

## **Welcome**

**Restaurants are incredibly important to immigrants and immigrants are incredibly important to restaurants.**

The path to living the American Dream has run directly through restaurants, bakeries, saloons, and the industries that supply goods and services to them.

This is not the first time in history that an immigrant population is in conflict with a nation that promises to extend an open hand but instead pats them down. However, this may be the first time that we, as restaurant professionals have a strong enough voice in society to make a difference.

**Not only are we the second largest workforce, but we are now taste makers, influencers, and celebrities who are relevant in the mainstream.**

Let's use our voices to determine what we can do collectively and individually, regardless of time or money.

The purpose of the panel is finding solutions. With limited resources and limited time, what can we do, at any stage of our careers, to make a difference?

## **Introductions**

### **Chef Matt Jennings**

A Boston native and graduate of The New England Culinary Institute in Vermont

Chef and Owner of Townsman

### **Michael Landgarten**

Local restaurateur and community activist in Kittery, Maine. Owner of Bob's Clam Hut since 1986, an iconic seafood shack. Also owns Robert's Maine Grill and Lil's Café.

In 2016, Michael became involved with ROC United and most recently was one of the founding members of the Sanctuary Restaurants initiative - a distinction standing up for all immigrants and vulnerable workers and guests.

### **Chef Anne Rabel**

Anne is a line cook pursuing her dream of becoming a chef.

She is currently working at Barbara Lynch Gruppo's Drink.

As someone who immigrated to America from Haiti at a young age, Anne is committed to teaching others about her culture through food by bringing Haitian inspired ideas to the menu.

### **Marisol Santiago**

Marisol is the Massachusetts Executive Director of ROC United - Restaurant Opportunities Center United. Her family comes from Puerto Rico. She is committed to Leadership Development, Empowering Community and leading movements that are driven from the people towards economic, racial and social justice.

## **Opening**

### **In 1905, an immigrant wrote a letter to the Prince Regent Luitpold of Bavaria begging not to be deported. He wrote:**

Most Serene, Most Powerful Prince Regent! Most Gracious Regent and Lord!

I was born in Kallstadt on March 14, 1869. My parents were honest, plain, pious vineyard workers. They strictly held me to everything good — to diligence and piety, to regular attendance in school and church, to absolute obedience toward the high authority.

After my confirmation, in 1882, I apprenticed to become a barber. I emigrated in 1885, in my sixteenth year. In America I carried on my business with diligence, discretion, and prudence. God's blessing was with me, and I became rich.

I obtained American citizenship in 1892.

In 1902 I met my current wife. Sadly, she could not tolerate the climate in New York, and I went with my dear family back to Kallstadt.

The town was glad to have received a capable and productive citizen.

My old mother was happy to see her son, her dear daughter-in-law, and her granddaughter around her; she knows now that I will take care of her in her old age.

But we were confronted all at once, as if by a lightning strike from fair skies, with the news that the High Royal State Ministry had decided that we must leave our residence in the Kingdom of Bavaria.

We were paralyzed with fright; our happy family life was tarnished.

My wife has been overcome by anxiety, and my lovely child has become sick.

Why should we be deported? This is very, very hard for a family. What will our fellow citizens think if honest subjects are faced with such a decree — not to mention the great material losses it would incur. I would like to become a Bavarian citizen again.

## **QUESTIONS**

### **Panel**

3 weeks ago - A Day without Immigrants, Thursday, February 16th

How important are immigrants to our industry?

How has the immigrant experience shaped your career?

What role have immigrants played in our collective dreams?

What role can we play in helping immigrants to Living their American Dream?

### **Marisol**

What is ROC United?

### **Michael**

How did you become involved with Sanctuary Restaurants and can you explain to everyone how the initiative began and for those who are interested how to become involved?

### **Matt**

As a Chef/owner and employer, you've run two of your own businesses. What part do immigrants play in the daily operations of Townsman?

### **Anne**

You're a foreign born US citizen and immigrated from Haiti when you were 10 without speaking any English. Can you tell us about your immigrant experience and specifically how what you did and how you were feeling on Feb 16th?

## **NOTES**

### **RAISE**

We are over 160 restaurant-industry leaders, owners, general managers and entrepreneurs who embrace and are actively working to implement sustainable workplace practices for the benefit of workers, employers, and consumers.

### **SANCTUARY RESTAURANTS**

Open Letter to Donald Trump

Dear President-Elect Trump,

We appreciate your call for unity in America. As restaurant employers, we write to you for help concerning a grave problem we face in our industry.

Restaurants in the United States employ over 12 million workers and we are one of the largest and fastest-growing sectors in the nation. We continue to grow exponentially while confronted with the absolute worst labor shortage in recent memory.

As a business owner, you know that a business is dependent on its workforce. America's restaurant industry cannot survive without the many skilled professionals in our ranks.

We must retain each and every employee and we depend heavily, especially in metropolitan areas, on immigrant workers. Many have lived in this country for decades, paid taxes, and contributed to our industry; some acquire their own restaurants and provide even more jobs. The restaurant industry must maintain a robust pool of workers; we need immigrants and non-immigrants, and people of all races, religions, genders, and sexual orientations.

Tensions are very high in the restaurant industry now. Many have unwarranted but real fear for their safety, their families, and their place in this country. In the service industry, we cannot do our job to serve America when many among us are shaken and targeted.

We ask you to please speak out to alleviate the fear of deportation or other harassment of immigrant workers in our industry.

As fellow business owners dependent on immigrant inclusion in our workforce, we ask that you defend the unity you called for in our industry and our country. We ask that you choose a plan for an achievable path to citizenship for all workers over deportation.

Sincerely,  
Sanctuary Restaurants

## **SANCTUARY RESTAURANTS MANIFESTO**

We stand by restaurant workers, owners, and consumers and respect their dignity, human rights, and contributions to our industry and our nation – including immigrants, refugees, people of all genders, faiths, races, abilities, and sexual orientations. We have zero tolerance for sexism, racism, and xenophobia. We believe that there is a place at the table for everyone. Sanctuary Restaurants is a joint project of the Restaurant Opportunities Centers (ROC) United and Presente.org with the participation of thousands of workers, diners, and allies nationwide. Note: Sanctuary Restaurants is not a legal designation. We offer support and resources to workers, restaurants, and consumers to help create the inclusive and equitable world we want to see.

## **MOTHER JONES**

Is Your Favorite Restaurant Standing Up for Immigrants?

Back on January 25, President Donald Trump issued an executive order vowing to crack down on the estimated 11 million undocumented immigrants living in the United States. The move confirmed that Trump meant to make good on the anti-immigrant zealotry he repeatedly spewed during his campaign—and sent shock waves through the US restaurant scene.

That's because about 15.7 percent of US restaurant workers are undocumented immigrants, and another 5.9 percent are foreign-born US citizens, as this 2014 study from the Economic Policy Institute (EPI) shows. So when Trump ramps up the pressure on undocumented US residents, he's also making life stressful for the people who cook restaurant meals, wait tables, and wash dishes.

On Thursday of last week, activists organized a national Day Without Immigrants, a kind of general strike that included the closing of restaurants in Atlanta, Austin, Detroit, Philadelphia, Portland, San Francisco, Phoenix, Nashville, Albuquerque, Denton, Dallas, Fort Worth, and—most prominently— Washington, DC. My colleague Nathalie Baptiste reports [3] that busy DC spots Busboys and Poets and Bad Saint shut their doors that day, as did all of the restaurants owned by prominent chef Jose Andrés, including Jaleo and Zaytinya.

The gesture took place in a highly charged atmosphere, amid reports that US immigration authorities arrested hundreds of undocumented immigrants in at least a half-dozen states, including Florida, Kansas, Virginia, and my home state, Texas. Things got really tense in my hometown of Austin, where the Immigration and Customs Enforcement (ICE) set up checkpoints in low-income neighborhoods with high concentrations of immigrants.

Meanwhile, a "Sanctuary Restaurant" movement gained momentum. Launched back in January by the Restaurant Opportunities Center, Sanctuary Restaurants pledge not to "allow any harassment of any individual based on immigrant/refugee status, race, religion, gender, or sexual orientation to occur in their restaurant" and hang a "Sanctuary Restaurant" sign on their doors. By last week, more than 100 had signed on nationwide.

## TWITTER

Eataly Boston:

“We apologize for any delay or disruption you might experience tomorrow at Eataly. We are an immigrant company, born in Italy, with many immigrant employees. Any team member who chooses to participate in the national ‘Day Without Immigrants’ protest strike has our support.”

Barbara Lynch

“Today, and all days, I stand behind my staff. We support any on our team who choose not to work.”

Drink

“Join us as we support our friends and family in boycotting US immigration policies. We will only be serving imported spirits and throwing a party to support our community. We will be donating money to [CARA](#), an organization that helps provide legal aid to women and children seeking asylum in the USA.”

Juliet

Did you know that today, many immigrant workers across the city (and state, and nation) did not report to work as part of a national strike?

This is especially impactful to this industry that we love, where immigrants make up a large portion of the workforce. Historically, this mainly relates to entry level positions. At Juliet, we are committed to developing more meaningful career pathways for these workers as well.

Many restaurants around the country are closed today, some willingly in solidarity with the protest and others out of necessity, being unable to fill enough positions in their schedules. We have elected to remain open, although we have given the option for our staff to miss the day if they would like to, with our full support.

As always at Juliet, there is no expectation of a gratuity at the end of your meal. 1% of today's sales as well as anything left in addition to your check will be donated to the Boston based Student Immigration Movement, an immigrant youth led organization focussed on equality, human rights, and civil liberties.

## Closing

In this urgent situation I have no other recourse than to turn to our adored, noble, wise, and just sovereign lord with the most humble request that the highest of all will allow the applicant to stay in the most gracious Kingdom of Bavaria.

Your most humble and obedient,  
Friedrich Trump

Donald Trump's Grandfather describing the fears and horrors of being deported.

## **What can we do?**

The purpose of the panel is finding solutions. With limited resources and limited time, what can we do, at any stage of our careers, to make a difference? Whether you are an employee, an immigrant, an employer or simply a consumer?