

NAVIGATING CAMPUS PROTEST AND UNREST:
EFFECTIVE STRATEGIES FOR COLLEGE EMPLOYEES
AND LEADERSHIP
(SESSION 3)



CHRIS TAYLOR AND JACQUES WHITFIELD, PRESENTERS





GREETINGS AND INTRODUCTION

CHRIS TAYLOR

- President, International Alliance of Care and Threat Teams (InterACTT)
- 30 years of Higher Education Experience
 - Dean of Students/CSAO
 - Student Conduct
 - Residence Life
- Research Areas
 - Masculinities
 - The Incel Movement
 - Violent Extremism



JACQUES WHITFIELD



- DEI Learning and Education Team Lead
- 25 Years of HR Management Experience
 - Public Sector
 - Public Education/Higher Education
 - Nonprofit Sector
- 25 Years of Diversity/Inclusion Experience
- Leadership Development/Transformation Experience

**GROUND RULES
FOR TRAINING
REMINDER**

Be Present

Be Actively Engaged and Participate

**Set Your Intentions to Expand Your
“Worldview”**

Learn and Have Fun!!



WHAT IF I HAVE A QUESTION DURING
THE PRESENTATION

RECAP FROM
THE SECOND
SESSION



KEY TAKEAWAYS FROM THE FIRST SESSION

- First Amendment
- Title VI
- State Laws
- Why that's important to know

BREAKING NEWS!

- A new tactic and startling implications
 - Cornell – Activists shut down a campus job fair over divestment from weapons manufacturers
 - Cornell has threatened to suspend over 150 students
 - Varying accounts of what occurred
 - Grad student in jeopardy of being deported
 - Accusations of targeting by the university
 - Local prosecutor has indicated their office will not prosecute protest arrests from the university

<https://www.chronicle.com/article/pro-palestinian-activists-shut-down-a-campus-job-fair-one-students-punishment-could-get-him-deported>

BREAKING NEWS!

- House GOP Free Speech Bill
 - The End Woke Higher Education Act
 - Includes restrictions on “Time/Place/Manner” restrictions
 - Ends political “litmus tests” such as diversity statements
 - Ends the practice of basing security fees for controversial speakers based on anticipated reaction
 - Would allow for single sex organizations (not just greeks)
 - Would allow for religious student organizations to create their own membership rules
 - Those against the bill indicate it will make students less safe and make it difficult to enforce new protest rules

BREAKING NEWS!

- Andrew Jarrell (Chief Strategy Officer, Group Gordon)
 - Planning is key to crisis management
 - Outlets for people to discuss and share views
 - Clear messaging that both supports free speech and clarifies what is not allowed
 - Too much bureaucracy is BAD
 - Small team, Balanced view
 - Northwestern, Brown, Johns Hopkins, University of California as examples

OVERVIEW OF TODAY

- Case Study
- An Expansion on Strategic Responses
- The PACT (Proactive Administration for Campus Tensions)
- Q & A



CASE STUDY

- State University (SU) is a large public institution located in the heart of a major city. Recently, the campus has become the focal point of a large-scale student-led protest over tuition hikes and the university's decision to divest from fossil fuels. In response, students set up an encampment in front of the administration building, naming it "Tent City." The protest has drawn significant media attention and has garnered support from local activist groups, many of whom are not affiliated with the university.
- The encampment has grown over the past two weeks, with approximately 200 students and community members participating at any given time. Tensions are high, and a few isolated incidents of vandalism, including graffiti on university buildings, have been reported. Some students are skipping classes to participate, and faculty members have expressed mixed reactions—some supporting the protest, while others are concerned about the disruption to campus life.

CASE STUDY

- The protest escalates when the administration announces that it will begin removing the encampment if students do not voluntarily disband within 72 hours. In response, the protesters hold a press conference declaring that they have no intention of leaving and that their occupation is a matter of free speech and peaceful protest.
- As the 72-hour deadline approaches, tensions increase, and a small group of more radical protesters begin advocating for a sit-in within the administration building itself. Local media reports are critical of the administration's decision to forcibly remove the encampment, and faculty members are divided about how to proceed. Meanwhile, some campus offices and classrooms near the encampment have been vandalized.
- The university's legal counsel has reminded the administration that it must protect the First Amendment rights of the students but also ensure the safety of the broader campus community. They warn that both inaction and a heavy-handed approach could lead to legal consequences and reputational damage.

STRATEGIC RESPONSES AND CAVEATS



COMMUNICATION & COLLABORATION

- Establish Open Lines of Communication
- Form a Protest Response Committee
- Collaborate with Student Organizations
- Create Forums for Discussion Using the “Difficult Conversations” Framework.



CONFLICT RESOLUTION & DE-ESCALATION



Deploy Trained
Campus Facilitators



De-Escalation
Training for Campus
Staff



Engage External
Mediators



Promote Active
Listening by
Administrators



Host Listening
Circles

POLICY & SUPPORT STRUCTURES



DESIGNATE SAFE
PROTEST SPACES



CREATE CLEAR
PROTEST
GUIDELINES



USE SOCIAL MEDIA
RESPONSIBLY



OFFER MENTAL
HEALTH AND
EMOTIONAL
SUPPORT



ADOPT A
COLLABORATIVE
APPROACH

THE PACT – PROACTIVE ADMINISTRATION FOR CAMPUS TENSIONS

- Protest and Unrest Checklist
- Conversation Guides
 - Town Hall
 - Classroom
 - Office
- Title VI Overview, Investigation Checklist, and Rubric
- Guide to Conduct Cases Arising from Protests
- Policy/Protocol Rubric
- Guide for meeting with protest leaders
- A Mental Health Guide

QUESTIONS AND FEEDBACK





THANK YOU