

Dear Colleagues,

The Goucher community is built upon our common values of respect, inclusion, social justice and responsibility. These principles are the reason why many students choose to attend Goucher and why many faculty members enjoy teaching here. The unionization of contingent faculty at Goucher College embodies these principles and creates a space to make them a very real foundation of the education our students receive.

Goucher's Community Principles promote the following values:

Respect: We will treat everyone within our community with respect and learn from our differences. When conflicts arise, we will work together to come up with mutually beneficial resolutions. We also commit to respect and protect the environment on our campus and in the world.

Inclusion: We will acknowledge and embrace the unique gifts and differences of our community members. Furthermore, we seek to include those who may feel excluded.

Communication: We will communicate with the intent to listen and learn from others while placing a premium on maintaining a safe space for those involved. We will create opportunities for dialogue so that a variety of voices can be heard.

Service and Social Justice: We value active participation in bettering the Goucher community as well as those communities beyond the college where we live, work, and serve. In addition, we seek to understand the issues of privilege and oppression that exist in these communities.

Responsibility: We understand that we are accountable for our own actions, opinions, and beliefs, and for ensuring that our actions are conducive to the safety and well-being of others.

The democratic process of collective bargaining is a very clear example of how Goucher faculty members can work together, with the administration, to create "mutually beneficial resolutions." We strongly believe that this process will give contingent faculty members a voice in the terms of our employment, expressing the values of social justice, inclusion, respect and responsibility that Goucher holds dear. Working collectively to determine our future will foster communication, conversation and a greater sense of inclusion and understanding across departments and disciplines. Greater knowledge of our colleagues' teaching conditions can bring about a more profound understanding of Goucher as a whole and of our students' learning conditions.

Goucher's Community Principles remind us of the fact that Goucher is evolving: "As members of a dynamic community that is constantly in transition and continuously seeking improvement, we strive to live out the commitments that make us a community and to foster the potential we see in each other." We see the unionization of contingent faculty at Goucher College with the SEIU Local 500 Coalition of Academic Labor as part of Goucher's evolution and as a way to foster the potential of students and faculty alike. Unionization and collective responsibility to one another will make the Goucher community stronger and more clearly dedicated to the democratic ethos we embrace and teach.

Join us!

The Goucher Faculty Union Organizing Committee

www.goucherfacultyunion.org

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