



HAND IN HAND
THE DOMESTIC
EMPLOYERS NETWORK

Supporting Immigrant Domestic Workers in California: Conversation Tips

Don't ask about or assume the person's immigration status. They may choose to share this in the course of the conversation, but omitting reference to it gives them space to make that choice.

Don't assume their political beliefs. Early on in the process of trust-building, stay focused on the impact of policies, rather than on your or their feelings about political leaders. They may share their feelings and political beliefs in the course of conversation.

Share from your own personal experience. For workers, this is likely a difficult and vulnerable conversation to have with their employer. While a power differential is inherent in the relationship, humanize it by sharing some of your own story and vulnerability. You might want to share what's both hard and important to you in this moment, what you care about, or even your or your family's experience during similarly hard times.

Reflect back what you're hearing and validate feelings. While the purpose of these conversations is to offer concrete support to the person you employ, it is also to build trust and deepen relationships. Remember that, for those of us not targeted by the current wave of anti-immigrant policies and sentiment, this conversation is a time to decenter our own feelings of fear, anxiety, or despair, and to offer calm, grounded presence to those who are. From a grounded place, you can offer useful, verified information they may not have, while trusting their assessment of their own risk

Offer concrete support. Depending on your relationship and on their circumstances, the person you employ may or may not have specific ideas for the support they need that you could provide. Offering concrete support ideas can help the receiver clarify what they need and how they want to receive it and from whom. On the next page is a list of concrete support ideas employers may consider offering to the people they employ. Stay mindful of the power dynamics: if a worker says "no" to an offer, respect their no, but leave the door open to future support.

Note: Do not offer what you're not confident you can provide.



Ideas for Concrete Support

→ Sharing Information & Resources

- ◆ Print copies of Know Your Rights and legal information
- ◆ Help identify or secure an attorney or legal help as needed
 - Find legal help through the Immigration Advocates Network's directory at <https://www.immigrationlawhelp.org>
 - Help them avoid fraudulent "immigration assistance"
- ◆ Use my home printer or copier for anything my employee needs

→ Increasing Workplace Safety & Flexibility

- ◆ Provide extra paid time off and/or advance pay
- ◆ Be a contact for other people who also employ the worker

→ Help Create & Support an Emergency Plan

- ◆ Print and help fill out a [Family Preparedness Plan](#) that might include taking on a role. Act as an emergency contact. Contact employee's family and/or emergency contacts if needed.
- Pick up their children from school or another location.
- ◆ Help them complete a [caregiver's authorization affidavit](#)
- ◆ Ensure emergency contacts are up to date with you (the employer) and at their children's school(s). Create a sheet of emergency numbers and important documents for easy access.
- ◆ Invite a worker to stay in your home. Do not pressure the worker to do this. If they move in, set up regular check-ins and [update your work agreement](#) to ensure clear boundaries and make sure they know they will not be "on call."