



# Memorandum

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** Angel Rios  
Jennifer Schembri

**SUBJECT:** City Framework for De-  
Escalation and Community  
Support

**DATE:** October 31, 2025

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Approved

Date:

10/31/25

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## INFORMATION

On October 1, 2025, at the request of Councilmembers Ortiz, Candelas, Campos, and Doan, the Rules and Open Government Committee directed the Administration to work in partnership with the County of Santa Clara (County) to prepare a comprehensive plan of action to better support San José's immigrant community. This memorandum provides information on local coordination and response to potential increases in federal civil immigration enforcement activity. The plan reflects extensive community and interdepartmental input and is organized into three stages: (1) ongoing readiness and pre-event preparation efforts; (2) tiered community and City responses designed to maintain public trust and safety in response to federal civil immigration enforcement activity; and (3) post-event recovery and process considerations to support stabilization, reflection, and continued preparedness across departments and community partnerships.

## BACKGROUND

On February 7, 2025, the Administration responded to a request by City Council to provide an information memo<sup>1</sup> on current efforts and options to support vulnerable communities, outlining the City's three-pronged approach to respond appropriately to the emerging impacts to the City organization and community: Block, Build and Bridge. This approach was defined as follows:

- *Block* to safeguard the City from policies and strategies that could negatively impact the City organization or are harmful to San José residents.

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<sup>1</sup> Information Memo, *City Manager's Office of Racial and Social Equity*, February 7, 2025:  
<https://www.sanjoseca.gov/Home/Components/News/News/6456/5167>

- *Build* to enhance existing systems and infrastructures that support the inclusion and belonging of all San José residents.
- *Bridge* to link and align a cross-sector response.

The City continues to build upon this approach by taking proactive steps in response to the potential of increases in federal civil immigration enforcement by developing a comprehensive plan, centered on community safety and coordinated response to reduce harm and confusion during federal civil immigration enforcement. The plan emphasizes rapid coordination among City departments, the County, and cross-sector institutions and community members to protect individual rights, ensure access to services, and maintain community safety. Guiding principles include:

- Recognize the civil and human rights of all individuals, including the rights to lawful assembly and free speech, as required by federal, state, and local law.
- Promote community safety through strategies that minimize harm, build trust, and avoid or reduce escalation wherever possible.
- Deliver timely, clear, and accessible public information through coordinated outreach and community-informed feedback loops.
- Prioritize equitable, trauma-informed responses that include language access and stability inclusion, recognizing the diverse needs of San José residents.

The plan's development was informed by cross-sector partnerships that include the Immigrant Protection and Empowerment Network (IPEN) and the County of Santa Clara, as well as information shared by Bay Area cities and counterparts in major metropolitan cities that have recently experienced, or are experiencing, an unprecedented escalation of civil immigration enforcement in their jurisdictions.

As part of this planning effort, the City conducted scenario-based planning exercises to explore a range of potential civil immigration enforcement situations that could impact San José. These exercises informed the development of a tiered response framework, which is detailed later in this memorandum. To ensure the framework reflects the realities and needs of impacted communities, community members were engaged through a total of five listening sessions: four with directly impacted San José residents and one with organizations through the IPEN. Community input from these sessions directly shaped the planning approach and tiered response strategies.

Collaborations with Amigos de Guadalupe Center for Justice and Empowerment in east San José and Sacred Heart Community Service downtown resulted in convening four listening sessions with directly impacted community members, which included promotoras, peer educators, faith leaders, small business owners, and other individuals from immigrant families. One clear message emerged: how the City communicates – and who the City includes – will shape whether the residents of San José feel safe or left behind.

The following themes have directly informed the City's planning approach, emerging consistently across the sessions with residents:

- **Prioritize Calm and Coordinated Messaging:**  
Residents emphasized the need for timely, fact-based communication that reduces fear and prevents misinformation. Messaging should be delivered by trusted messengers and reflect a commitment to community stability and reassurance.
- **Engage Community Members as Partners in Response:**  
Participants, including promotoras, peer educators, faith leaders, and small business owners, expressed a strong desire to co-own the City's response planning. Many are already organizing informally and want to be recognized and engaged as proactive collaborators in official planning processes.
- **Expand Access to Rights-Based Education:**  
"Know Your Rights" trainings were identified as a critical tool for preparation and protection, particularly for youth and mixed-status families. Residents described this as a shared responsibility that the City can help strengthen through continued investment in community-led education efforts.
- **Ensure Protection of Safe Spaces and Access to Healing:**  
Community members named schools, faith institutions, and hospitals as spaces that must be safeguarded during any enforcement activity. In the aftermath of such incidents, accessible trauma-informed support will be essential to recovery and long-term stability.
- **Model Clear and Protective Local Leadership:**  
Residents expressed a strong desire for visible leadership from the City that affirms its role in protecting vulnerable communities. They called for policies and messaging that uphold dignity, rather than criminalize the survival strategies of undocumented residents.
- **Center Equity, Dignity, and Shared Values in All Planning:**  
Participants urged the City to approach this work not merely as operational planning, but as a reflection of deeper commitments to justice, inclusion, and partnership with the communities most impacted.

These themes were echoed and expanded upon by stakeholders from the IPEN, representing faith-based organizations, school districts, legal service providers, advocacy organizations, labor leaders, and community-based institutions, who emphasized the following strategic priorities:

- **Adopt a Tiered Response Framework Aligned with the County:**  
Stakeholders strongly recommended that the tiered approach coming out of both the City and County jurisdictions should be in sync. A shared framework will promote coordination, reduce confusion, and enable faster, more consistent action across jurisdictions.
- **Activate Existing Infrastructure for Cross-Department Leadership:**  
Stakeholders advised that the City utilize established coordination mechanisms, such as the City Manager's Office of Emergency Management (OEM), if necessary, to guide implementation. These existing structures are well-positioned to lead a cross-departmental response grounded in equity and community trust.
- **Protect Families and Uphold Community Trust:**  
A consistent and unwavering commitment to non-collaboration with Immigration and Customs Enforcement was named as essential. Stakeholders expressed a desire for trusted public facilities, such as libraries and recreation centers, to serve as safe and welcoming access points for information and resources. While formal designations may raise legal and operational considerations, the City remains committed to fostering public spaces that are inclusive, service-oriented, and responsive to community needs.
- **Ensure Multilingual and Accessible Communication:**  
Communication must be clear, timely, and inclusive. Stakeholders stressed the importance of leveraging trusted channels, such as ethnic media, community partners, and faith networks, and using multiple languages and accessible formats to reach all residents.
- **Build Upon Existing City Programs and Partnerships:**  
Stakeholders also highlighted the potential to build upon existing programs, such as youth outreach, neighborhood engagement, Project Hope, and transportation access initiatives, to support a sense of safety and connectedness during periods of heightened community concern. County-supported behavioral health services programs, including alternative response and mobile crisis response options, were identified by stakeholders as key trauma-informed resources that align with the City's equity commitments. These programs offer important tools to support community safety and healing during high-stress events.
- **Clarify and Communicate the City's Role:**  
Stakeholders called for transparency about the City's legal authority and responsibilities in the context of federal enforcement actions. Suggestions included the proactive use of Freedom of Information Act requests of the federal government to monitor and clarify federal activities impacting local communities.

- **Maintain Alignment with the Community to Avoid Harm:**  
Above all, stakeholders urged the City to ensure that its planning efforts remain rooted in community collaboration. Fragmented responses or top-down implementation may inadvertently cause confusion or harm. A unified, community-aligned approach was consistently identified as the most effective and responsible path forward.

## **ANALYSIS**

The City’s de-escalation strategy is structured into three work plan stages, as outlined below and in the Attachment - City of San José De-Escalation Response Flow, which visually summarizes the tiered response framework and supporting actions.

<b>Workplan Stage 1: Ongoing Readiness and Pre-Event Preparation</b>	
<b>Workplan Stage 2: Tiered Response to Federal Civil Immigration Enforcement</b>	<b>Tier 1: Targeted Enforcement</b>
	<b>Tier 2: Non-targeted Enforcement</b>
	<b>Tier 3: Enforcement in Sensitive Non-public Spaces</b>
	<b>Tier 4: Mass Raids</b>
	<b>Tier 5: Escalated Protests</b>
<b>Workplan Stage 3: Post-Event Recovery and Process Considerations</b>	

The following sections provide additional detail on each stage, outlining the City’s planned actions and coordination roles as conditions evolve.

### **Workplan Stage 1: Ongoing Readiness and Pre-Event Preparation**

The City has taken key steps to strengthen its organizational readiness for a coordinated community-aligned response to potential federal civil immigration enforcement activity. While many foundational elements are already in place, including longstanding partnerships with local organizations, support for the Rapid Response Network (RRN), and ongoing multilingual public education efforts, recent community engagement has highlighted the need for enhanced pre-event infrastructure, interagency coordination, and role clarity to support an effective response strategy that minimizes community harm and ensures alignment with local and state laws.

In response, the City is formalizing a first stage of work focused on readiness, monitoring, workforce training, and cross-jurisdictional planning, with the following strategies and activities:

#### ***Strategy 1: Regional Monitoring and Legal Safeguards***

- Monitor federal civil immigration enforcement trends across the Bay Area.

- Participate in interjurisdictional coordination efforts (e.g., IPEN briefings).
- Advance the City's interests through active litigation and joining in amicus briefs.
- Support state legislation aligned with the Council-approved Legislative Program.
- Reinforce local policies that limit the use of City resources for federal civil immigration enforcement, consistent with California law.

### ***Strategy 2: Cross-Departmental Preparedness and Workforce Readiness***

- Develop a centralized inventory of City resources and assets that could be activated during a response, including staff, facilities, and communication tools.
- Define roles and responsibilities for a Citywide Incident Management Team, aligned with emergency management strategies consistent with other Bay Area counties and cities.
- Identify options for surge staffing, resource reallocation, and alternative service delivery models to meet increased service demands.
- Issue internal guidance for departments on how to respond if federal civil immigration enforcement activity occurs on or near City property, ensuring compliance with legal and safety obligations, non-disruption of City services, and the protection of individual rights.
- Provide targeted training for frontline staff on de-escalation techniques and community-informed response protocols to maintain public trust and service continuity.
- Coordinate with the County to integrate behavioral health services, including mobile crisis response options, into response protocols and inform frontline staff of trauma-informed alternatives for non-violent, high-stress incidents.

### ***Strategy 3: Public Communication and Community Messaging***

- Prepare multilingual communication toolkits to support rapid deployment of accurate, calming, and accessible information.
- Coordinate messaging with County and community partners using trusted messengers.
- Monitor public narratives and media trends to anticipate community concerns and proactively address misinformation.

### ***Strategy 4: Partner Readiness***

- Maintain communication with contracted partners for consideration of potential operational changes during periods of activation and encourage alignment with City preparedness efforts.
- Maintain ongoing communication with trusted community-based organizations to ensure they are informed, prepared, and equipped to adapt if conditions shift.
- Collaborate with the County and RRN partners to ensure a seamless City role within a broader countywide response.

This readiness stage represents a shift from routine operations toward activation preparedness, reflecting both the urgency of current conditions and the clear guidance provided by community members and stakeholders. These foundational activities will enable the City to respond swiftly, equitably, and in alignment with community values in the event of escalated federal immigration activity.

**Workplan Stage 2: Tiered City Response to Federal Civil Immigration Enforcement**

Federal civil immigration enforcement actions vary in scope, intensity, and impact. In alignment with the County’s framework, and informed by direct community input, the City will implement a tiered, cross-departmental response.

The five tiers of community and City responses are defined as follows:

<b>Tier 1: Targeted Enforcement</b>	Federal civil immigration enforcement activity tied to specific individual(s), as monitored and confirmed by the RRN.
<b>Tier 2: Non-targeted Enforcement</b>	Federal civil immigration enforcement activity that leads to arrests or detentions but is limited to a single location, such as a worksite or commercial corridor.
<b>Tier 3: Enforcement in Sensitive Non-public Spaces</b>	Activity that occurs in or near non-public spaces once considered “safe zones,” such as schools, health centers, and shelters.
<b>Tier 4: Mass Raids or Widespread Disruption</b>	Large-scale, unconventional enforcement operations involving a significant number of federal agents and varying tactics. These actions can span multiple days and locations.
<b>Tier 5: Escalated Protests</b>	Large-scale, community-led demonstrations in response to enforcement activity, where increased attendance, tensions, or counter-protests may strain City resources and require coordinated public safety and communication strategies.

For each tier, the City’s role increases in visibility, coordination, and public communication. Actions are tailored to the scale of enforcement, community need, and evolving conditions on the ground.

**Table 1. Tier 1 Response to Federal Civil Immigration Enforcement**

**Targeted Enforcement:** *Federal civil immigration enforcement activity tied to specific individual(s), as monitored and confirmed by the RRN and/or the City’s emergency dispatch*

Targeted Enforcement	
Community Response	City Response
<p><i>RRN:</i></p> <ul style="list-style-type: none"> <li>• Monitor, verify, and track reported activity to confirm federal enforcement.</li> <li>• Provide emergency and urgent legal support to detained persons and support services to impacted family members.</li> <li>• Inform IPEN partners, including legal providers, schools, and nonprofits as needed.</li> </ul> <p><i>IPEN:</i></p> <ul style="list-style-type: none"> <li>• Assist in coordinating local preparation and response efforts with community groups, nonprofits, schools, small businesses, labor partners, and local jurisdictions.</li> <li>• Share training and family preparedness resources and protocols with residents and partner organizations.</li> <li>• Activate trusted community messengers to reduce panic and misinformation.</li> </ul>	<ul style="list-style-type: none"> <li>• Follow state and local policies limiting the use of local resources to assist with federal civil immigration enforcement.</li> <li>• Partner with RRN and IPEN to share accurate information and support public safety and access to resources.</li> <li>• Refer impacted individuals to legal assistance, emergency services, and family support programs.</li> <li>• Reinforce protocols on City-owned property as both a preparedness measure and a standard of practice, supporting staff readiness and a citywide culture of safety, dignity, and non-discrimination.</li> <li>• Coordinate with the County and nearby cities to prepare messaging, media strategy, and public safety response should further escalation occur.</li> </ul>

**Table 2. Tier 2 Response to Federal Civil Immigration Enforcement**

**Non-Targeted Enforcement:** *Federal civil immigration enforcement activity that leads to arrests or detentions but is limited to a single location, such as a worksite or commercial corridor (e.g., a raid) as monitored and confirmed by the RRN and/or the City’s emergency dispatch.*

Non-Targeted Enforcement	
Community Response	City Response
<p><i>RRN:</i></p>	<ul style="list-style-type: none"> <li>• Follow state and local policies limiting the use of local resources for federal civil immigration enforcement.</li> </ul>

<b>Non-Targeted Enforcement</b>	
<b>Community Response</b>	<b>City Response</b>
<ul style="list-style-type: none"><li>• Monitor, verify, and track reported activity to confirm federal enforcement.</li><li>• Provide emergency and urgent legal support to detained individuals and support services to impacted family members.</li><li>• Inform IPEN partners, including legal providers, schools, and nonprofits as needed.</li></ul> <p><i>IPEN:</i></p> <ul style="list-style-type: none"><li>• Assist in coordinating community response efforts with community groups, nonprofits, schools, small businesses, labor partners, and local jurisdictions.</li><li>• Update and activate community partners to inform affected areas and support coordination with the City and County, and grassroots peacekeepers.</li></ul>	<ul style="list-style-type: none"><li>• Partner with RRN and IPEN to share accurate information and support public safety and access to resources.</li><li>• Convene a cross-departmental Incident Management Team, led by OEM, to assess impacts and determine activation measures.</li><li>• Provide legal, wellness, and informational support to City staff impacted by the event.</li><li>• Inform City staff of affected areas to assess needs and connect impacted individuals to services.</li><li>• Coordinate with County behavioral health services, as appropriate, to support trauma-informed engagement in affected areas and offer non-enforcement alternatives during heightened community stress.</li><li>• Notify operators of City-owned facilities, contracted partners, and City-permitted large events in the affected area to ensure awareness, preparedness, and voluntary alignment with public messaging and safety protocols.</li><li>• Activate the Joint Information Center (JIC) to coordinate with the County and nearby cities to align messaging, media strategy, and public safety response.</li></ul>

**Table 3. Tier 3 Response to Federal Civil Immigration Enforcement**

**Enforcement in Sensitive Non-Public Community Spaces:** *Activity that occurs in or near non-public spaces once considered “safe zones,” such as schools, health centers, and shelters.*

*Any enforcement presence in these locations is treated with heightened concern, particularly when it disrupts access to essential services, public programming, or gathering spaces – while recognizing that evolving protections under state policy may unintentionally create a false sense of safety in these settings.*

Enforcement in Sensitive Non-Public Community Spaces	
Community Response	City Response
<p><i>RRN:</i></p> <ul style="list-style-type: none"> <li>• Monitor, verify, and track reported activity to confirm federal enforcement.</li> <li>• Provide emergency and urgent legal support to detained individuals and support services to impacted family members.</li> <li>• Inform IPEN partners, including legal providers, schools, and nonprofits as needed.</li> </ul> <p><i>IPEN:</i></p> <ul style="list-style-type: none"> <li>• Coordinate community response efforts with community groups, nonprofits, schools, small businesses, labor partners, and local jurisdictions.</li> <li>• Update and activate community partners to inform affected areas and sectors, and support coordination with the City and County, and grassroots peacekeepers.</li> </ul>	<ul style="list-style-type: none"> <li>• Follow state and local policies limiting the use of local resources for federal civil immigration enforcement.</li> <li>• Partner with RRN and IPEN to share accurate information and support public safety and access to resources.</li> <li>• Convene a cross-departmental Incident Management Team, led by OEM, to assess impacts and determine activation measures.</li> <li>• Assign trained City personnel (e.g., from PRNS, Library, language and disability access experts) to serve as points of contact at or near impacted sites.</li> <li>• Engage County-supported behavioral health services and mobile crisis responders, when appropriate, to help stabilize impacted sites and provide a trauma-informed presence in non-public settings such as schools or shelters.</li> <li>• Notify operators of City-owned facilities, contracted partners, and City-permitted large events in the affected area to ensure awareness, preparedness, and voluntary alignment with public messaging and safety protocols.</li> <li>• Activate the JIC to coordinate with the County and nearby cities to align</li> </ul>

Enforcement in Sensitive Non-Public Community Spaces	
Community Response	City Response
	messaging, media strategy, and public safety and resource distribution response.

**Table 4. Tier 4 Response to Federal Civil Immigration Enforcement**

**Mass Raids or Widespread Disruption:** *Large-scale, unconventional enforcement operations that involve a significant number of federal agents and varying tactics. These actions can span multiple days and locations.*

*Such incidents may begin to strain City’s response infrastructure when multiple reports emerge at once, emergency dispatch is inundated, or enforcement occurs during lower staffing hours, requiring greater coordination across departments.*

Mass Raids or Widespread Disruption	
Community Response	City Response
<p><b>RRN:</b></p> <ul style="list-style-type: none"> <li>• Monitor, verify, and track reported activity to confirm federal enforcement.</li> <li>• Provide emergency and urgent legal support to detained individuals and support services to impacted family members.</li> <li>• Inform IPEN partners, including legal providers, schools, and nonprofits as needed.</li> </ul> <p><b>IPEN:</b></p> <ul style="list-style-type: none"> <li>• Coordinate a multi-jurisdictional, cross-sector response with public institutions and advocacy partners.</li> <li>• Update and activate community partners to inform affected areas and sectors, and support coordination with the City and County, and grassroots peacekeepers.</li> </ul>	<ul style="list-style-type: none"> <li>• Follow state and local policies limiting the use of local resources for federal civil immigration enforcement.</li> <li>• Partner with RRN and IPEN to share accurate information and support public safety and access to resources.</li> <li>• Activate the appropriate level of the emergency management organization as deemed necessary by the OEM in alignment with existing emergency protocols.</li> <li>• Activate Citywide communication team to monitor narratives and coordinate unified, multilingual messaging across platforms.</li> <li>• Scale up City communications using pre-cleared templates and emergency messaging channels to reduce panic.</li> <li>• Provide legal, wellness, and informational support to City staff impacted by the event.</li> <li>• Assign trained City personnel (e.g., from PRNS, Library, Public Works, OED Small Business Program, language and disability access</li> </ul>

<b>Mass Raids or Widespread Disruption</b>	
<b>Community Response</b>	<b>City Response</b>
	<p>experts) to serve as points of contact at or near impacted sites.</p> <ul style="list-style-type: none"> <li>Alert operators of City-owned facilities and City-permitted large events in the affected area to ensure awareness, preparedness, and alignment with public messaging.</li> <li>Activate the JIC to coordinate with the County and Bay Area jurisdictions to align messaging, media strategy, and public safety response.</li> </ul>

**Table 5. Tier 5 Response to Federal Civil Immigration Enforcement Escalated Protests**

*Large-scale, community-led demonstrations in response to enforcement activity, where increased attendance, tensions, or counter-protests may strain City resources and require coordinated public safety and communication strategies.*

*These situations may require an elevated response when public safety risks emerge, such as violence, interference with emergency services, or actions by multiple groups with conflicting viewpoints that escalate tensions.*

<b>Escalated Protests</b>	
<b>Community Response</b>	<b>City Response</b>
<p><i>IPEN:</i></p> <ul style="list-style-type: none"> <li>Monitor community dynamics, engage additional resources, if needed, and coordinate messaging with community organizations to reinforce safety, peaceful protest, and collective care.</li> <li>Assist with planning and outreach to reduce misinformation and uncoordinated escalation.</li> <li>Activate community leaders and messengers to promote peaceful engagement and conflict avoidance.</li> </ul>	<ul style="list-style-type: none"> <li>Follow state and local policies limiting the use of local resources for federal civil immigration enforcement.</li> <li>Partner with IPEN to share accurate information support public safety and access to resources.</li> <li>Activate the appropriate level of the emergency management organization as deemed necessary by the OEM in alignment with existing emergency protocols.</li> <li>Activate Citywide communication team to monitor narratives and coordinate unified, multilingual messaging across platforms.</li> </ul>

<b>Escalated Protests</b>	
<b>Community Response</b>	<b>City Response</b>
	<ul style="list-style-type: none"> <li>• Ensure public safety approaches that prioritize harm reduction, trust-building, and de-escalation, consistent with legal standards and civil liberties.</li> <li>• Provide internal messaging and well-being resources for City staff impacted by protest activity or workplace disruptions.</li> <li>• Assign trained City personnel (e.g., from PRNS, Library, Public Works, OED Small Business Program, language and disability access experts) to serve as points of contact at or near impacted sites.</li> <li>• Notify operators of City-owned facilities, contracted partners, and City-permitted large events in the affected area to ensure awareness, preparedness, and voluntary alignment with public messaging and safety protocols.</li> <li>• Activate the JIC to coordinate with the County and Bay Area jurisdictions to align messaging, media strategy, and public safety response.</li> </ul>

**Workplan Stage 3: Post-Event Recovery and Process Considerations**

Following any tiered response, the City of San José shifts into a recovery phase – focused on stabilizing impacted communities, reinforcing trust, and staying prepared for potential renewed activity. During this time, the City partners with trusted community organizations to help residents access legal aid, housing, and service navigation support. The City also continues to share multilingual public messaging to counter misinformation and highlight available resources. For staff, especially those in public-facing or affected roles, internal communication and wellness support are prioritized. In parallel, the City Manager’s Office – together with the City Manager’s Office of Emergency Management when elevated coordination is warranted – works with department leads to reflect and identify opportunities or improvement. This includes reviewing infrastructure conditions, coordinating demobilization efforts as appropriate, and capturing insights to inform future preparedness. Findings from this stage support ongoing updates to readiness protocols, including practices for City-owned facilities, to

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ensure the City's approach continues to be responsive, equity-centered, and grounded in continuous learning.

### **COORDINATION**

This memorandum has been coordinated with the City Attorney's Office, City Manager's Office of Administration, Policy, and Intergovernmental Relations, City Manager's Office of Communications, OEM, City Manager's Office of Racial and Social Equity, Fire Department, Parks, Recreation and Neighborhood Services Department, Police Department, and Public Works Department.

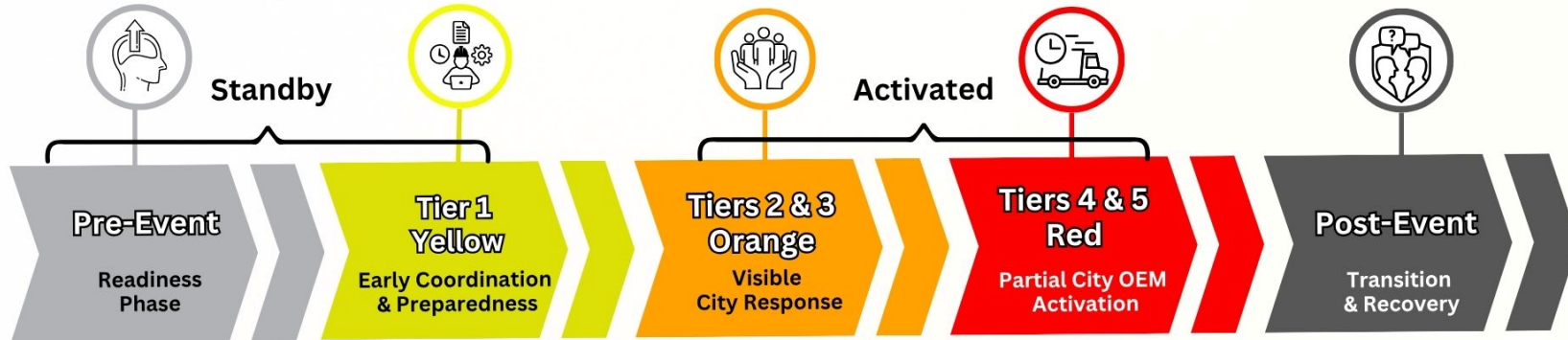
  
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For questions, please contact Zulma Maciel, Director, City Manager's Office of Racial and Social Equity, at [zulma.maciel@sanjoseca.gov](mailto:zulma.maciel@sanjoseca.gov) or (408) 535-8146.

**Attachment** - City of San José De-Escalation Response Flow

# ATTACHMENT - City of San José De-Escalation Response Flow



- Monitor regional enforcement trends and legal changes.
- Coordinate with Bay Area partners.
- Advance the City’s legal strategy.
- Support aligned state legislation, as outlined in the Legislative Program.
- Prepare departments and train staff.
- Ready public messaging and materials.
- Coordinate with partners on readiness and communication.

- Follow local and state laws limiting City collaboration in federal immigration enforcement.
- Partner with RRN and IPEN for accurate info, public safety, and access to resources.

**Targeted Enforcement**

- Share verified, multilingual info through trusted messengers.
- Connect impacted residents to legal and emergency services.
- Reinforce City property protocols to protect all residents.
- Coordinate with County and regional partners on comms and response prep.

**Non-Targeted Enforcement (e.g., worksite raid)**

- Launch City Incident Management Team.
- Support staff and connect residents to services.
- Notify affected areas and connect residents to services.
- Refer to County behavioral health teams for trauma-informed support.
- Notify City facility and event operators.
- Activate JIC for unified messaging and response.

**Sensitive Locations (e.g., school, shelter)**

- Launch City Incident Management Team.
- Assign trained City staff to support impacted sites.
- Engage County behavioral health and mobile crisis teams, as needed.
- Reinforce Safe Site Protocols.
- Activate JIC for unified messaging and response.

**Mass Raids**

- Activate City emergency protocols and JIC.
- Launch multilingual emergency communications.
- Support staff wellness and connect impacted residents to services.
- Assign trained staff to assist near impacted sites.
- Notify nearby facilities and permitted events.

**Escalated Protests**

- Activate City emergency protocols and JIC.
- Prioritize de-escalation and civil liberties in safety response.
- Support staff wellness and assign on-site support staff.
- Notify City sites, partners, and events for awareness and readiness.

- Evaluate response and update protocols.
- Repair infrastructure and demobilize response operations as needed.
- Transition residents to standard City and County services (e.g., SJPL, Housing, PRNS).
- Rebuild trust through comms and listening.
- Share multilingual recovery resources.