is about:	

Worksheet: Build Your Map Together

Learning Goals: Pool your individual research and build one shared community ecosystem map together.

In Worksheet: Build Your Map Together, you'll pool what everyone found and build a shared community map together.

Materials: This workbook, a computer, your completed spreadsheet from Worksheet 1, a large piece of paper or whiteboard, markers in various colors.

Time: 60-90 minutes



PRO TIPS

Fill this out directly in the PDF, print and write by hand, or use a notebook. Whatever works for you.

STEP 1

Pool what you found

Assign one person in your group to be the note taker. You'll each take turns walking the group through what you found. The note taker's job is to use their computer to compile everything into one central spreadsheet as you go. For this step, we do recommend using a computer so you can easily edit information dynamically as you go.

As you build the central list, keep all of the columns from Worksheet 1 for each organization. This will make combining the worksheets easier.

If someone doesn't have information for a particular column, leave it blank. Those blanks show you visually what you still don't know about the organizations in your ecosystem, and that becomes your starting point for what to find out next.

STEP 2

Draw Your Map

This is where you use that big sheet of paper. Using the image below as your guide, the scribe draws your map.

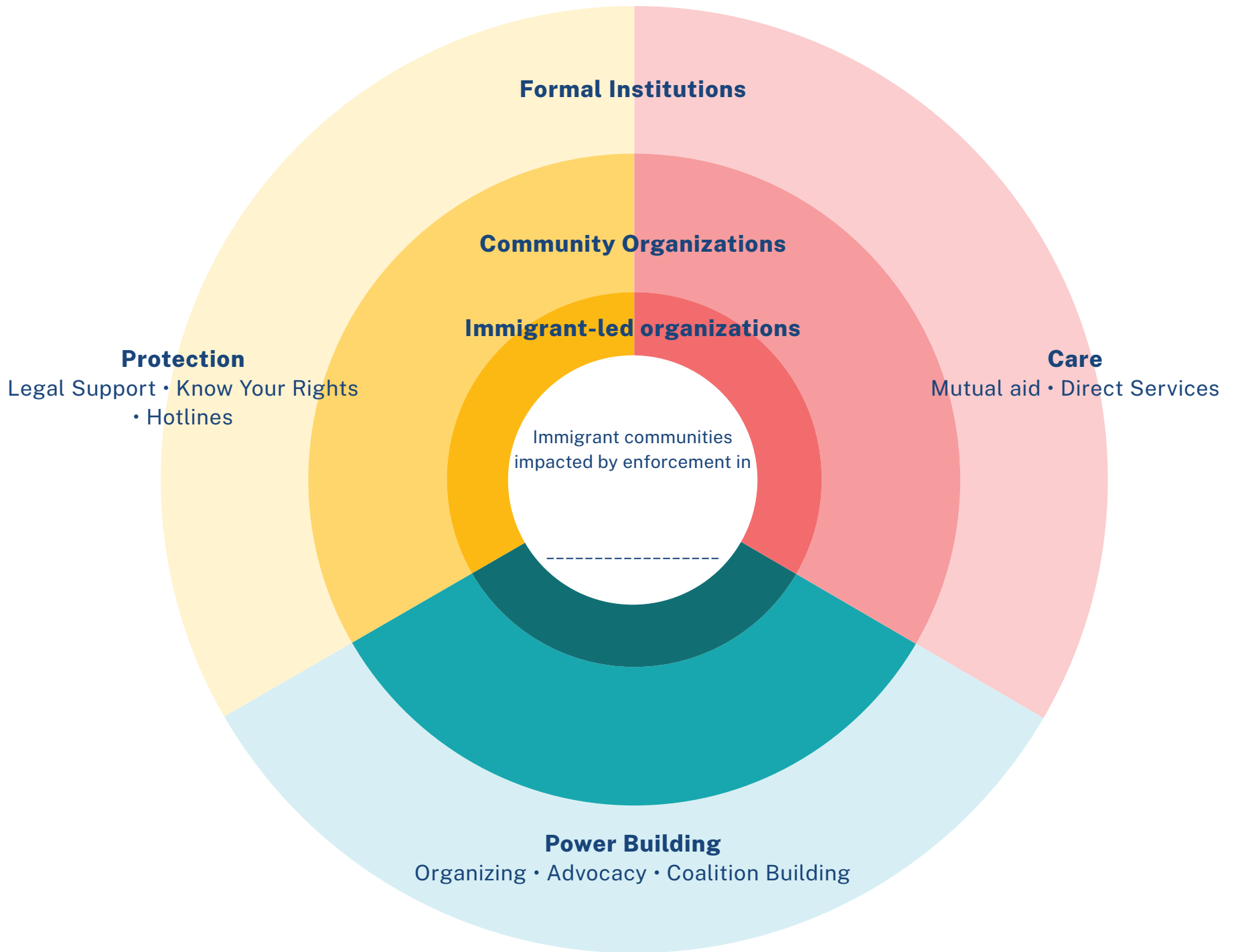
Your map has two dimensions. First, the rings show how closely connected an organization is to the immigrant communities most impacted by enforcement in your area. Here's how the rings work:

- The inner ring is for organizations created by and for those communities.
- The middle ring is for community organizations that have chosen to support them, like a faith congregation running a food pantry for immigrant families.
- The outer ring is for formal institutions, like a mayor's office or a school district.

The circle is also sliced in three, like a pie. This represents the second dimension of the map. The slices show what type of work an organization primarily does.

- Protection covers legal support, Know Your Rights trainings, and hotlines.
- Care covers mutual aid, direct services, and emergency support.
- Power building covers organizing, advocacy, and coalition work.

In the center circle, write: Immigrant communities impacted by enforcement activity in [your city or neighborhood]. Label each ring and each slice.



STEP 3

Place the organizations

Go through your central spreadsheet together, one organization at a time.

- To identify which layer it belongs in, go around and discuss: Who leads this organization, and who is it primarily for? Is it led by and for immigrant communities? Is it a community institution that has chosen to support them? Or is it a formal institution?
- To identify which slice it belongs in ask: What does this organization primarily do? Is its main work protection, care, or power building?

Write the organization's name where the right ring and the right slice meet.

STEP 4

Map the relationships

Now look back at your research. For each organization on your map, ask: did you find any evidence of this organization collaborating with another? Co-sponsored events, social media tags, joint press coverage? If yes, draw a dotted line between them on the map. Add arrows that point out from that connecting line to list what they've collaborated on. Is it a Know your Rights training? Does the food pantry in the middle ring collaborate with immigrant-led mutual aid organizations providing food delivery to immigrant families? Note that.

Take a photo of your map when you're done and save it somewhere you can all access. This is a living document. Come back to it, update it, and keep building on it as you learn more.

Go Deeper: For those who want to take this further

1

Attend something. Gather one or two friends and show up to a meeting, rally, or event that one of the organizations you mapped is hosting. Connect with the organizers while you're there, get their contact information, and follow up within a week.

2

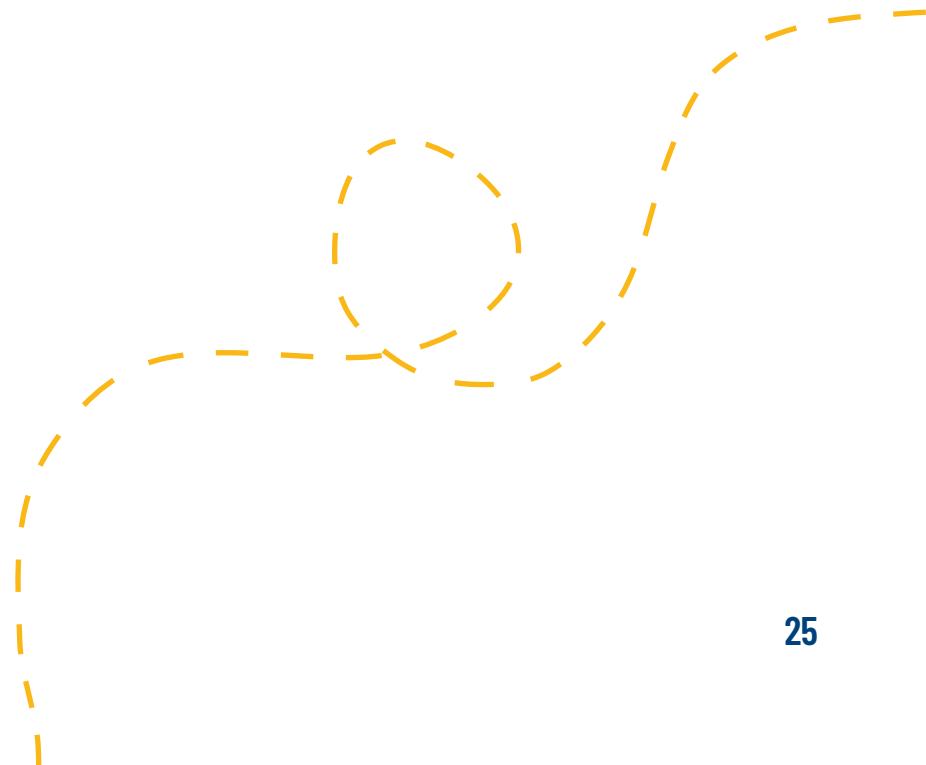
Bring together Indivisible groups from across your city or region and invite a leader from a local immigrant justice coalition to join as a subject matter expert. Let them walk your groups through the state of play locally: what's the preparedness plan, where are the gaps, and how can your groups pool resources to support a safe, coordinated, hyper-local response.

In sum, you came into this chapter with a question: who is already organizing immigrant defense work in your community? You're leaving with the answer.

You know what it means to be immigrant-aligned and why that alignment is the foundation of everything that follows. You've learned ecosystem mapping as a tool for taking stock of your backyard. And you've done the work: you have a shared table of organizations and a map that shows you who they are, what they do, and how they relate to the communities most directly impacted by enforcement.

That map is the foundation for the next question: when ICE surges in your community, what do you actually do?

Chapter 2 takes you there.



Chapter 2: Show Up With a Plan

Companion to Call 3: Show Up With
a Plan: Roles and Rapid Response
Strategies for Immigrant Justice



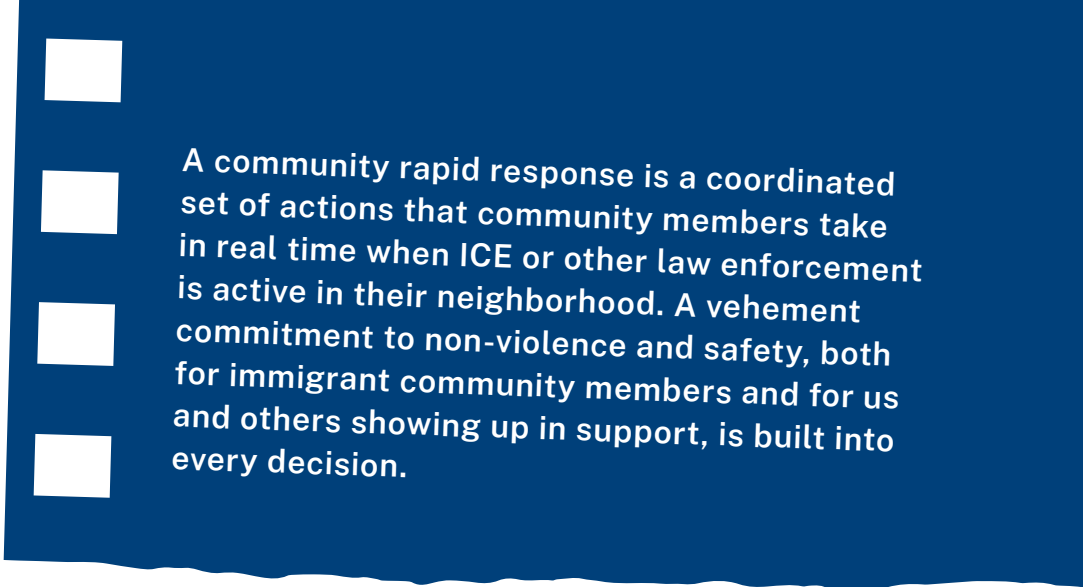
You've done the work of mapping your ecosystem. You know who the immigrant-led organizations in your community are, what they're working on, and have ideas about where you might fit. Now comes the next question: when ICE surges in your community, what do you actually do? This chapter is about building your plan.

Learning Goals

- Understand the architecture of a community rapid response: what it includes, how it's organized, and what makes it effective.
- Identify the internal roles your organization needs to assign so your group can move effectively when a surge hits.
- Develop a shared purpose statement for rapid response scenarios
- Leave with a draft rapid response plan that assigns internal roles to specific people in your group.

What Is a Rapid Response?

Always but especially in moments of uncertainty, we must be precise about what we mean when we say "rapid response," because the term gets thrown around often without clarity.



A community rapid response is a coordinated set of actions that community members take in real time when ICE or other law enforcement is active in their neighborhood. A vehement commitment to non-violence and safety, both for immigrant community members and for us and others showing up in support, is built into every decision.

The strategic goals for this set of actions are oversight and accountability, and continuity of care for those directly impacted.

Architecture of a Community Response in an ICE-Surge Scenario

Your group's role in the broader community response

The first element in an effective community response to an ICE surge is clarity on your group's lane in the broader coordinated response. This comes directly out of the ecosystem mapping you did in Chapter 1: given what's already happening in your community, where does your group plug in?

There are two tracks.

The first is frontline response:



Being present and visible when ICE is active, documenting what is happening, witnessing detentions, accompanying community members, and being a calm and informed presence on the ground. The strategic purpose is oversight and accountability.

When community members show up to document and witness, they create a record, signal that the community is watching, and can connect people who have been detained to legal support faster. This can also include visibility tactics like art builds, distributing signage, or other efforts to ensure everyone in the community is aware of the threat – and that there’s something they can do about it.

The second is mutual aid:



Coordinating transportation, providing food and childcare, supporting families in the immediate aftermath of a detention, leading fundraising work, and making sure the people most directly impacted have what they need to keep going. The strategic purpose is continuity. It keeps families together, keeps communities functioning, and makes it possible for people to sustain a response over time.

Both tracks are essential. Your group doesn’t have to do both and your lane is not something you decide alone. It gets defined in conversation with the organizations already leading the work, based on your strengths/capacity and what your ecosystem actually needs.

Your internal organizational roles

The second element in an effective community response to an ICE surge is about your internal roles. These are the specific functions your group needs covered so you can move when the moment arrives. You don't need experts. You need people who will own making sure each of these things gets done, whether that means doing it themselves, getting trained, or building the partnership that fills the gap.

A note on capacity: all of these roles matter. You may be thinking – especially if you are a smaller group – “but I don't have someone to fill each role?” One person can own more than one role, and in smaller groups that's often how it starts. In a rapid response scenario, you need people covering each of them. So, the goal is to grow toward having dedicated people for each.

Any role that doesn't have a name next to it is a signal about who you still need to bring into your group. That becomes your next organizing task. In the next chapter we talk about how to grow the circle of people in your response.

The two-track model exists because different actions carry different levels of visibility and exposure, and mixing them carelessly can create risk for the very people you're showing up for. Here's why:

- ICE and law enforcement track who shows up at protests and enforcement scenes. Someone who is regularly at the front of a march or the first on the scene documenting ICE activity may not be the right person to deliver groceries to a neighbor too afraid to leave their home.
- If that person is being watched, their presence at a frightened neighbor's door could draw surveillance directly to someone whose safety depends on staying out of sight.
- The clearer you are about where your presence helps and where it creates risk, the more effective your contribution will be. That clarity is what your lane decision is about.

1 Crisis Coordinator

The point person who manages the overall response. They keep the group informed, delegate tasks, and serve as the go-to contact for everyone else on the team.

2 Community Liaison

The person responsible for maintaining relationships with immigrant-led organizations in your ecosystem. They make sure your group knows the plan, and is moving in coordination with the organizations leading the response. Depending on your community, you may need a few people in this role.

8 Community Healer Connector

The person who builds relationships with mental health providers and community healers who can support community members, families, and your own team through the emotional weight of this work

3 Media Liaison

The person who handles communications: press releases, social media, and making sure your group is amplifying the right messages from the right sources.

7 Emergency Funds Coordinator

The person who knows what mutual aid resources exist in your community and can help coordinate financial and material support for families in the immediate aftermath of a detention.

4 Government Liaison

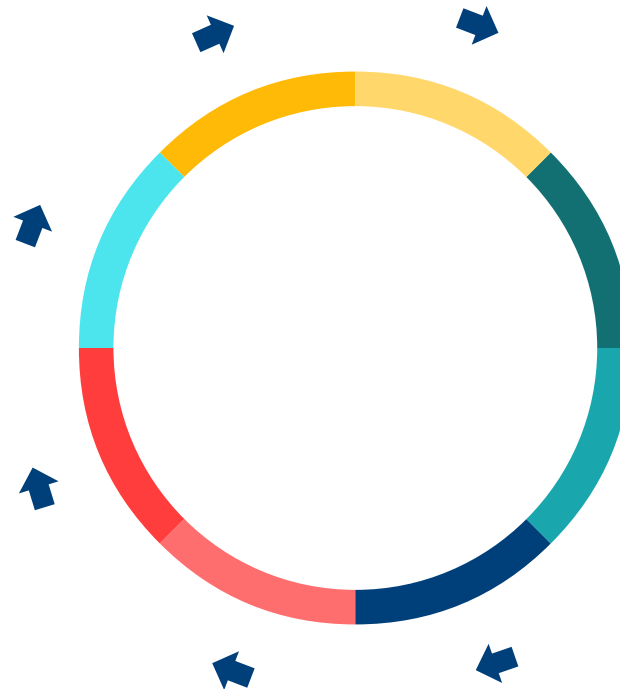
The person responsible for tracking what local elected officials, city council members, and county commissioners are doing in response to ICE activity, keeping the group informed of opportunities to apply pressure and collaborate.

6 Interpreter Connector

The person who identifies bilingual community members or organizations that can provide interpretation and translation support when needed.

5 Legal Connector

The person who builds and maintains relationships with immigration legal aid organizations in your ecosystem so that when someone is detained, your group knows exactly who to call.



A Communication infrastructure that connects both

The third element of your rapid response architecture is a plan for how information moves. You need two channels running before a rapid response scenario emerges.

- **Internal:** A dedicated way to activate the people holding your internal roles. When ICE is active, your Crisis Coordinator, your Legal Connector, your Community Liaison — everyone needs to be reachable immediately. A Signal group or phone tree with your whole team already in it means one message reaches everyone at once.
- **External:** A way to stay plugged into the broader coordinated response your group has a lane in. The immigrant-led organizations leading the work in your community have their own communication channels, often on encrypted communication platforms like Signal. Your group needs to be in them, whether that's a neighborhood alert group, a dispatch channel, or a regional coordination chat, so you're receiving real-time information and moving in coordination with the rest of the response.

We'll go deeper on how to build your communication infrastructure in Chapter 5.

A Strong Rapid Response: The Minneapolis Model

Operation Metro Surge was unprecedented in scale. The federal government surged nearly 3,000 armed and often masked agents into the Twin Cities, a deployment larger than the entire Minneapolis Police Department. They arrested and detained hundreds of immigrants. They were rounding people up without due process in streets, at workplaces, and outside schools beginning in December 2025. On January 7, 2026 ICE agents killed Renee Nicole Good, a 37-year-old mother and Minneapolis resident, in plain sight. On January 24, federal agents killed Alex Pretti. The community was watching. And it moved.

The response that the Twin Cities mounted to Operation Metro Surge was built on years of organizing. Black organizers had spent years after George Floyd's murder building the practice of coordinated community response to state violence. The Twin Cities is also home to the largest Somali diaspora in the world, the largest urban Hmong population in the world, and a Latinx community with roots going back to the 1880's. These communities had spent decades building civic infrastructure, networks, and organizations. When Operation Metro Surge hit, that foundation is what the community stood on.

The Shape of the Response

What followed was a coordinated response across dozens of organizations, faith communities, labor unions, and everyday neighbors, running on both tracks at once.

On the mutual aid track, nonprofits, faith communities, and hundreds of hyper-local hubs mobilized to keep families going: coordinating food delivery, rent relief, childcare, and emergency funds for people who couldn't leave their homes. The Immigrant Rapid Response Fund raised nearly \$15 million from more than 65,000 donors and made grants to over 140 organizations across the state. Immigrant-owned small businesses, absorbing their own economic losses, became informal safety hubs and offered food to activists in the middle of it all.

On the frontline response track, immigrant-led organizations trained people at scale to become constitutional observers. The Immigrant Defense Network, a collaborative of over 90 organizations, trained tens of thousands of observers across the city to document enforcement activity, track ICE movements, share real-time information across neighborhoods, and connect people who had been detained to legal support. Trainings filled instantly. Indivisibles in the Twin Cities and across the state kept running them, serving as co-hosts. To keep up with demand as the situation grew more intense, Indivisibles, many who were new to the issue, got trained as trainers themselves, then secured libraries and churches to keep the pipeline moving, some opening their own living rooms

to host. The response scaled because the training and mutual aid scaled.

Everyday people were the connective tissue of the response. They took what they learned from the trainings and the mutual aid networks back to their blocks. They created neighborhood-specific Signal chats to alert neighbors of ICE abductions. They printed and distributed Know Your Rights zines to share with their neighbors, and drove food from food pantries to immigrant neighbors' homes to minimize their exposure. Through these and many more everyday acts, they made sure the coordinated response that was happening at scale was actually reaching the people who needed it most.



PRO TIPS

Want a deep dive into the Metro Surge Timeline? Take a look at this resource:

<https://minnesotareformer.com/2026/02/20/a-chronology-of-operation-metro-surge/>

Team Breakout Session: Build Your Rapid Response Plan

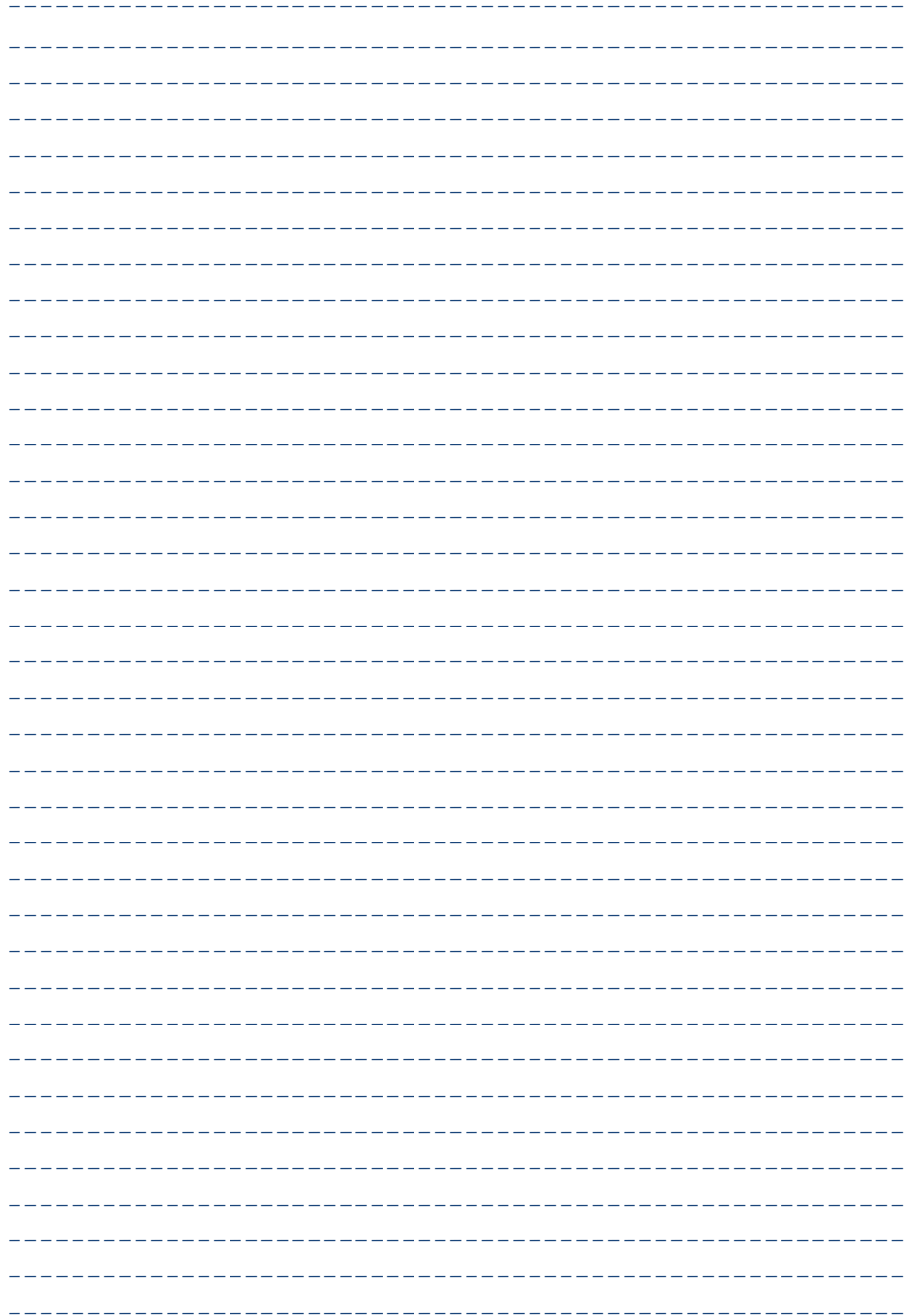
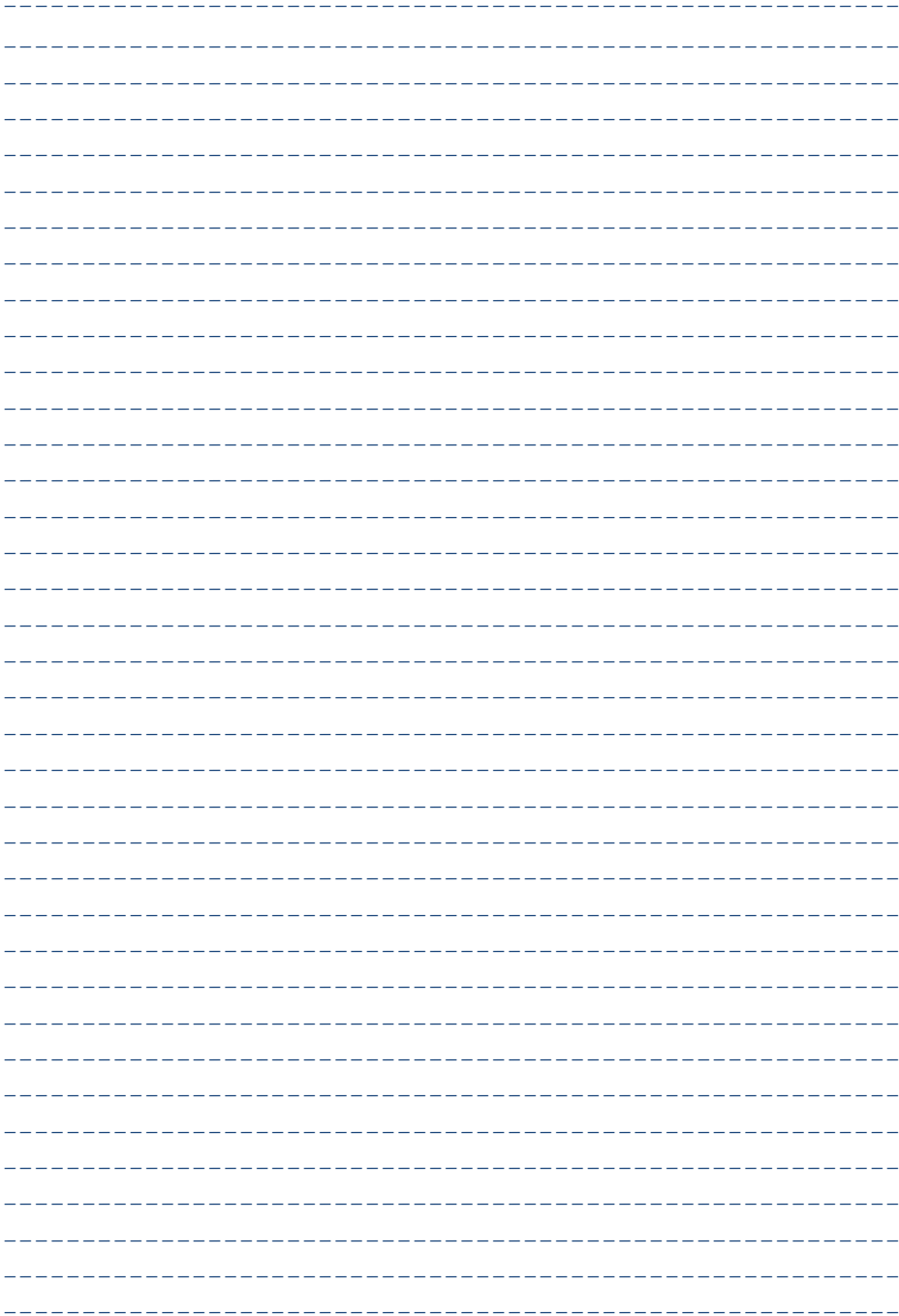
Agenda: 70 minutes

1. Gather your group, choose a timekeeper, and review this agenda. (5 minutes)
2. Define your lane using Worksheet: What's Our Lane? Review what you learned about your community's ecosystem in Chapter 1 and focus on where your group fits in the broader rapid response. (30 minutes)
3. Assign your internal roles using Worksheet: Who Does What? Review the internal roles named in this chapter, discuss how they match up with the strengths and experience of people in your group, and leave with every role assigned to a name. (30 minutes)
4. Take a photo of your completed work and save it somewhere everyone in your group can access. This is your draft rapid response plan. You'll keep building on it. (5 minutes)

Goals for this session

- Define your organization's lane in the community rapid response
- Assign internal roles to specific people in your group

Supplies: This workbook, large sheet of paper or poster board, markers, your phone or camera.



Worksheet: What's Our Lane?

Learning Goals: Draft a shared purpose statement that names your group's lane in the community rapid response, who you're organizing for, and what you'll specifically do.

Materials: Large sheet of paper, markers, your completed ecosystem map from Chapter 1.

Time: 30 minutes



PRO TIPS

Fill this out directly in the PDF, print and write by hand, or use a notebook. Whatever works for you.

**The constituency we
organize with is...**

**This team's shared
purpose is...**

**We will achieve this
by...**

STEP 3

Share out (10 minutes)

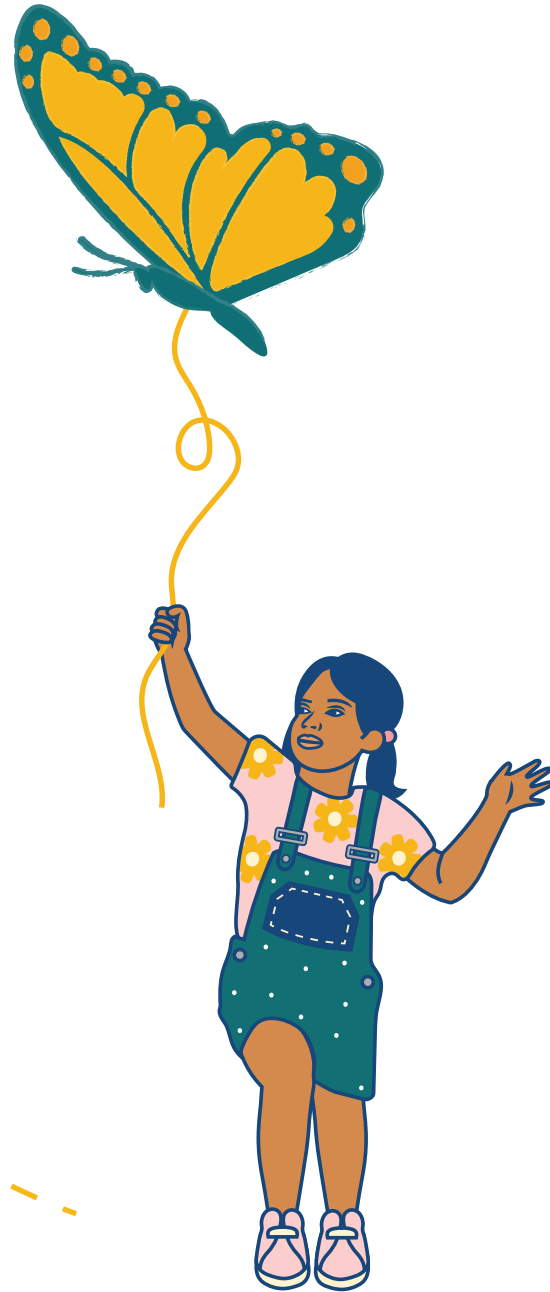
Now that you have individually reflected, go around the group. Each person reads their purpose sentence. One person captures key words on the big sheet of paper under three columns.

When everyone has shared, the scribe will circle the words and ideas that come up more than once or spark energy in the room.

The constituency we support is...	This team's shared purpose is...	We will achieve this by...

STEP 5 Celebrate!

You just named your lane. Write your shared purpose statement at the top of your big sheet of paper. Take a picture. You'll use it in Worksheet: Who Does What? next.



Worksheet: Who Does What?

Next, we will answer who does what. These roles are about how you will divide the work of showing up as a coordinated, effective team in a rapid response scenario. Assigning them now, before a surge hits, is what makes it possible for your group to move fast and support one another when the moment comes.

Learning Goals: Assign each internal role to a specific person in your group so that when a surge hits, everyone knows their job and your team can move together.

Materials: Large sheet of paper, markers, your completed purpose statement from What's Our Lane?

Time: 60 minutes



PRO TIPS

Fill this out directly in the PDF, print and write by hand, or use a notebook. Whatever works for you.

STEP 1

Define what each role needs (20 minutes)

Working together, review the roles in the table below together. For each role, discuss as a group: what would a person have to be good at, or what relationships would they need, to own this role well? Write your answers in the third column.

STEP 2

Put your skills on the table (20 minutes)

Go around the circle. Each person shares:

- What experience, skills, or existing relationships they bring
- What they most want to learn or take on

One person captures everyone's skills and experience on the big sheet of paper so the whole group can see it together.

STEP 3

Find the fits and assign the roles (20 minutes)

Look at the skills on your big sheet alongside column 3. Where are the matches? Are there clear fits between what a role needs and what someone in your group brings? With this information, fill in column 4 together. If a role has no name yet, note it. That gap is your next organizing task.

Role	What this person does	Skills that would be good for this role...	Who owns it & Their Talents
Crisis Coordinator	The point person who manages the overall response. They keep the group informed, delegate tasks, and serve as the go-to contact for everyone else on the team.		
Community Liaison	Maintains relationships with immigrant-led organizations and keeps your group plugged in.		
Media Liaison	Handles press, social media, and message amplification.		
Government Liaison	Tracks local elected officials and keeps the group informed of opportunities to apply pressure or collaborate.		

Role	What this person does	Skills that would be good for this role...	Who owns it & Their Talents
Legal Connector	Builds relationships with immigration legal aid so your group knows who to call when someone is detained.		
Interpreter Connector	Identifies bilingual community members or organizations that can provide interpretation and translation support.		
Community Healer Connector	Builds relationships with mental health providers and community healers to support your team and community through this work.		
Emergency Funds Coordinator	Knows what mutual aid resources exist and coordinates financial and material support for families.		

Go Deeper: For those who want to take this further

1

You've identified your role. Now get trained up on it. Find an organization from your ecosystem map that runs trainings and sign up. If you don't find one, go through our Eyes on ICE training series which can be found here: <https://www.nokings.org/trainings>. Afterwards, talk to 2 people in your neighborhood about what you learned.

2

Put rapid response training on the agenda at your next Indivisible meeting. Make a plan for getting everyone trained. If there's an organization in your ecosystem running trainings, invite them to come train your group. If not, get trained yourself and bring that training back to your people. To learn how to train others on Know Your Rights, see this resource developed by the No Kings Coalition as part of the Eyes On Ice series. <https://www.youtube.com/watch?v=Zm2LoX5Lufo>

3

Convene the Indivisible groups closest to you. Share your preparedness plan, walk them through what you've built, and work through the gaps together. What roles are covered across your groups? Where do you still need people trained up? The answer to those questions will decide what programming is most necessary across your region.



Chapter 3: Grow the Circle

Companion to Call 4: Grow the Circle:
Building Your Response Team and
Funneling Community Support

You've mapped your ecosystem. You know your lane. You've assigned your roles. Now here's a question worth sitting with: Imagine authoritarianism has shown up as a surge of ICE agents on the streets of your hometown and someone in your life came to you and said "I want to help, what do I do?" Do you have an answer? This chapter walks you through your answer.

Learning Goals

- Understand the funnel model and your role in channeling community support to the organizations leading the response
- Learn what trainings and skills matter in a rapid response scenario so you can route new people into the right preparation to meet the need on the ground
- Leave with a concrete plan for how people find you online and what training opportunities you'll highlight to get them trained and into the work once they do

The Funnel Model

When authoritarianism comes to our community in the shape of masked armed agents or detention centers, the harm is immediate and widespread. And alongside it, come people who have never done this work before but who are scared, angry and ready to help protect their immigrant neighbors. That energy is only as powerful as the systems set up to direct it.

Without a funnel, the people who want to help can't find their way in. The organizations doing the work on the ground get flooded with inquiries they can't route. The oil is there but it's going everywhere except into the engine.

Think of it this way. An engine needs oil to run. But you can't just pour oil over the engine and hope it works. It has to go in the right chamber. A funnel makes that possible: wide at the top to catch everything coming in, narrow at the bottom to direct it exactly where it needs to go.

Your group can be that funnel. That means having a way for people to find you, and a clear answer to the question they're going to ask.

What does it mean to be a funnel in practice?

In practice, being a funnel means having a specific answer when someone asks how to help, one that meets the actual needs of the organizations leading the response in your ecosystem. In an ideal world, you will be prepared to answer “What can I do?” by pointing to a concrete training that gets the person in front of you ready to do something specific. And you have a way for them to find you and take that next step: a social media presence with a clear link to register or connect.

We saw this in Minneapolis. When people flooded in wanting to help, the groups that had built this capacity could move them. Someone called a local Indivisible and asked what to do. The answer was: there’s a constitutional observer training at the community center on every Thursday, here’s the link.

That’s it. That’s the funnel working.

What Trainings To Prioritize in a Rapid Response Scenario and Why

In a surge, two types of trained people are needed, mapping back to the two tracks from Chapter 2: frontline response and mutual aid.

Frontline response training.

Frontline response is about bearing witness to enforcement activity and creating real-time accountability, with the goal of keeping people safe and connected to legal support when ICE is active in your community. Why? Once DHS arrests someone on the street, they are taken to a processing center and then placed in a detention facility that could be anywhere in the country. People are routinely denied access to a phone or an attorney, and ICE’s own locator system has repeatedly failed to show where people are being held.

The presence of trained observers changes what is possible. Enforcement activity gets documented, civil rights violations get recorded, and people who are taken into custody get connected to legal support faster. And the whole community can see your videos or photos, can hear you chanting or your whistles, and knows that they aren’t alone.

The work requires people who know how to document enforcement activity safely, how to observe and record without putting themselves or others at risk, and how to connect people to legal support in real time. The two core trainings that build those skills are:

- Constitutional observer
- Know Your Rights trainings

Mutual aid training.

Mutual aid is about keeping families and communities going when enforcement activity makes everyday life impossible, with the strategic goal of ensuring that people can stay safe, housed, and connected during a surge.

When ICE is active in a community, families shelter in place. People skip doctor's appointments, pull kids from school, stop going to jobs they cannot afford to lose. The harm compounds fast. Prepared mutual aid networks change what is possible: food gets to families who cannot leave their homes and emergency funds reach people whose income has disappeared overnight.

The work requires people who know how to coordinate logistics across a community under pressure, how to move resources quickly to the people who need them most, and how to show up with cultural humility in communities that may not know or trust them yet.

Two types of training build those skills:

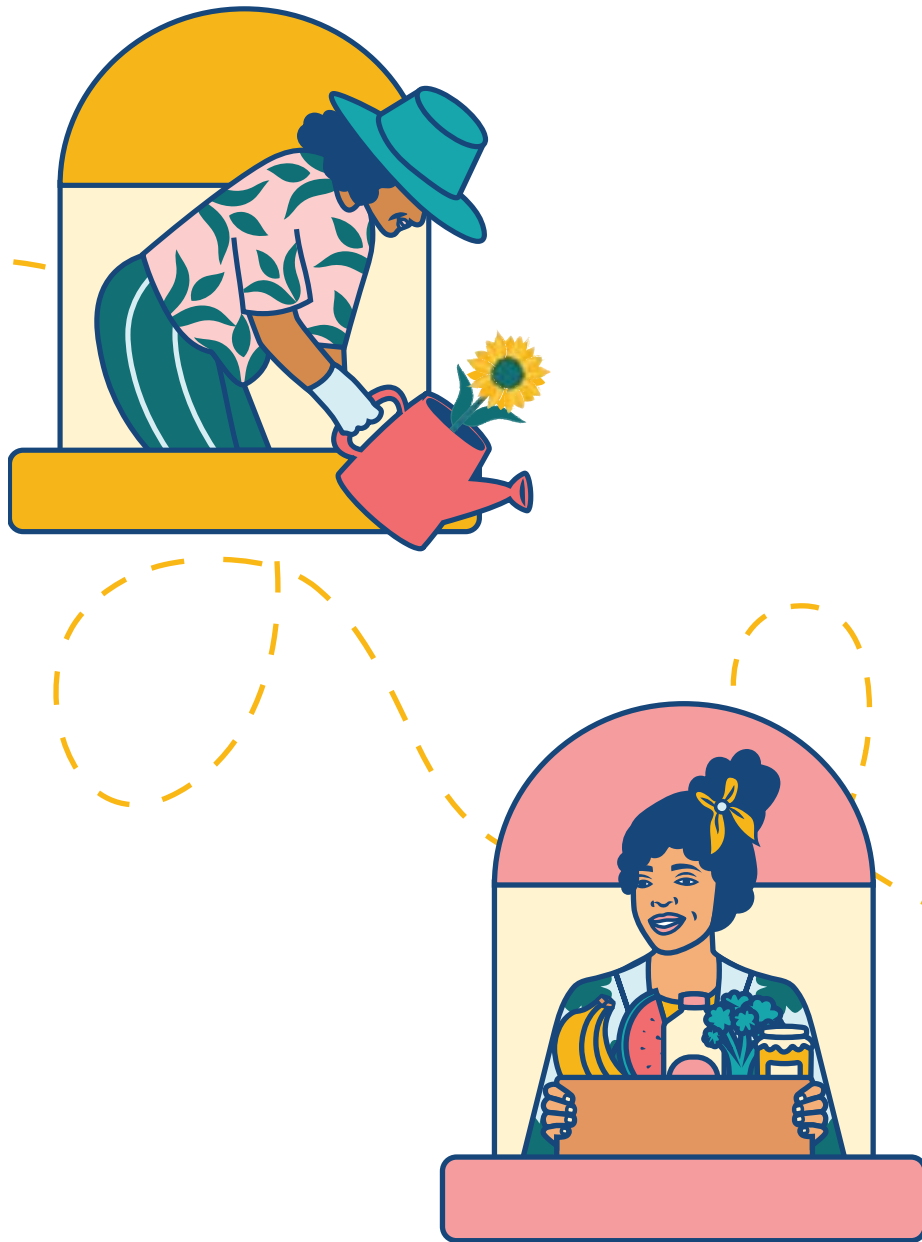
- **Mutual Aid 101:** foundational training on how mutual aid works, how to set up systems for receiving and distributing resources, and how to sustain care networks over time
- **Cultural competency training:** training on how to provide care across cultural, racial, ethnic, and linguistic difference in ways that center the dignity and self-determination of the people you're showing up for

In sum, these are some of the training that power both tracks. Together, they are what makes a community response last.

Our Role as Indivisible in Supporting this Training Infrastructure

Our job now is to find out how these trainings are showing up in your community. Who is offering them? How often? Are they on Mobilize where new people can find and register for them? Are they being amplified on social media? Do they have enough trainers to keep up with demand? Do they have dedicated space to run them?

Our mandate before a rapid response scenario is to go back to the organizations on our ecosystem map, specifically the ones doing frontline response and mutual aid work, and ask directly what they need. Your group may not be the one running these trainings. But you can be the one that makes sure more people find them, show up for them, and are ready when a surge hits.



Social Media as the Front Door

You now know what training to prioritize. The next question is: how do people find their way to them? Social media is the front door. It is how someone who doesn't know your group yet, who is scared and looking for a way in at 10pm on a Tuesday, finds you and takes that first step.

The most important thing on your social media in a rapid response moment is a clear link to the trainings and resources you've identified: constitutional observer trainings, Know Your Rights sessions, mutual aid opportunities. That link is what transforms someone's panic and energy into something directed and useful.

What is a Link Tree?

A link tree is a single page that lives behind one link in the bio of your social media accounts. In rapid response moments, organizers have used link trees to bring together the three most critical types of resources in one place:

- training opportunities for people who want to get prepared,
- mutual aid resources for people who want to provide direct support,

- and a way to connect with your group directly so new people have a safe entry point into the work.

The link tree is your funnel's front door. When someone finds your group online and shares your link with one neighbor, that neighbor can find their way to a training, a mutual aid resource, or a direct entry point into the work. In the Twin Cities, everyday people were the connective tissue of the response: they took what they learned from trainings and brought it back to their blocks, their churches, their workplaces. A link tree is what makes that kind of person-to-person spread possible at scale.

The worksheet that follows will walk you through building the ability to grow the circle of people not only ready but also trained up to support in moments of uncertainty.

Worksheet: Map Your Training Pipeline

Activity Goals

- Use your purpose statement, ecosystem map, and strengths analysis to identify which types of trainings your group has the capacity to support
- Develop a concrete offer to bring to organizations when you reach out, and a shared set of questions to guide those conversations
- Leave with clear assignments, a deadline for completing outreach, and a plan for when the group reconvenes to build next steps

Materials: This workbook, your completed ecosystem map from Chapter 1, your purpose statement and strengths list from Chapter 2, a pen or computer.

Time: 45-60 minutes



PRO TIPS

Fill this out directly in the PDF, print and write by hand, or use a notebook. Whatever works for you.

STEP 1

Pull up your three inputs

Before you do anything else, gather the following and write them down here:

Our purpose statement	Our strengths:

Our ecosystem map: pull up the photo you took at the end of Chapter 1 and keep it visible as you work through this worksheet.

Handwriting practice lines on the left page, consisting of 20 horizontal dashed lines.

Handwriting practice lines on the right page, consisting of 20 horizontal dashed lines.

Here are two to get you started:

- If you're offering a venue: where are you currently hosting your trainings, and what has the experience of securing space been like?
- If you're offering social media amplification or Mobilize listings: how are people currently finding out about your trainings and registering for them?

STEP 4 Identify your outreach targets and assign them

Now that you know your menu of offerings and the questions you will ask, look at your ecosystem map. Which organizations are doing training work in your lane?

For each one, write down the organization name, who your point of contact is, and who in your group will reach out to them. Assign outreach based on who in your group is best positioned to have that conversation.

As a guide: your Community Liaison is best positioned to reach out to immigrant-led organizations and community organizations like faith communities, labor unions, and nonprofits. Your Government Liaison is best positioned to reach out to formal institutions like government agencies, school districts, and hospitals. Use your judgment if your group's specific relationships suggest a different fit.

STEP 2

Set your reconvening date

Once everyone has completed their outreach, you'll need to come back together to build your plan. Set that date now.

We will complete our outreach by:

We will reconvene on:

When we reconvene, we will: review what we learned, finalize our menu of offerings, and decide what we're committing to.

You're now ready to start setting the key partnerships that will allow you to function as a funnel.

Worksheet: Build Your Front Door

Activity Goals

- Build a link tree that gives anyone who wants to get involved a clear, immediate path into the trainings and opportunities your group has identified
- Leave with a live link tree that is ready to share

In Worksheet: Map Your Training Pipeline, you identified the immigrant defense trainings happening in your community, made a plan to reach out to the organizations running them, and built a menu of what your group can offer to make those training more visible and accessible. Now comes the next step: making sure people can actually find their way to all of that.

This worksheet walks you through building your front door: a social media presence and a link tree that routes people directly into the trainings and opportunities you've identified. When someone sees a news story about ICE in their neighborhood at 10pm on a Tuesday and goes looking for a way in, this is what they find.

STEP 3 Build your link tree

A link tree is a single page that lives behind one link that you put in the bio of your social media accounts. It organizes everything someone needs to get involved in one place: training registrations, resources, and a way to connect with your group directly.

Here's how to set one up:

1. Go to linktr.ee and create a free account
2. Give your link tree a title. Use your group's name so people know they're in the right place
3. Add a button for each item on your list from Step 2. For each one, give it a clear label and paste in the link. Examples: "Sign up for Constitutional Observer Training," "Find mutual aid resources," "Join our Signal group"
4. Copy the link that Linktree generates for your page

For more information on the technical aspects involved in building a link tree, see the appendix section at the end of this workbook.

STEP 4 Add your link tree to your social media

Go to each of your group's social media accounts and add the link tree link to your bio. Do this for every platform where your group has a presence.

Platforms we've added it to:

- Instagram

YES

NO

- Facebook:

YES

NO

- Other:

STEP 5 Decide what goes on your link tree

Your link tree is only useful if people can find it. Share it now with at least three people outside your group and ask them to share it with one person they know.

For example of great Linktree see the following: <https://linktr.ee/Neighbor2NeighborOH>

Go Deeper: For those who want to take this further

1

Share your link tree with one person outside your circle this week and ask them to share it with one person they know. Identify rapid response training plan.

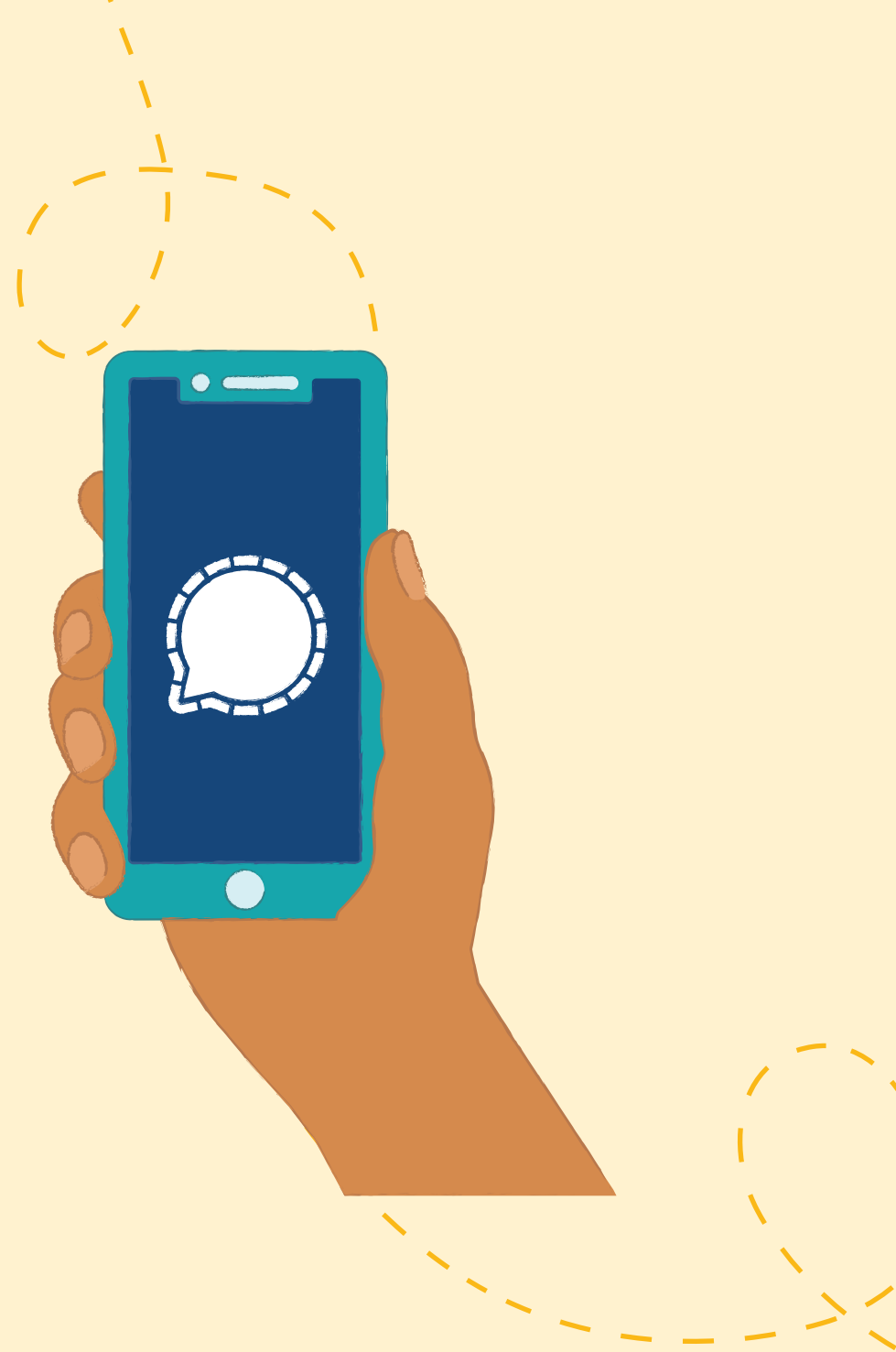
- Who will you partner with?
- What venue will host it? Are there A/V needs?
- How will you get the word out and register people?

2

Add a Signal chat to your link tree and recruit your first five members.

Chapter 4: Signal for Rapid Response

Companion to Call 5: How to Use Signal
for Immigrant Justice Rapid Response
in Your Community



You have your plan. You know your lane, your roles, and the training pipeline you're building. Now comes the question of how your team actually moves together when the moment hits.

When ICE comes to your community, your immigrant neighbors need a coordinated, strategic response because every minute counts.

That means your team needs to be able to communicate in real time, share sensitive information safely, and move resources to the right place without putting anyone at risk. Signal is the tool that makes that possible. This chapter walks you through how to build that infrastructure, and you will leave with yours set up and ready.

Learning Goals

- Understand why Signal is the right tool for secure rapid response communication
- Learn the communication structure organizers use to coordinate during a surge
- Leave with a working Signal setup ready to use when ICE comes to your community

About Signal

Signal is the gold standard for secure organizing. Here's why.

Most messaging apps encrypt your data, but the companies that own them hold the encryption keys. That means those companies can read your messages, and they can sell your data to private companies and be compelled to hand them over to law enforcement. Signal works differently.

Signal is a free, open-source, communication tool run by a nonprofit. Its code is public, which means researchers and security experts can inspect it and confirm it works as described. As a communication tool, Signal offers two key security functions:

- Signal uses end-to-end encryption, which means the content of your conversations is only visible to the people in them. Not your carrier. Not the government. Not ICE.
- Signal also protects your metadata: the digital footprint that reveals who you're talking to, when, and how often. Even when message content is encrypted, metadata can be used to map your

relationships and your organizing activity. Signal is designed to protect both.

Signal also comes with a set of features that make it particularly well-suited for organizing work.

- **Create multiple distinct group chats, each with its own membership and permissions.** You can have one group for your core team, another for community announcements, and another for incoming volunteers, all running separately and securely at the same time.
- **Set groups to announcement-only mode so only admins can post.** That keeps high-stakes coordination channels clear and focused, so critical information doesn't get buried.
- **Control who joins using admin approval or shareable invite links.** You decide how open or closed each group needs to be, depending on its purpose.
- **Set messages to disappear after a defined period of time.** You control how long information lives in a chat.

That's why immigrant justice organizers, journalists, and in 2025, the Trump administration's own national security team, all use Signal when the stakes are high.

Signal for Organizing in Rapid Response Moments

When ICE surges in a community, the window to coordinate is measured in minutes. The first 48 hours are critical. Signal is what makes real-time information sharing across the immigrant justice ecosystem possible.

Community members use it to report ICE sightings, track enforcement patterns, and alert neighbors as a surge unfolds. Rapid response hotlines, dedicated channels where community members can report ICE activity so it can be quickly routed to organizers and responders on the ground, run on Signal across the country. That flow of information is what allows organizers to see where ICE is concentrated, move resources to meet the need, and adapt their response in real time.

An Effective Signal Infrastructure

A Signal infrastructure for rapid response organizing runs on two functions.

The first is using Signal to support the intake of new people and information. The vision is to have Signal channels that serve as the mechanism for bringing in new volunteers into contact with your vetting team. Signal channels can also be where people share enforcement activity. Through Signal channels you can route people and sensitive information into where they're needed in real time.

The second function of Signal in a rapid response moment is internal coordination. You can set up Signal chats to communicate with your team and make decisions, move information, and resources to the right place fast and securely.

Signal Channels to Consider.

Channels are how you build that infrastructure. Each one serves the intake function, the coordination function, or both. Together, they are the architecture of a Signal-based rapid response system.

A. Hyperlocal, Neighborhood, or City-Wide Alert Group

Real-time ICE sighting alerts and safety updates across a defined area

Size: It depends on the geographic scope.

- **Hyperlocal groups:** 10–20 people on the same street or block
- **Neighborhood groups:** 500+ people in the same part of town
- **City-wide groups:** Thousands of people, often representing multiple

Who's in the Room: Residents, trusted neighbors, and community members.

What to Share: Sightings, verified alerts, and safety updates.

B. Dispatch / Coordination Group

Verify incoming information, standardize alerts, and coordinate the response

Size: 5-20 people

Who's in the Room: Experienced organizers, vetted volunteers

Responsibilities: Verify reports, standardize alert language, coordinate documentation and support, redirect misinformation

D. Documentation Group

Collect and archive evidence securely

Size: Small, vetted

Who's in the Room: Designated documenters, legal liaisons

What to Share: Photos, videos, written logs, timestamps, locations

Rules: No forwarding outside the group and no public posting without approval

C. On the Ground Chat

Real-time coordination for people physically present during enforcement activity or anti-ICE protests

Size: Small and limited to people actively on site

Who's in the Room: Active frontline responders

What to Share: Essential, time-sensitive updates only, including location changes, safety concerns, urgent needs, movement of enforcement activity, and requests for support between people on the ground

E. Support and Mutual Aid Group

Care, logistics, and follow-up for families and community members

Size: Flexible, depending on the level of community need and volunteer activity

Who's in the Room: Mutual aid coordinators, volunteers

What to Share: Requests and offers for rides, childcare, food and medicine delivery, emergency funds, emotional support, and other direct support services
Rides, childcare, food and medicine delivery, emergency funds, emotional support services

F. Onboarding Funnel



Entry point for new people who want to get involved

Who's in the Room: Anyone who clicks the link, until they're vetted and routed

How it Works: Generate a Signal link and share it widely. Set the group to announcement-only. When someone joins, a volunteer reaches out to them 1:1 outside the channel, learns their motivations and strengths, and routes them to the right channel. This step is what keeps your coordination spaces secure.



The Roles

Running this infrastructure takes people. Specifically, it takes people who have clear responsibilities and who are not trying to do everything alone.

- **Dispatcher:** Verifies incoming information and posts alerts to the right channels.
- **Security Steward:** Monitors group membership, reminds people of boundaries, and flags anything that looks like infiltration or compromise.
- **Documenter:** Processes incoming photos, videos, and reports in the documentation group and maintains the record.
- **Care Lead:** Coordinates the mutual aid channel, making sure logistics and support requests are getting met.

In sum, this is your infrastructure. Set it up before a surge hits, assign your roles, and practice using it with your team. The worksheet that follows will walk you through building it, step by step.

Breakout Session: Setting up Signal Together

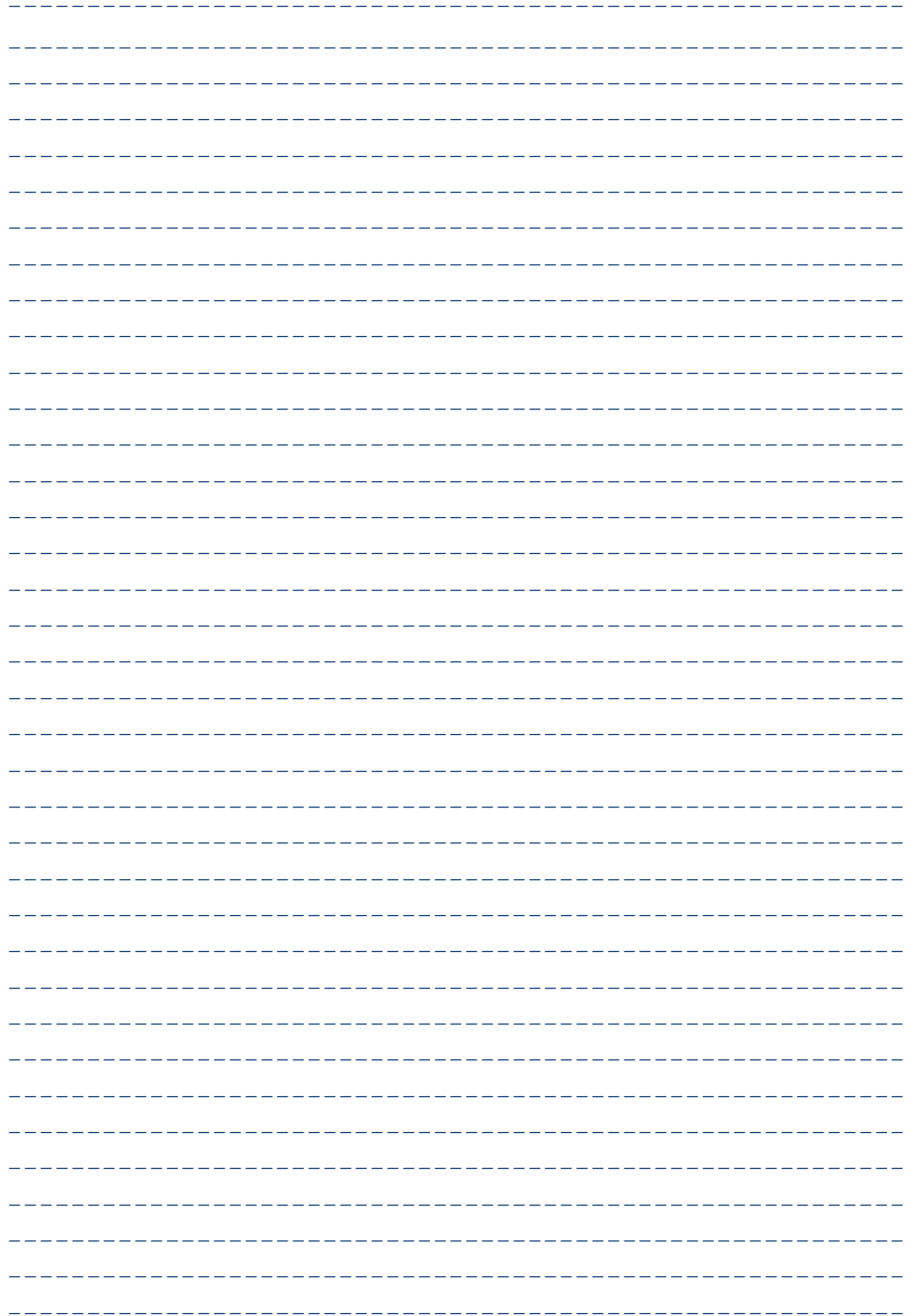
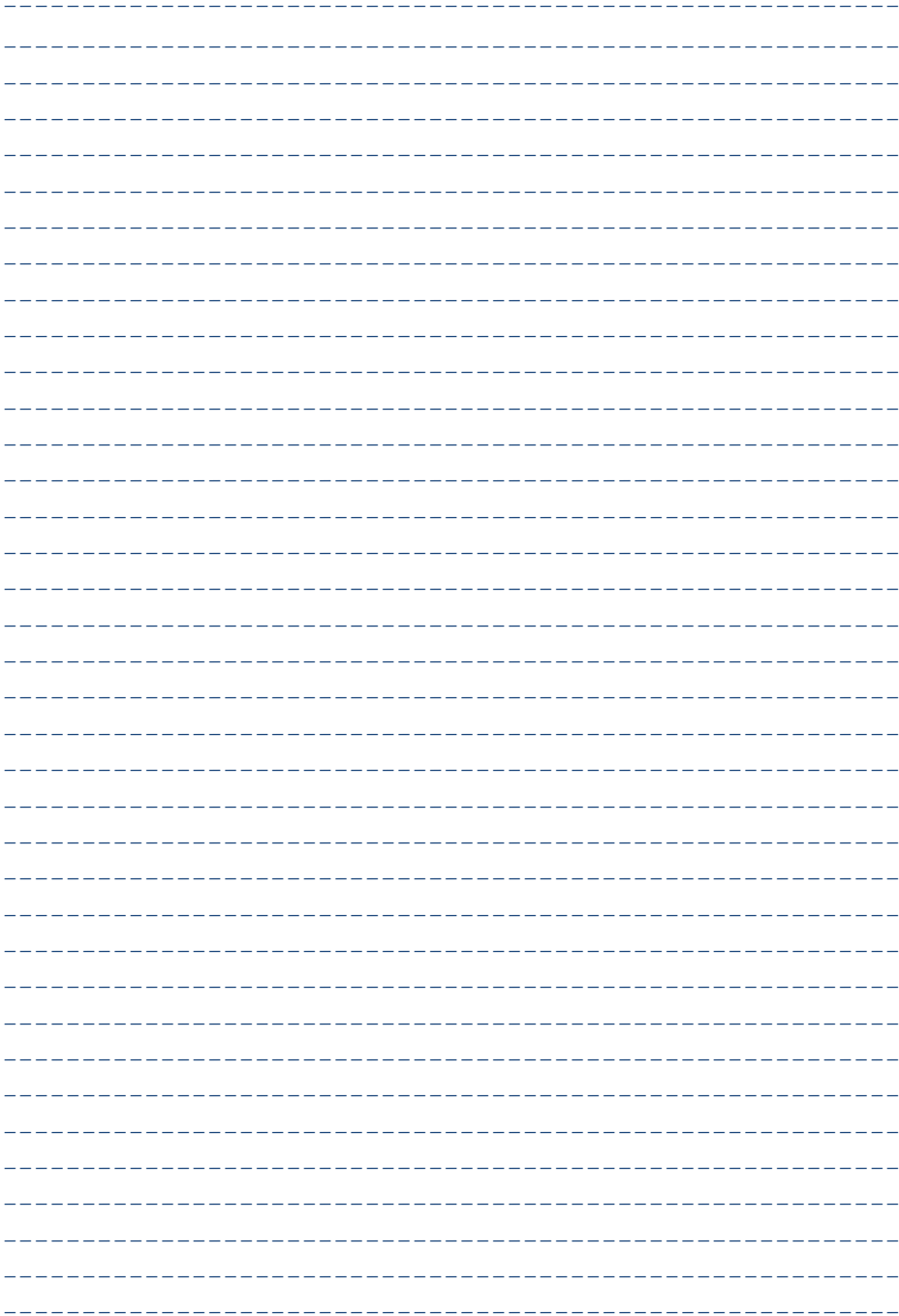
Agenda: 75 minutes

1. Gather your group, choose a timekeeper, and review this agenda. (5 minutes)
2. Get everyone on Signal using Worksheet: Getting on Signal. Each person completes this individually. (20 minutes)
3. Assign your Signal roles and set up your internal coordination channel using Worksheet: Assigning Roles for Your Signal Infrastructure. (25 minutes)
4. Build your onboarding funnel using Worksheet: Setting Up Your Group's Onboarding Funnel. (20 minutes)
5. Debrief (5 minutes)

Goals for this session

- Get every person in your group set up on Signal with the right security settings
- Assign your Signal infrastructure roles
- Build your internal coordination channel and your onboarding funnel

Supplies: Your phone or computer, this workbook, a big sheet of paper, markers



Worksheet: Getting on Signal (Individual)

Before your group can build anything together, everyone needs to be on Signal. This worksheet walks you through getting your account set up and locking down the settings that matter most for organizing in a high-stakes moment. Do this on your own before moving to Worksheet: Assigning Roles for your Signal Infrastructure.

Learning Goals:

- Download Signal and create an account.
- Configure the security settings that make it safe for organizing work.

Materials: Your phone

Time: 20 minutes

STEP 1 Download Signal and create your account

- Open your phone's app store. Search "Signal" and download the app. It's free.
- Open Signal. Enter your phone number and tap "Continue." You'll receive a 6-digit verification code by text. Enter it when prompted.
- Create your profile. Add your first name. A last name is optional; you can use a pseudonym if you prefer.
- Set up your Signal PIN when prompted. This is different from your phone's passcode. Write it down somewhere safe. This PIN is what protects your account from being taken over if someone tries to register Signal with your number on another device.

STEP 2 Configure your security settings

These three settings take less than five minutes and make a real difference.

Set disappearing messages as your default.

This ensures that messages don't accumulate on your device indefinitely.

- Go to Settings (tap your profile icon in the upper left)
- Select Privacy
- Select Disappearing Messages
- Choose a default timer. For organizing work, one week is a reasonable starting point.

Create a username so your phone number stays hidden.

Your phone number is linked to your identity. A username lets people find you and message you on Signal without ever seeing your number.

- Go to Settings
- Tap your name at the top of the screen
- Select Username
- Choose a username. It will be paired with a randomly generated number.

Hide your phone number from search.

Even with a username, your number can still be searchable by default. Turn that off.

- Go to Settings
- Select Privacy
- Select Phone Number
- Under “Who Can See My Number” and “Who Can Find Me By Number,” select Nobody

You’re set up. There are many more settings to consider. For a deep dive, see this [Signal Security Checklist](#). When everyone in your group has completed this worksheet, move to Worksheet 2 to assign your roles and build your internal coordination channel together.



Worksheet: Assigning Roles for your Signal Infrastructure

Your Signal infrastructure is only as strong as the people running it. This worksheet has two parts: first you assign the roles that keep your channels secure and functioning, then you build your internal coordination channel together as a group.

Learning Goals

- Assign each Signal infrastructure role to a specific person in your group.
- Set up your internal coordination channel together.

Materials: Large sheet of paper, markers, your phone, this workbook.

Time: 25 minutes



PRO TIPS

Fill this out directly in the PDF, print and write by hand, or use a notebook. Whatever works for you.

STEP 1

Define what each role needs (10 minutes)

Review the four roles in the table below together. For each one, discuss as a group: what would someone need to be good at, or what existing skills would they need, to own this role well? Write your answers in column 3.

A note on rotation: each role can, and often should, have more than one person. Where you can, aim for at least two people who can cover each role and support each other when needed.

STEP 2

Put your skills on the table (10 minutes)

Go around the circle. Each person shares:

- What technology and communication skills they bring
- What capacity they have to take this one. Get as granular as possible. For ex: can commit 5 hours a week, can take a shift on Tuesdays and Thursdays.
- What they want to learn or take on

One person captures everyone's skills and strengths on the big sheet of paper so the whole group can see it together.

STEP 3

Find the fits and assign the roles (5 minutes)

Look at the skills on your big sheet alongside column 3. Where are the matches? Fill in column 4 together. If a role has no name yet, note it. That's your next organizing task.

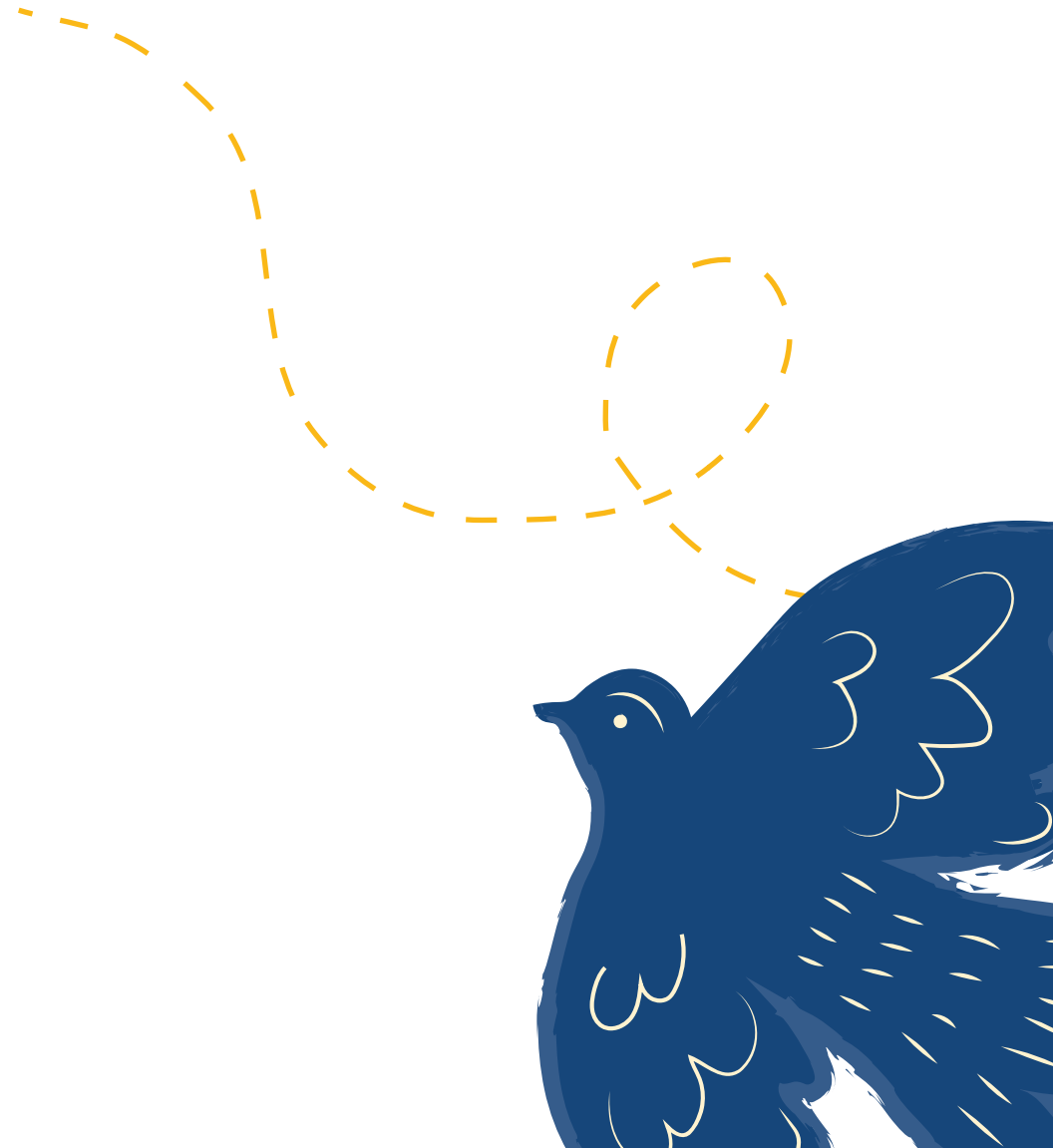
STEP 4

Set up your internal coordination channel (10 minutes)

Now build it. One person creates the group while everyone else follows along on their own phone.

1. Open Signal. Tap the compose icon and select **New Group**.
2. Add your team members from your contacts. Tap **Next**.
3. Name your group. Use something clear and specific, for example: **[Your Group Name] Dispatch**.
4. Set disappearing messages. Choose a timer before you tap Create. One week is a reasonable starting point for an internal coordination channel.
5. Tap **Create**.
6. Tap the group name at the top of the screen to open group settings.
7. Select **Permissions**. Change **Add Members**, **Edit Group Info**, and **Send Messages** to **Only Admins**.
8. Make sure everyone who needs admin access is designated as an admin. Tap a member's name and select **Make Admin**.

Your internal coordination channel is live. Everyone on your team is in it, your roles are assigned, and your permissions are locked down. Move to Worksheet 3 to build your onboarding funnel.



Role	What this person does	You would be good for this if...	Who wants to own this?
Dispatcher	Verifies incoming information and posts alerts to the right channels.		
Security Steward	Monitors group membership, reminds people of boundaries, and flags anything that looks like infiltration or compromise.		
Documenter	Processes incoming photos, videos, and reports in the documentation channel and maintains the record.		
Care Lead	Coordinates the mutual aid channel, making sure logistics and support requests are getting met.		

Worksheet: Setting up your Groups Onboarding Funnel

When you share your Signal link publicly, anyone can click it. That's the point. But not everyone who clicks should end up in your internal coordination channel. Your onboarding funnel is the space in between: where new people land, where a volunteer reaches out to them 1:1, and where you make the call about where to route them. Setting this up now means you're ready to receive people when a surge hits and everyone suddenly wants to help.

Learning Goals: Build your onboarding funnel and establish your vetting process so new people can find you and the right people get into your coordination spaces.

Materials: Your phone, this workbook.

Time: 20 minutes



PRO TIPS

Fill this out directly in the PDF, print and write by hand, or use a notebook. Whatever works for you.

STEP 1 Create your onboarding funnel group (5 minutes)

One person creates the group while everyone else follows along.

1. Open Signal. Tap the compose icon and select **New Group**.
2. Skip adding contacts for now. Tap **Next**.
3. Name your group. Keep it simple and welcoming, for example: **[Your Group Name] – Get Involved**.
4. Set disappearing messages before you tap Create
5. Tap **Create**.

STEP 2 Set it to announcement-only with admin approval (3 minutes)

1. Tap the group name at the top of the screen to open group settings.
2. Select **Permissions**. Change **Send Messages** to **Only Admins**. This means new members can see what you post but can't message the group.
3. Select **Group Link**. Turn it on.
4. Turn on **Approve New Members**. This means no one joins without an admin letting them in first.

STEP 3 Generate and share your link (2 minutes)

1. In group settings, tap **Group Link**.
2. Tap **Share** to copy the link or generate a QR code.
3. This is the link you share on social media, at events, and in your community. Add it to your link tree.

Once someone is vetted, approve them into the funnel and route them to the right channel based on what they bring.

Your onboarding funnel is live. Share the link and start building your network. Anyone who finds you now has a way in, and you have a process to make sure the right people get to the right places.

Go Deeper: For those who want to take this further

- 1** Connect with one organization from your ecosystem map and ask what Signal infrastructure they already have and whether you can plug into it.
- 2** Get your entire Indivisible group into your Signal infrastructure and do a dry run together. Practice sending an alert as if a surge just hit. Each member adds three trusted people from outside the group into the vetting channel before you run it.
- 3** Convene the Indivisible groups closest to you and the immigrant justice organizations in your ecosystem. Together, build a regional rapid response Signal infrastructure using the three-layer structure you learned in this chapter.

Conclusion: What's Next?

We are so proud of you for opening this workbook and going all the way through it. Building this kind of capacity, showing up as a committed partner in the immigrant justice movement, is one of the bravest things a person can do for our democracy right now.

Authoritarianism has come for our neighbors, our communities, and our country. We will use every power at every level to defend democracy and stand with the people most directly in its path. And we will need each other to do it.

The skills you built in this workbook are not just for immigrant defense work. Ecosystem mapping, rapid response planning, mutual aid coordination, Signal infrastructure: these are tools for any moment authoritarianism comes to your community, in whatever shape it takes next. These skills are yours to keep and to share. Every time you use them, every time you pass them on, the circle grows.

Stay connected:

If you are not part of an Indivisible group yet, spark something new and start one: <https://indivisible.org/get-involved/register-a-group/>. Follow us on social media for stories from the fight, updates, and resources as they develop:



Instagram

www.instagram.com/indivisibleteam



Facebook

www.instagram.com/indivisibleteam



YouTube

www.youtube.com/@indivisibleteam



Bluesky

bsky.app/profile/indivisible.org



TikTok

www.tiktok.com/@indivisibleguide



Threads

www.threads.com/@indivisibleteam



Substack

substack.com/@indivisibleteam

Appendix: Additional Resources

The following resources go deeper on key topics covered in this workbook.

Recruitment

- For a deep dive into how to recruit new people into your group, see our Recruitment 101 training presentation and worksheets:
https://docs.google.com/presentation/d/1r06BmSm65O5FVKzLHXpoVW34lgUwdGOLj7vvRpVsOFs/edit?slide=id.g2a2bef8be02_0_0#slide=id.g2a2bef8be02_0_0

Frontline Response Trainings

- For more information on Eyes on ICE and other essential frontline response trainings including Safety Marshal and Know Your Rights, see this resource from the No Kings Coalition:
nokings.org/trainings
- To learn how to train others on Know Your Rights, see this training video from the No Kings Coalition:
<https://www.youtube.com/watch?v=Zm2LoX5Lufo>

Social Media tools

- For more information on the technical aspects involved in building a link tree, see this resource:
https://linktr.ee/createmyaccount?gad_source=1&gad_campaignid=22195527827&gbraid=0AAAAABwtjwvJyQyk7FXDI8TsSdl6902y1&gclid=Cj0KCQjwr4jSBhCSARIsAOX1E-JULVv6Qb2tk2ZJj-e1o0SQW7DYrf9aljcyQmfJVTMGj1trS-p7EzEaAkfTEALw_wcB
- For more information on security features to set on Signal, see the Signal Security Checklist by Activist Checklist: activistchecklist.org/signal

Minneapolis Model

- For a deep dive into the Operation Metro Surge timeline, see this resource from the Minnesota Reformer:
<https://minnesotareformer.com/2026/02/20/a-chronology-of-operation-metro-surge/>

Definitions

Committed Partner: Someone who shows up with accountability to the organizations leading the community response and listens to what is actually needed, on their terms. A committed partner is willing to use whatever privilege and resources they have to absorb risk that others cannot. Their role is defined in coordination with the people closest to the work.

Ecosystem mapping: A structured process for identifying who is already organizing immigrant defense work in your community, what they are working on, and where the gaps are. It is a series of questions you ask as you look around your backyard, taking stock of the terrain before you move.

Frontline response: One of the two tracks of a community rapid response. Frontline response is about bearing witness to enforcement activity and creating real-time accountability, with the goal of keeping people safe and connected to legal support when ICE is active in a community.

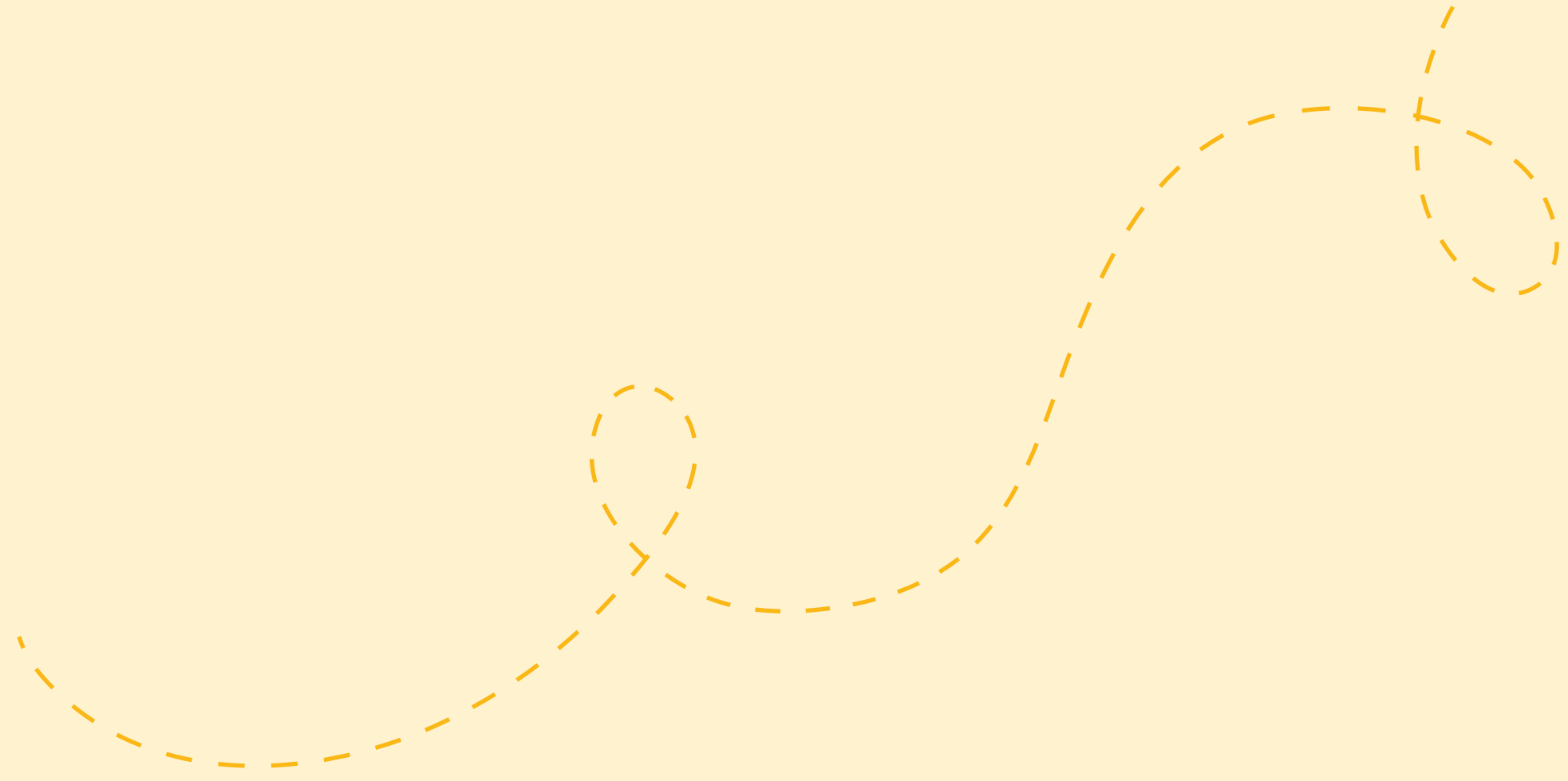
Hyper-local: Organizing that happens not just at the city or regional level but block by block, among neighbors in a specific area. Hyper-local organizing is one of the three key elements of an effective response when ICE surges in a community.

ICE surge: A period of intensified immigration enforcement activity by ICE in a specific community. This can take the form of increased arrests on the street, raids, expanded detention, or the opening of new detention facilities.

Immigrant justice organization: An organization whose leadership and mission center the communities most directly impacted by immigration enforcement. This includes immigrant legal aid organizations, rapid response networks led by undocumented organizers, and coalitions built around the needs of specific immigrant communities. Generally, immigrant-led organizations will say so directly in how they describe themselves and their work.

Mutual aid: The second track of a community rapid response. Mutual aid is about keeping families and communities going when enforcement activity makes everyday life impossible, through food delivery, emergency funds, transportation, childcare, and other forms of direct community care.

Rapid response: A coordinated community response to immigration enforcement activity. An effective rapid response involves two tracks: frontline response and mutual aid.



**INDIVISIBLE** **IMMIGRANT JUSTICE SUMMER**
TRAINING SERIES