
**WHO:**
- The SLW&DC is a coalition of mostly Swarthmore students working in solidarity with staff and faculty to improve staff wages, transparency of staff-related decisions, and inclusion at the College.

**WHAT:**
- We believe that staff members who take care of our needs everyday—who make our food and clean our bathrooms, for instance—deserve a wage that will allow them to support themselves and their families, without government assistance or having to work additional jobs.
- We also believe that all members of the community should have a real voice in the process that decides their wages and other important decisions.

**WHEN:**
- The SLW&DC was created over four years ago out of a group of students who had previously been working on issues of international sweatshops. A staff member approached the group and suggested that students focus on the injustices happening on their own campus. Students then surveyed employees, finding that their primary concerns were insufficient wages and poor respect.

**WHERE:**
- Swarthmore College. Swarthmore was founded in 1864 by a group of Quakers (including Lucretia Mott, a famous abolitionist and suffragist!) as one of the first co-educational colleges in the country. Swarthmore ranks among the top liberal arts colleges (consistently within the top 3 of US News & World Report’s rankings), and is also one of the wealthiest colleges in the nation (consistently within the top ten of endowments, per student, of any college or university).
- Numerous cities and counties have passed living wage ordinances, and campaigns exist across the country. In addition, several campus campaigns are taking place, including at Stanford, and Harvard, all of which have had serious living wage victories! (for a list of campaigns visit www.acorn.org)

**WHY:**
- As a school that has prided itself upon and publicized its commitment to social justice, Swarthmore has a moral imperative to pay a living wage to its staff and to make the decision-making processes involving staff more transparent and democratic. To do otherwise would be contrary to the Quaker foundations upon which the College rests. Paying staff a living wage and including staff in decisions relating to them is simply a matter of respect, commitment, and justice.

**HOW:**
- What we're asking the school to do is radically reevaluate the way they treat and compensate staff. This would mean deciding that staff are a high enough priority that they have to come up with the money. Historically, when the administration decides something is important - be it large-scale events, specific financial aid packages or a new building - they find the money to make it happen. And they find it outside of the school’s general operating budget.