**AFT Guild Mission Statement**

The American Federation of Teachers Guild, Local 1931, is an open, active, vital, member-driven organization representing classified professionals, faculty, and non-academic, non-classified employees in the Grossmont-Cuyamaca and San Diego Community College Districts.

We are dedicated to achieving and maintaining the highest quality:

•     Educational environment for our students;

•    Compensation and working conditions for all of the employees we represent;

•     Legal representation, ensuring that justice, fairness, dignity and due process are afforded to all members;

•     Workplace unity and equity, actively built on a foundation of respect among all members;

•     Solidarity among unions in supporting working people everywhere in their demands for a living wage, access to affordable health care, and respectable working conditions;

•     Worker education programs emphasizing current issues affecting working families, as well as a broader perspective on laborers’ struggles throughout history;

•     Legislative advocacy on behalf of all workers and directed at all levels of the legislative system; and

•         Social justice unionism, in that “an injury to one is an injury to all.”  Thus, whether we are fighting for a better contract for ourselves or fellow workers, showing solidarity with other unions, social justice groups, anti-war activists, or environmentalists, or advocating and lobbying on behalf of our students, we are seeking to create a sustainable future. Our aim is to shift our society away from the corrosive values of greed, competition, and accumulation to those based on compassion, cooperation, and solidarity.

Further, the Guild recognizes that achieving equity requires the dismantling of institutional racism, sexism, and homophobia as well as societal and economic barriers facing workers in our society.  The Guild is committed to an intersectional approach in addressing equity gaps in educational opportunities.

Finally, we commit ourselves, on behalf of all workers, to expanding and advancing the labor movement in general at all levels.