

## **Statement by Anthropology Faculty Supporting Fairness in the Voting Process for Unionization**

The faculty of the Anthropology Department would like to add our view on the current negotiations about how to conduct the unionization vote. We believe it is in everyone's interest for the administration to ensure a fair election process this spring.

Two fundamental issues underwrite this belief. First, as earlier statements from faculty in Theatre & Dance, Religious Studies, and Philosophy noted, the mission of a Jesuit, Catholic University in caring for the whole person includes the exercise of justice. Second, democratic voting procedures in our system rest on the rights of voters to exercise (or not) their vote. Stipulation of additional conditions impedes a fair vote. The conditions supported by the administration thus far create an undue burden.

As anthropologists we know from our field of study that contemporary unjust labor practices are rooted in historical forms of enslavement, indenture, and forced labor. From plantations and sharecropping to tenement and internment labor camps and undocumented labor, unjust and exploitative labor reinforces historical and present conditions of white supremacy, gender inequity, and Indigenous dispossession. These struggles continue today on our very own campus. We believe that Santa Clara University should recognize these documented histories of injustice by upholding its commitment to support the diversity and dignity of all its members and build a more humane, just, and sustainable world for all. This is why we urge Santa Clara University to do what is right and support a fair and free election.

We recognize that unionization is controversial. While we might individually advocate for or against a union, the faculty unanimously agree that the University Administration should follow the clear guidelines offered by the National Labor Relations Board: ballots cast are what count for or against unionization – without additional conditions.

### Signatures

- Lisa Kealhofer, Professor
- Mythri Jegathesan, Associate Professor
- Lee Panich, Associate Professor
- Veronica Miranda, IE Postdoctoral Fellow
- Michelle Bezanson, Professor
- Ryan Anderson, Assistant Professor
- Tanya Chiykowski-Rathke, Academic Year Adjunct Lecturer
- Samantha Grace, Academic Year Adjunct Lecturer
- Robin Nelson, Associate Professor
- Matthew Kroot, Assistant Professor
- Jim McKenna, Dean's Executive Professor
- Mary Hegland, Professor Emerita