

Roeland Park DEI Committee

RISE Business Roundtable

April 10, 2025

Carrie Paulette
carriepaulette@gmail.com



Introduction

- RP DEI Committee Background
 - Mission Statement: The Roeland Park DEI Committee is committed to intentionally assessing city initiatives with the goal of creating an **equitable, inclusive, and safe community** and to empowering the diverse voices of Roeland Park's residents and visitors through community engagement.
- Businesses are a vital part of Roeland Park's diversity.
- Goal: ensure that all of our neighbors, regardless of immigration status, feel safe and welcome in Roeland Park businesses and community.
- All information presented should be considered informational only, and not legal advice.



Agenda

- Introduction ✓
- Rights for Businesses/Employers
- Preparedness Practices
- Employee Rights
- Resources



Rights for Businesses/Employers

- Public areas vs. Private areas
 - Public areas of business- anyone can enter without express permission
 - Private areas- judicial warrant signed by judge needed OR business's permission
 - **Employer rights:**
 - To decline to grant permission for agents to enter a private area
 - To ask for a judicial warrant signed by a judge and to read it (NOT an administrative warrant)
- If presented with an administrative warrant with employee's name on it
 - **Employer rights:**
 - To decline to say if an employee is working that day
 - To decline to bring agents to the employee, if they are present.
 - To decline to share information about employee's national origin or immigration status
- If a detention or other immigration action happens at your business
 - **Employer rights:**
 - To monitor agents on your property
 - To remind workers of their rights
 - To connect workers with immigration advocacy groups and lawyers
 - To write down and record everything you saw to share with lawyers



Preparedness Practices

Some practices that may help staff feel safe at work:

- Training for staff on your business's procedures and policies if federal agents arrive at your business
 - Make a plan and practice it with staff
- Providing information to staff about immigrant rights resources (such as AIRR)
- Seeking out an immigration lawyer to understand the laws and how they can affect your business



Employees have these rights:

- To say “I can’t give you permission to enter. You must speak with my employer.”
- To remain silent (decline to answer any questions from an agent, including about your citizenship status)
- To speak with a lawyer
- To ask if you are free to leave
- To decline a search of yourself or belongings- can say “I do not give you permission to search any of my belongings”
- To decline to sign any paperwork presented

What not to do:

- Escalate any interactions
- Physically interfere with any searches
- Carry any false documents
- Lie or provide any false information
- Run or advise others to run

- I do not wish to speak with you, answer your questions, or sign or hand you any documents based on my 5th Amendment rights under the United States Constitution.
- I do not give you permission to enter my home based on my 4th Amendment rights under the United States Constitution unless you have a warrant to enter, signed by a judge or magistrate with my name on it that you slide under the door.
- I do not give you permission to search any of my belongings based on my 4th Amendment rights.
- I choose to exercise my constitutional rights.

These cards are available to citizens and noncitizens alike.

Conoce tus Derechos

NO ABRA LA PUERTA si un agente de inmigración está tocando la puerta.

NO CONTESTE NINGUNA PREGUNTA de un agente de inmigración si el trata de hablar con usted. Usted tiene el derecho de mantenerse callado.

NO FIRME NADA sin antes hablar con un abogado. Usted tiene el derecho de hablar con un abogado.

Si usted está afuera de su casa, pregunte al agente si es libre para irse y si dice que sí, váyase con tranquilidad.

ENTREGUE ESTA TARJETA AL AGENTE. Si usted está dentro de su casa, muestre la tarjeta por la ventana o pásela debajo de la puerta.





CUALES SON MIS DERECHOS?

Bajo la constitución de los Estados Unidos, todos tenemos el derecho a:

- Guardar silencio
- Representación legal
- Tener un juicio y defenderse a sí mismo
- Grabar a la policía (federal, local o estatal)
- No consentir una búsqueda de su persona o propiedad
- Preguntar si está siendo detenido o si es libre de irse.

QUE NO HACER:

- **NO** escale o intente usar la fuerza contra el agente/oficial, esto es un delito.
- **NO** corra y no aconseje a otros a correr.
- **NO** cargue documentos falsos en su persona.
- **NO** mienta ni ofrezca información falsa a un oficial de la ley, esto es un delito.



CONOZCASUS DERECHOS KNOW YOUR RIGHTS

WHAT ARE MY RIGHTS?

Under the United States Constitution, we all have the right to:

- Remain silent
- Legal representation
- Due process and a fair trial
- Record the police (federal, local or state)
- Not consent to a search of your person or property
- Ask if you are being detained or if you are free to go.

WHAT NOT TO DO:

- **DO NOT** escalate or attempt to use force against the agent/officer, this is a crime.
- **DO NOT** run and do not advise others to run.
- **DO NOT** carry false documents on your person.
- **DO NOT** lie or offer false information to a law enforcement officer, this is a crime.

SI ALGÚN PASAJERO INDUCUMENTADO ES DETENIDO POR ICE:

- PERMÁNEZCA EN SILENCIO Y PIDA HABLAR CON UN ABOGADO
- CONTACTE A SU CONTACTO DE EMERGENCIA, ALGÚN FAMILIAR O AMIGO DE CONFIANZA.
- ¡NO FIRME NADA!



Further Resources

- [AIRR](#)- Advocates for Immigrant Rights and Reconciliation
 - Know Your Rights Trainings- contact AIRR [here](#) to set up
 - Great starting place for all immigration questions
- [Immigration Lawyer List](#)
- [Guide for Employers](#) (Spanish [version](#)) (includes info on I-9 Audits)
- Mutual Aid Funds
 - [AIRR Emergency Fund](#): family support when someone is detained (groceries, rent, living expenses)
 - [Adelante Fund](#) through Latinx Education Collaborative (legal fees, emergency funds, living expenses)
 - Legal fees: [Asylum Clinic KC](#) (work with unaccompanied minors)
 - USCIS Fees: [Bienvenido Fund at Cross Border Network](#), [Eye of an Immigrant](#)

