

Centro por la Justicia

Organizational Governance



About US

Centro por la Justicia, publicly known as Southwest Workers Union (SWU) is based in San Antonio, Texas. As an organization of low-income, working class families and youth; SWU unites in one collective struggle for self-governance based on dignity, justice, and liberation. SWU organizes its grassroots members through emancipatory education, leadership development and direct action for workers' rights, environmental justice, and systemic change. We envision an all inclusive healthy community rooted in dignity, justice and respect towards self-determination, sustainable economic well-being, and Pachamama (Mother Earth).

For over 32 years, SWU has organized low wage workers, youth and community residents to advocate for environmental justice, worker and immigrant rights. SWU's membership base is composed of nearly 3,000 families that are 95% working-class people of color. SWU works as a multi-lingual, multi-racial organization and utilizes a community-labor strategy to confront the many faces of injustice in an intergenerational organizing model. This model is membership-based, member-led, and committed to developing local leadership.

Core to our mission as an organization is for the frontline and most impacted communities to speak for themselves and be an integral part of larger political and social decision-making processes. Combining the strategic use of grassroots organizing, coalition-building, public education, civic engagement with public officials, direct action, media campaigns and action- oriented research, SWU has won significant policy change in San Antonio and broader South Texas in the areas of worker rights, migrant rights, and environmental justice. SWU also strategically initiated and engaged in movement-building efforts to amplify the power of local organizing by building bridges between diverse, marginalized and historically isolated communities and struggles.



7 Values of the Organization

1 . Familia - Events including family and child care, campaigns based on family, indigenous unity. **Familia** - *eventos incluyendo la familia y el cuidado de los niños, campañas basadas en la unidad familiar e indígena*

2. The Earth - Preservation, balance, understand our impact and promote habits toward well being. **La tierra** - *preservación, equilibrio, comprender nuestro impacto y promover hábitos hacia el bienestar.*

3 . Respect - Respecting time, age, work, job position, sexual orientation and identity, love, humility, level understanding. **Respeto** - *respeto el tiempo, edad, trabajo, orientación sexual e identidad, amor, humildad, nivel de comprensión.*

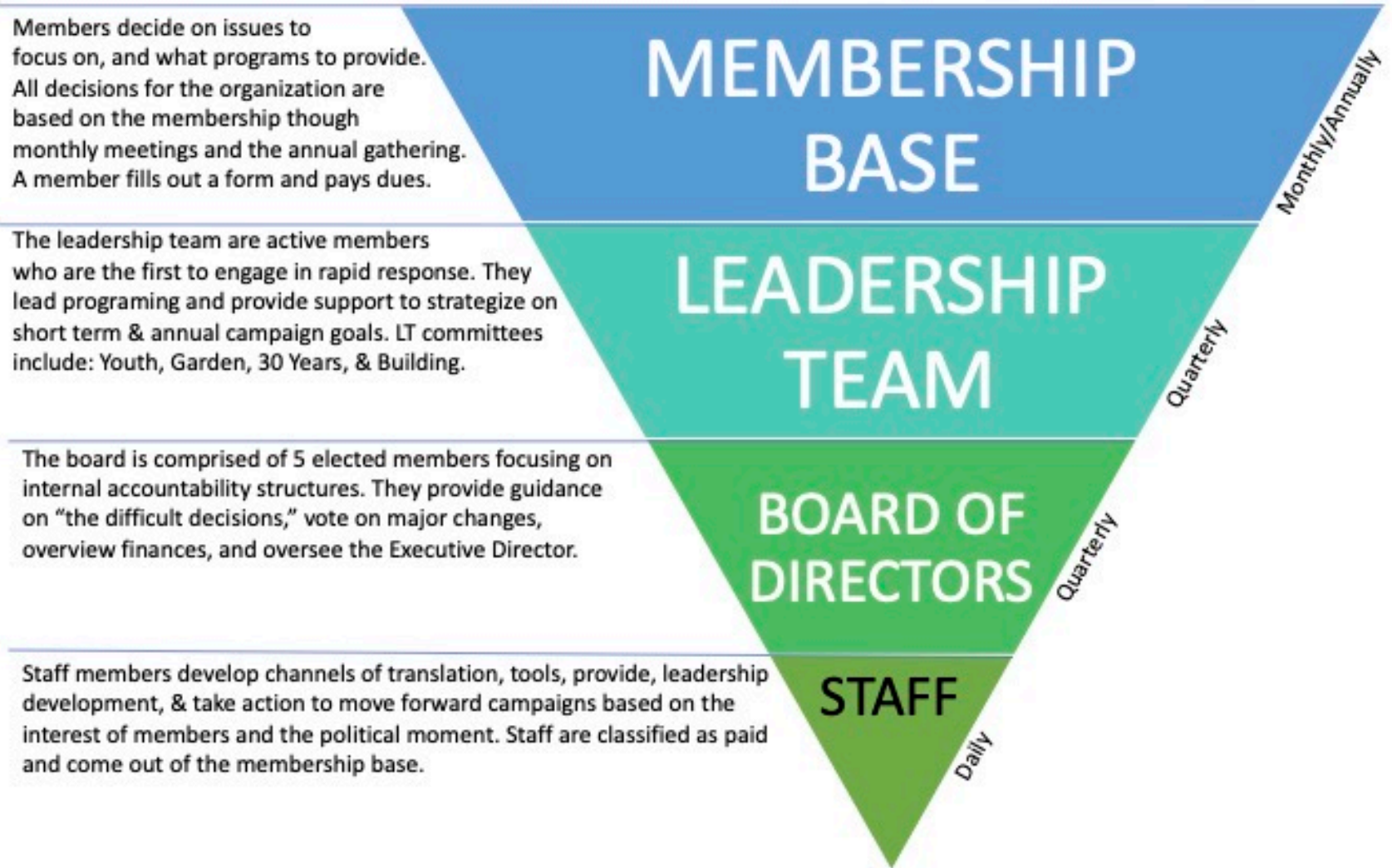
4. Leadership - Promote leadership and create capacity and spaces with focus on women and elders/youth gratitude and humility . **Liderazgo**- *promover liderazgo y crear capacidad y espacios con enfoque en las mujeres, los ancianos y los jóvenes; gratitud y humildad.*

5. Knowledge - Understand issues, vision, mission, jobs, ancestral conscienceness and common sense. **Conocimiento**- *comprender problemas, visión, misión, puestos de trabajo, abyayalense, consciencia de los antepasados y sentido común.*

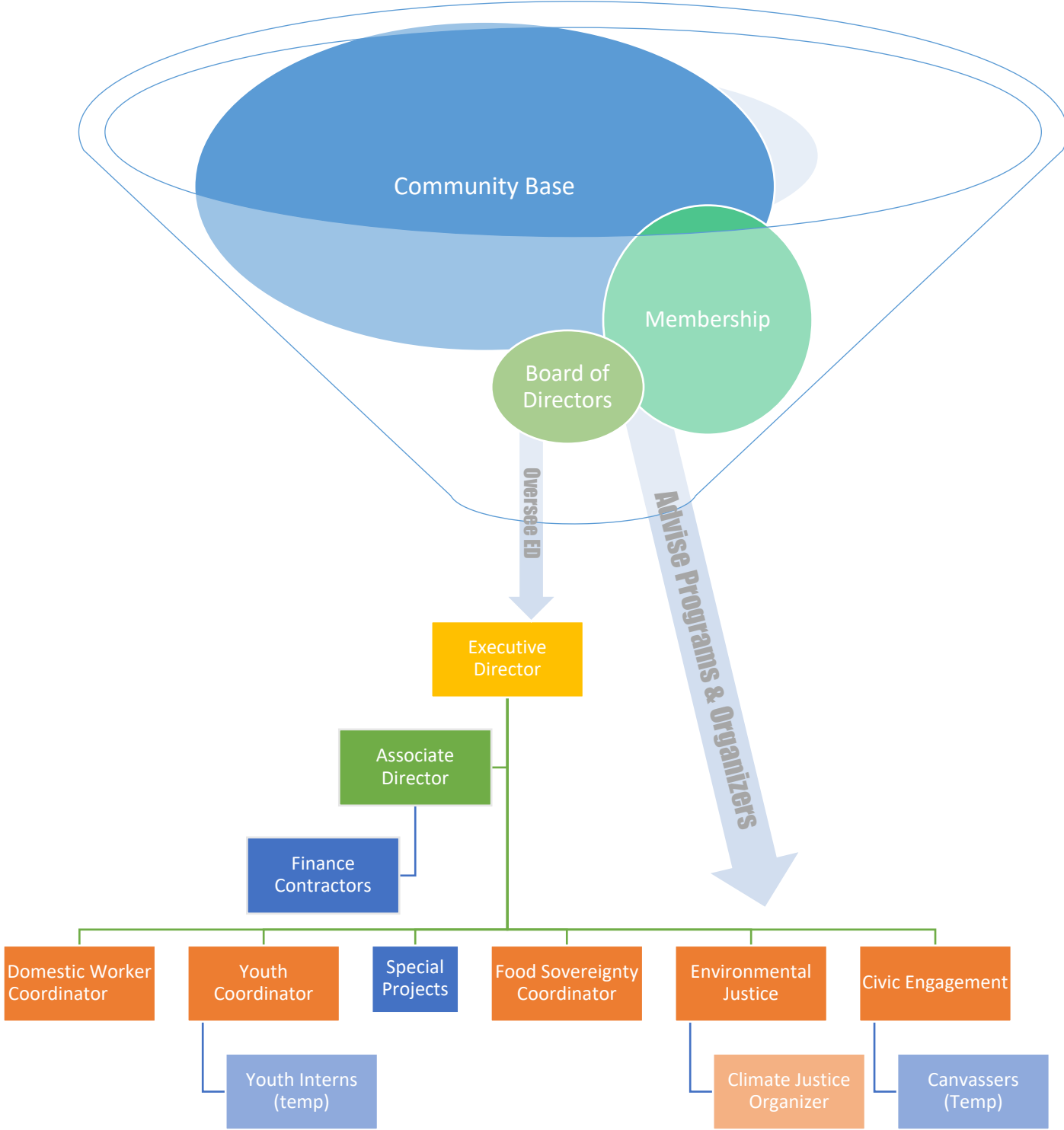
6. Culture- Arts, music, dance, food, style, and expression . **Cultura**- *arte, música, danza, comida, estilo y expresión.*

7. Gratitude- Leading by example. Giving thanks to community. Uplift the hardwork and show appreciation. **Agradecimiento** – *Dando ejemplo de como ser lider. Dando gracias a la comunidad. Elevar el trabajo duro y mostrar agradecimiento.*

Southwest Workers Union Decision Making Structure

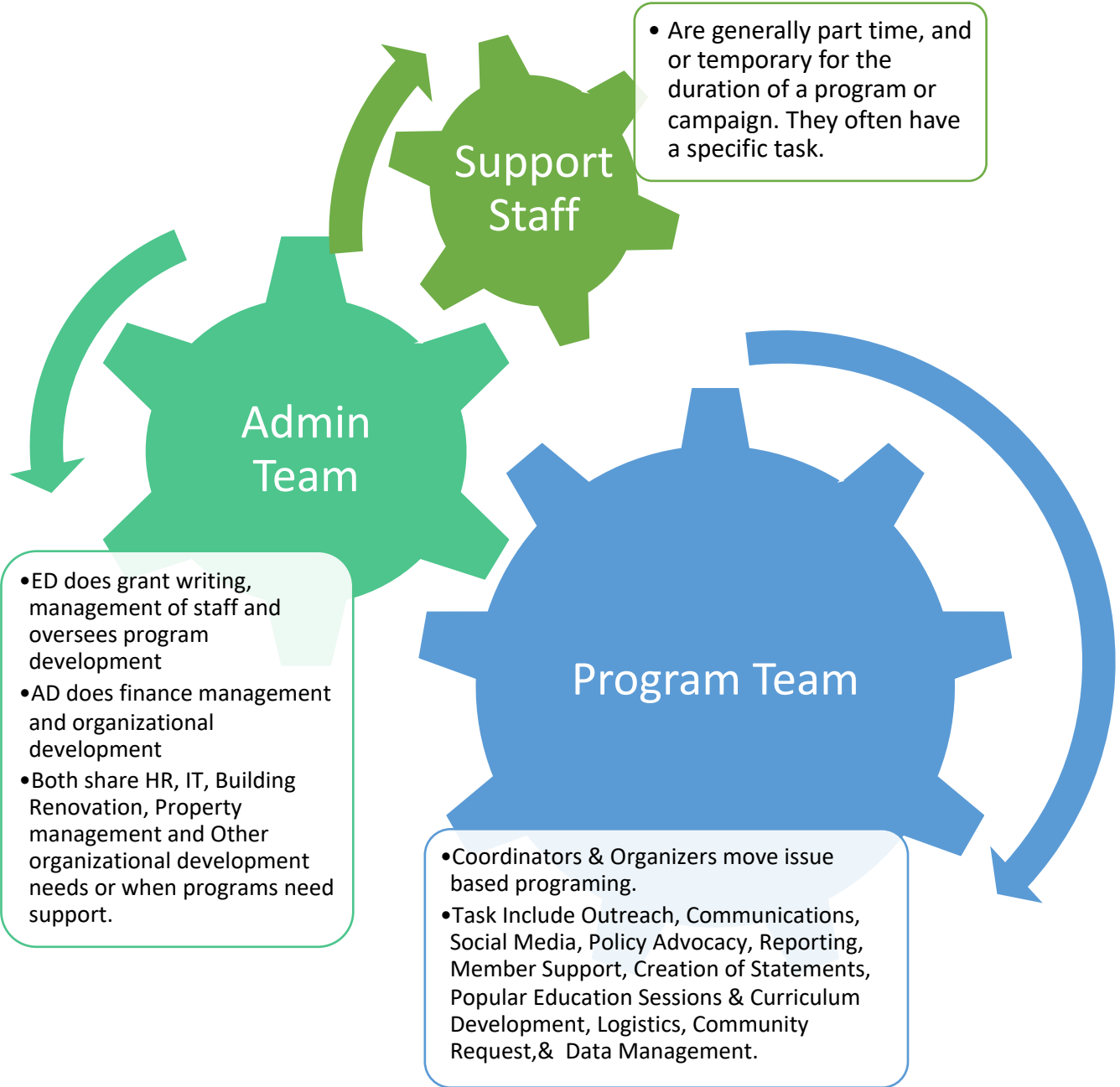


Organizational Structure

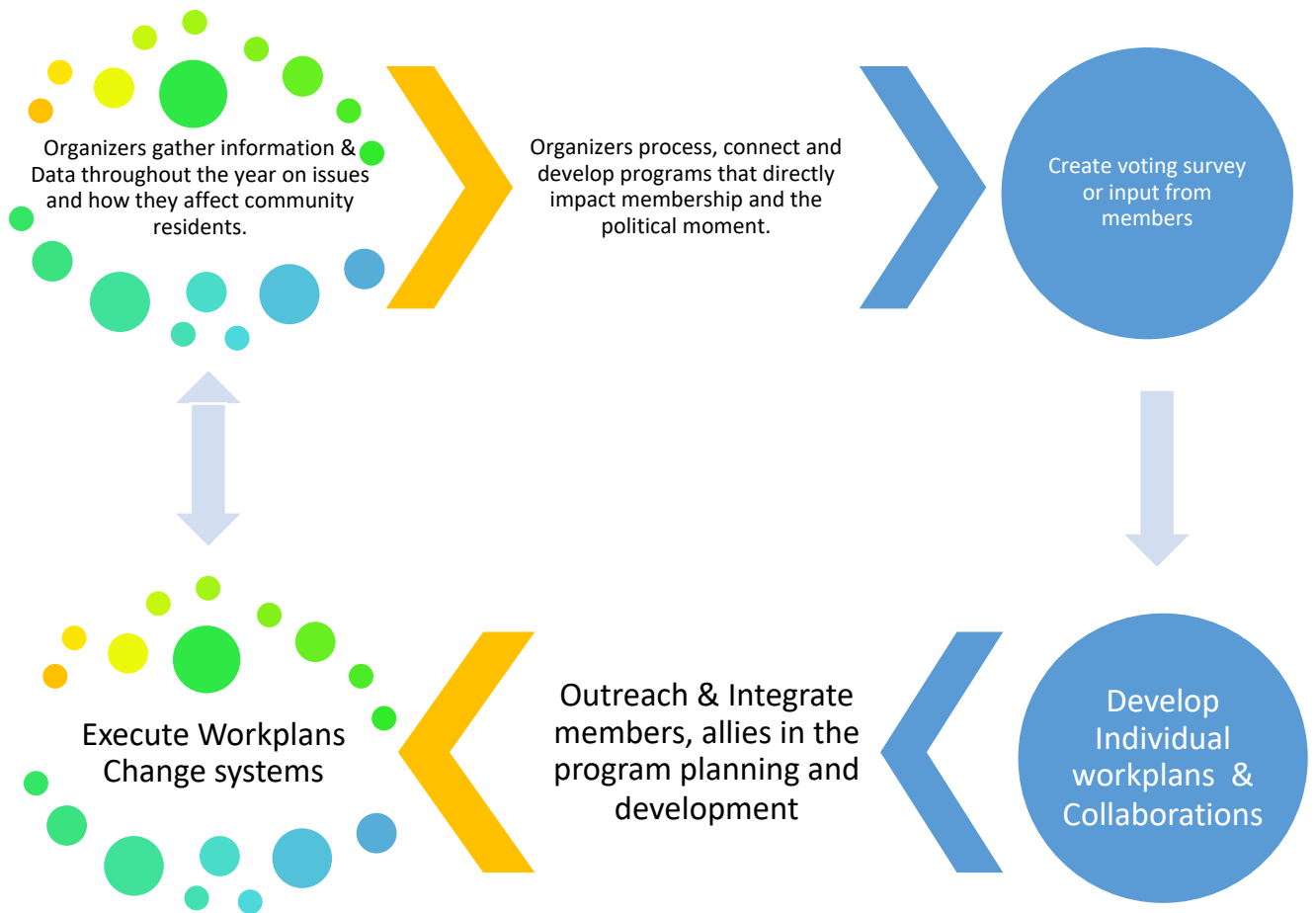


Roles and Responsibilities of Staff

The basis of this structure is that everyone is an organizer and holds the responsibility of organizing membership towards systems change.



Campaign Focus & Workplan Process



Data gathering and communication with members on programs and campaigns happens simultaneously during the year as the workplan is being executed. In October, the organization begins strategic planning and evaluation to have the next years workplan, campaign focus and budget. In December board approves budget and members come together in an annual gathering to review the campaigns for the next year. We do this through surveys during sign ins, phone banking, block walking, meetings, 1 on 1s and larger intersectional strategic analysis meetings.

Leveling Up our Self Governance

January – May 2023:

Organization analysis conducted by ED and AD to present recommendations to strengthen internal operations and offer a better structure that reflects our values.

July – September 2023:

Update 1993 Bylaws: The Board of Directors is working on updating the bylaws to reflect a more collaborative and democratic leadership ladder and expand board members from 3 people to 7 people.

Preliminary designs for staff structure and new building system brainstorms.

September 30, 2023:

New building systems structure analysis with members.

October 2023:

**Collaborative Staff Structure Presented to Membership and Board.
2024 Campaign Building with Members.**

November - December 2023:

Board Member Vote, New Staff Structure Vote, and Campaigns for 2023

February– June 2024:

Hire New Staff, Board member trainings and continue issue focus area work.

