Points of Unity

1. We, as SLAP, believe that the oppressive systems of racial capitalism, settler colonialism, and imperialism which give shape to our current social order must be overthrown and dismantled. Mere reform of these systems will not suffice. We believe that we must completely transform the present social order and build towards a socialist future in which society is organized to meet the needs of the masses, not to produce profit for the capitalist class at the expense of working and BIPOC ~~people~~.
    a. We reject "reformist reforms" that legitimize and/or strengthen the systems that oppress us, but we recognize the utility of "non-reformist reforms" which work to weaken those systems and bring us closer to their ultimate dismantlement.
2. We recognize the University of California (UC or the University) as an active agent in perpetuating the regimes of settler colonialism, racial capitalism, and imperialism, as it occupies Tongva land; exploits workers at all levels, disproportionately impacting the masses of frontline BIPOC workers at our campuses and hospitals; and funds oppressive regimes internationally.
    a. We recognize the contradiction between the University's projected image of itself as a beacon of progressivism and social mobility, on one hand, and the University's concrete reality as an agent of oppression, on the other, and struggle within this contradiction to expose the real conditions of the masses at the University.
3. We support the struggles of all workers against exploitation, and of all UC workers against their exploitation at the hands of the University. As such, we are committed to developing strong relationships with workers and with labor unions on campus, supporting labor struggles on campus, and working to develop an understanding of our local struggles within the context of broader city-wide/statewide/national/international struggles for justice.
    a. We specifically recognize the hyper-exploitation of BIPOC and immigrant workers under the global system of racial capitalism generally, and at the UC specifically. We thus center solidarity with frontline BIPOC workers in our organizing work, and specifically with AFSCME 3299.
    b. We understand that as students at the University of California, we are the population that the University is ostensibly meant to "serve." We also understand that this position grants us some amount of leverage within the University, and as such, we believe that we must use it to support the struggles of both student workers and career workers on campus.
4. We are committed to building a broad mass culture of solidarity and unity amongst frontline workers and students at the University. We understand that workers and students are more powerful in our struggles against the abuses, excesses, and negligences of the University when we act in unity. As such, we reject the divide-and-conquer tactics of the University and understand that the interests of career workers, student workers, and the general student population are all inextricably linked.
5. We are committed to integrating with, understanding the needs of, and serving the masses. We understand mass-movement building as the key to producing long-lasting, radical social change, and we also understand that mass-movement building is not possible without the masses themselves. As such, we honor the principle of "From the masses, to the masses" in our organizing, embracing a dialectical approach towards developing the leadership of the masses and remolding our leadership models to reflect the needs, conditions, and agency of the masses.

6. We embrace collective models of leadership, reject individualism, and commit ourselves to internal democracy. We understand individualism as an isolating and distorting force which limits our ability to fully understand our conditions and to work effectively in community with each other and with the masses. As such, we embrace collectivism and recognize relationship- and community-building as the foundation to solid organizing.
7. We embrace materialism and class analysis as the primary means through which we understand and investigate the social conditions facing workers and students at the University and beyond, as one's class position and the material conditions of society ultimately define the masses' experiences of oppression under the present regimes of racial capitalism and imperialism.
8. We strive to build a culture of care within our organization and to embrace healthy, sustainable, long-term frameworks for organizing, pushing back against cultures of burnout that exist within student organizing and labor organizing more broadly.
9. We embrace long-term models for campaign-building that are more expansive than, and not constricted by, the quarter-system nor similar timelines defined by the University to contain student and worker agitation and struggle. We embrace intergenerational organizational continuity and leadership development.
10. We embrace models of restorative and transformative justice in our approach to dealing with harm and conflict within the organization, rejecting logics and politics of carceralism and disposability.
    a. Furthermore, we state our explicit support for the abolition of police, prisons, ICE/federal immigration agencies, and the prison-industrial complex.
11. We recognize the interconnectedness of the labor movement with other movements for social justice and liberation, and we embrace a commensurate commitment to intersectional praxis and coalition-building. We understand that the regime of racial capitalism is inextricable from the interlocking oppressive systems of cisheteropatriarchy, xenophobia, settler colonialism, imperialism, and the prison-industrial complex. Given the interlocking nature of these systems, we understand that the labor movement, and our own organization, must: 1) itself address how regimes of racial, gender, and other forms of oppression intersect with labor oppression to fight for the liberation of all working people; and 2) forge genuine partnerships and mutual solidarity with other movements for justice.
    a. We embrace a non-transactional conception of solidarity, based on genuine relationships with partner organizations and movements, mutual support, and the understanding that all struggles for justice and liberation are interlocking.
12. We are internationalists, understanding that the regimes of racial capitalism and imperialism are global and therefore that international struggle is necessary to dismantle them. As such, we understand the need to contextualize our local struggles within a global context, and to embrace international solidarity. We understand that justice is indivisible and that nobody is free until everybody is free.
    a. Furthermore, we state our explicit support for Palestinian liberation/BDS and for the National Democratic Movement in the Philippines.