

Inject Period One

The Unfolding Situation

Background

It has been a long, hot summer. There have been protests and demonstrations across the nation triggered by a number of issues ranging from the Climate Crisis to Civil Rights and Political Activism. The majority of the demonstrations have remained peaceful, but there have been isolated instances where the situation devolved into riots. There has been significant property damage in these cases, but no loss of life.

While there have been incidents in surrounding communities, nothing has occurred locally.




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Wednesday, 10:00 AM

Local media are reporting that activist groups are calling for a large-scale protest in your community within the next 48 hours. The protest is being organized by a group with a history of peaceful demonstrations, but more radical groups are joining the call to protest.



The image shows a screenshot of a Twitter thread with four tweets. Each tweet includes a profile picture, the user's name and handle, the time since posted, the text of the tweet, and icons for replies, retweets, likes, and sharing. The tweets are all calls to action for a protest on Saturday.

- Benji Antonelli** @BJ_Antonelli3 • 20s
Stand with us this Saturday! It is time to show the power of our voice! Bring your signs and your energy! [#Justice](#) [#UnitedWeStand](#) [#RevoltForRights](#) [#FightBackNow](#)
- Justine Baker** @JustBaking • 7m
The time for talking is over! We will take our community back and show THEM we mean business. Stand up and [#fight](#) for the cause, for [#justice](#), and for dignity! Together, we are unstoppable! [#RevoltForRights](#) [#FightBckNow](#) [#BurnItDown](#)
- Ed Fonseca** @EdwardF56 • 8m
Enough is Enough! Now we take back the streets and demand our rights and fair treatment! Our voices will not be ignored! Join us and make a stand! [#RiseUp](#)
- Anthony Bowley** @AntoBowley1984 • 13m
Join us this Saturday for a peaceful gathering to demand that our voices be heard! [#FairLife](#) [#PeopleUnite](#) [#PeacefulVoices](#)

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Wednesday, 3:00 PM

Leadership has called a coordination meeting with Operations, HR, Legal, Facilities, and Crisis Management to discuss the potential protest and necessary precautions. A group of employees has approached their supervisors and demanded that the company make a public statement endorsing their position regarding the protests.



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Thursday, 8:00 AM

Local law enforcement has contacted your organization and advised that there are credible indicators that the predicted demonstration may become violent. They are requesting that you notify your employees and stakeholders to take reasonable precautions and avoid any areas where demonstrations are taking place.

“Enough is enough! We are tired of being ignored and abused. This is our community, and it’s time to take a stand. This Saturday we’re hitting the streets to demand that they recognize our cause. We will not be silent until our voices are heard, and our rights are respected. Join us! Bring your passion and your power! Let’s show them that we cannot be ignored! Together we can make a difference, Stand up, Fight back, and take control of our future! No Rest for the Wicked!”



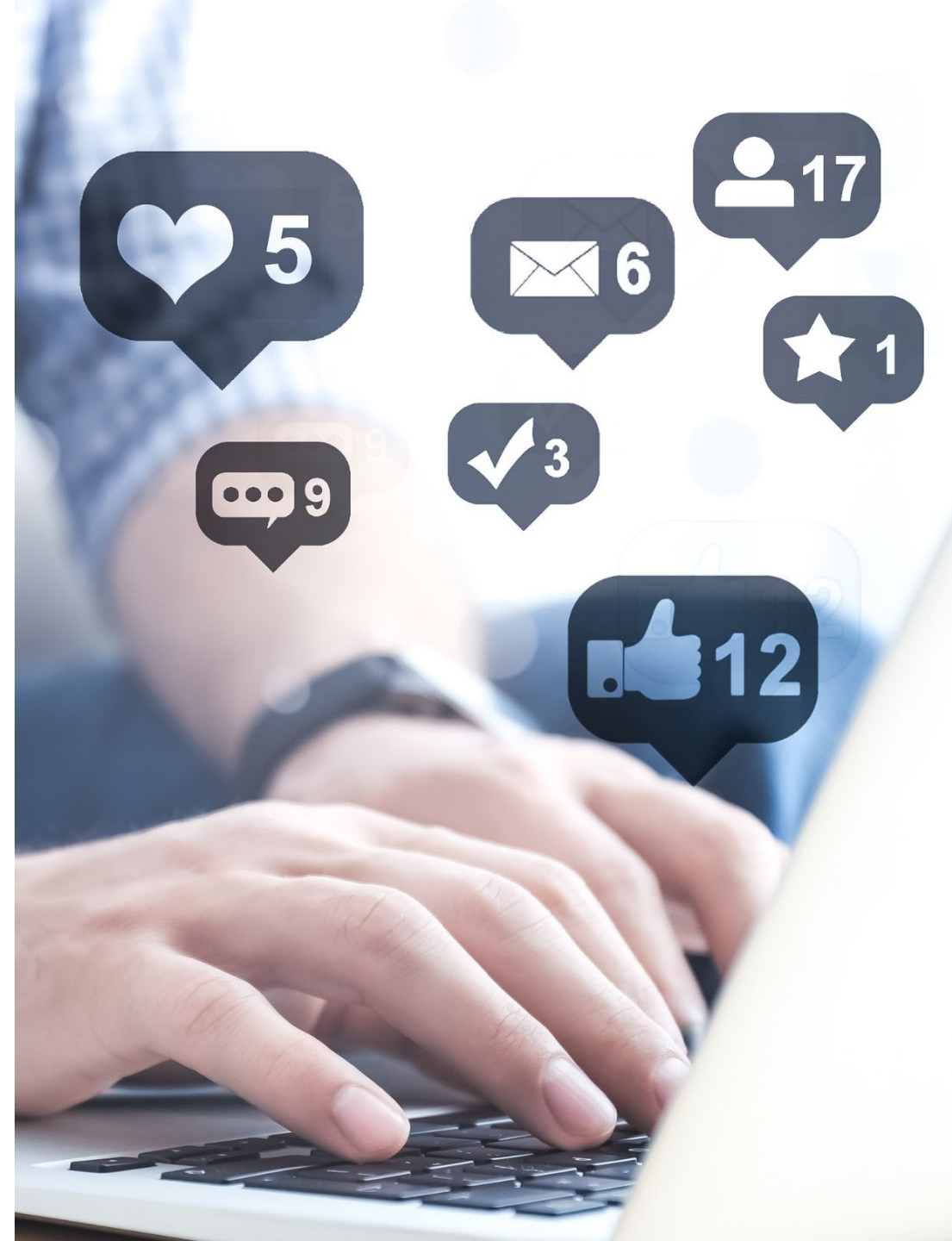
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Thursday, 2:00 PM

A small group of employees are using internal email and other communication tools to advocate for the planned protest on Saturday. They are calling on your employees to stage a walkout in solidarity for the cause and accusing the company of turning a blind eye to what is right and what is wrong.

Several supervisors and managers have asked if these messages are in violation of company policy and are waiting for a response from HR and Legal.



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Discussion Questions

- 1 How would your organization communicate with members and stakeholders about this situation?
- 2 What potential risks associated with activist employees should be considered?
- 3 What steps could your organization take to mitigate the risks associated with this scenario?

