

**Date : 2/17/2019 5:08:24 PM**  
**From : "Lindsay Schubiner" lindsays@wscpx.org**  
**To : "Karan Tucker" ktucker@jannus.org**  
**Cc : "Tara Wolfson" twolfson@idahorefugees.org, "Ellen Campfield Nelson" Ellen@agnewbeck.com, "Christina Bruce-Bennion" cbrucebennion@idahorefugees.org, "Lana Graybeal" lgraybeal@cityofboise.org, "arm.laura@gmail.com" arm.laura@gmail.com, "arm.nick@gmail.com" arm.nick@gmail.com, "tony.fisk@saintalphonsus.org" tony.fisk@saintalphonsus.org, "Bryan Lyda" Bryan@engagingvoices.org, "Slobodanka Hodzic" shodzic@jannus.org, "Kara Fink" kfink@idahorefugees.org, "megan.schwab@rescue.org" megan.schwab@rescue.org, "Kelly Miller" kelly@engagingvoices.org, "mjournee@cityofboise.org" mjournee@cityofboise.org, "Haley Williams" hiwilliams@cityofboise.org, "Julianne D.Tzul" julianne.donnelytzul@rescue.org, "Zeze Rwasama" ZRwasama@refugeecenter.csi.edu, "gina\_m\_finley@hotmail.com" gina\_m\_finley@hotmail.com, "Leo Morales" lmorales@acludaho.org, "Maria Andrade" minboise@gmail.com, "Ashley Davis" adavis@jannus.org, "Amy Herzfeld-Copple" amyh@wscpx.org**  
**Subject : [External] Re: Far-right media sites picking up the assault story**  
**Attachment : Personal and Organizational Safety (1) (1).pdf;ATT00002.bin;**

These are some great ideas that folks have been sharing on this list.

I also want to send out some information on personal and organizational safety in case it's helpful. I've attached some basic suggestions and would be happy to chat more with anyone about specific concerns that arise.

Best,  
Lindsay

On Sun, Feb 17, 2019 at 1:50 PM Karan Tucker <[ktucker@jannus.org](mailto:ktucker@jannus.org)> wrote:

Tara, your words sounds like a perfect op ed to get in the Statesman, at a minimum. Kelly, a physician, mental health provider, even the Mayor or maybe Chief Bones may be where the submission should come from so it isn't from the Idaho Office on Refugees.

Kelly, your talking points and other ways to be engaging groups is powerful.

Grateful for partnerships and community.

Sent from my Verizon, Samsung Galaxy smartphone

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**Your support makes a difference in our ability to provide critical programming for racial and gender justice. Can you give a donation today at [westernstatescenter.org](https://westernstatescenter.org)?**

Lindsay Schubiner | MOMENTUM Program Director

My gender pronouns are: she / her / hers

[lindsays@wsepx.org](mailto:lindsays@wsepx.org) | (510) 629-1556

Western States Center | PO Box 40305, Portland, OR 97240



## **Personal and Organizational Safety**

The information provided may help you recognize, avoid, and/or minimize a dangerous scenario in a timely manner. The best way to ensure effective security is to discuss security concerns with colleagues and to be prepared for various scenarios. When faced with security threats many people freeze or inadvertently do something that puts them in more danger. An open dialogue and clear direction on how to respond is key to personal/organizational safety for those involved in civil rights and anti-hate work.

Common security concerns for individuals:

- Harassing phone calls
- Physical threats
- Vandalism of home /personal property

Prevention and response:

1. Consider keeping your home phone number and home address unlisted. Setting up a P.O. Box is an easy and cheap way to stay safe.
2. If you receive a threatening/harassing phone call or voicemail, record it or try to write down exactly what the person said. Keep these phone calls in a log for future reference and to help determine if there is a pattern. If the harassment escalates, this will be important evidence for authorities or others who can help you.
3. Never leave organizational materials openly visible in your car. Be aware of what you leave in plain sight that would identify you or your affiliations. If you must carry sensitive material, lock it in the trunk or glove compartment so it isn't exposed for passersby to see.
4. If you know or believe you will be in situations where you may be targeted, make sure someone knows where you are at all times. Ask a friend or colleague to check in by phone every 30 minutes, or have someone on call.
5. Having a bumper sticker on your car or political messages on your person is an easy way for someone to target you. It immediately identifies your political/personal beliefs, and makes your vehicle/you easy to find and follow. In addition, unless you are attending an

event where it is appropriate to “wear” your affiliations, remove or cover up signals like t-shirts or buttons that might make you a target in public areas.

6. If you are attending events or meetings where you may be followed or targeted, it’s important that you can get to your vehicle quickly and safely. Park close to the venue, not in the furthest corner of the parking lot.
7. Periodically review social media profiles to ensure that any information about where you live or spend time is not available to the public. RSVPing to Facebook invites and “checking in” to restaurants and bars is not advisable. As we all know, FB changes its privacy policies quite often – check your privacy settings regularly, and be aware that even those settings may not protect your personal information from strangers.
8. Every three months do a search for your name online to see if your address has shown up in online directories. If it has, take a few minutes to claim the listing and have your information made private.
9. Trust your instincts; if you feel like you are being watched or followed don’t laugh it off as paranoia, talk to someone you trust. The most important rule if you feel you are in danger is to remove yourself from harm’s way. Before you call coworkers, friends or authorities, focus on getting away from the threat until you are positive you are safe.

### **Meeting Safety**

Common scenario: Individuals attend a meeting to collect information about your group/ activities or to steal personal information from attendees.

Prevention and response:

1. Always have a greeter at every meeting who stands outside and shakes the hand of all who attend.
2. Set a table just inside the door of your meeting location that is strategically located so that all who enter the space cannot easily pass the table without checking in before going to sit down.
3. Have a sign-in sheet and/or name tags so that no person is left anonymous during meetings.
4. Even if people use fake names, it still forces infiltrators to identify themselves.
5. Never pass around sign-in sheets. A common organizational mistake is to let lists with important attendee information “float” around a meeting. Ask attendees to sign-in as they arrive and don’t let the sign-in sheet out of your control.