

Anti-Oppression Statement

The National Lawyers Guild Preamble provides:

Our aim is to bring together all those who regard adjustments to new conditions as more important than the veneration of precedent; who recognize the importance of safeguarding and extending the rights of workers, women, farmers, and minority groups upon whom the welfare of the entire nation depends; who seek actively to eliminate racism; who work to maintain and protect our civil rights and liberties in the face of persistent attacks upon them; and who look upon the law as an instrument for the protection of the people, rather than for their repression.

The Seattle Chapter of the National Lawyers Guild believes these values begin with self-examination and accountability for our individual and collective action. We, therefore, make this statement and adopt guidelines to ensure an organizational environment that respects all of our members and clients.

Oppression is a form of injustice that occurs when one social group is subordinated while another is privileged, and oppression is maintained by a variety of different mechanisms including social norms, stereotypes and institutional rules.

Taylor, Elanor (2016), "Groups and Oppression," *Hypatia*, 31 (3): 520–536, pp. 520-521
doi:10.1111/hypa.12252, ISSN 1527-2001, archived from the original on 2016-08-29

Oppression manifests in many forms: speech, non-verbal communication, assumptions, judgments, actions or inaction. Oppression in any form will not be tolerated.

Oppressive speech and behavior may include racism, sexism, ableism, homophobia, classism, transphobia and may include silencing or refusing to acknowledge the voices or experiences of people who are traditionally marginalized.

Perceptions of oppressive behavior may reasonably differ. Any individual perception of oppressive behavior will be heard with the intent of bringing any issues to light, resolving them and evolving as an organization.

As an organization that values individual human rights and affirmative action in the public interest, our Chapter seeks to set a high standard for a safe, inclusive environment. We expect our members to be mindful of their own behavior and seek to understand and respect the experiences and perspectives of all of our members and our clients.

Please raise any questions or concerns related to this Statement with a Seattle Chapter Officer or the Seattle Chapter Executive Board.