University of Oregon

Demonstration Team

Charter

revised July 1, 2021

Purpose Statement

The University of Oregon's demonstration team ("Team") will be used to manage community education and demonstration requests, monitor and assess activity, plan and manage responses as needed and coordinate communication between activist groups and the university. This team will coordinate with the broader Incident Management Team should a demonstration become a civil unrest incident.

Responsibilities of the team include

- Monitor scheduled events, and pursue traditional and social media intelligence to anticipate the potential for demonstrations.
- Develop pre-plans for general and emergency response staffing of events with the potential for demonstrations or civil unrest.
- Staff demonstration events to monitor the situation and report any issues back to Safety & Risk Services.
- Conduct post-event/incident evaluations to identify challenges and opportunities and to identify and implement corrective actions.
- Coordinate through the Incident Management Team should the demonstration become a civil unrest incident.

Co-Chairs

- Krista Dillon, Safety and Risk Services
- Kris Winter, Student Life

Core Team Members

Core team members engage no matter what the demonstration is about.

- Vicki Strand, SRS
- Matt Roberts, CGR
- Rick Haught, EMU
- Kay Jarvis, Communications
- Chuck Triplett, Provost's Office
- Don Morris, UOPD
- Kevin Reed, GC
- Jessica Price, GC

Secondary Team Members

Secondary Team members engage if the demonstration topic or group affects their portfolio. They may also be engaged as back up for demonstrations that do not impact their portfolios.

- Simon Ditton, SRS
- Kassy Fisher, Provost's Office
- Karen Hyatt, GCR
- Cami Thompson, GCR

- Andre Le Duc, SRS
- Kevin Marbury, Student Life
- Kathie Stanley, Student Life
- Marcus Langford, Student Life
- Jessi Steward, EMU
- Laurie Woodward, EMU
- Benjamin McNulty, UOPD
- Saul Hubbard, Comms
- Karen Schneider, EMU
- Devon Shea, Athletics
- Mike Duncan, Athletics
- Kevin Farthing, CPFM
- Kelly Pembleton, DEI
- Anna Schmidt-McKenzie, Housing
- Keith Frazee, SSEM
- Kate Petosky, Research
- Becky Girvan, ASUO
- Jamar Bean, DEI
- Betsy Boyd, GCR
- Justine Carpenter, Student Life
- Amanda Curler, SRS
- Larissa Ennis, GCR
- Les Groscup, Athletics
- Micah Howe, SSEM
- Richie Hunter, Comms
- Stacie Irvin, SSEM
- Lesli Larson, Comms
- Jennifer Lindsey, Comms
- Lesley-Ann Pittard, DEI
- Fred Sabb, Research
- Lindsey Salfran, SRS
- Mark Schmelz, HR
- Lauren Stanfield, SSEM
- Steve Stuckmeyer, EHS
- Greg Stripp, Office of the President
- Jason Wade, UOPD
- Jennifer Winters, Comms

Alignment and connection to other campus teams

Additionally, the Team is connected to other important response and prevention teams on campus through liaison connections and joint membership. These teams include but are not limited to the following:

- Bias Response Team (BRT) – Connects individuals targeted by bias with resources for conduct code violations, affirmative action issues, and matters of state or federal law.

- UO Incident Management Team (IMT) – Provides the command and control infrastructure that is required to manage the logistical, fiscal, planning, operation, safety and campus issues related to any and all incidents/emergencies.

- Strategic Enterprise Risk Management and Compliance Committee (SERMC) – Develops tools and processes to actively identify, evaluate, and manage university risks. Ensures that systems and processes are in place to provide accountability for compliance with the university's legal and policy obligations. Encourage communication, problem-solving and collaboration across divisions, units and departments.