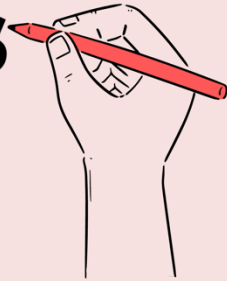


SAPIENS UNITED

CHICAGO NEWS GUILD
LOCAL 34071/TNG-CWA



Mission Statement for Unionization of SAPIENS

SAPIENS is an award-winning digital magazine that publishes stories about everything human as told by anthropologists. Published by the Wenner-Gren Foundation in partnership with the University of Chicago Press, the magazine is a trusted outlet that bridges academia and public spaces. We, the editorial staff, see anthropology as a field that, at its best, can address inequalities and injustices, and shape how people relate to the world.

Since our launch in 2016, SAPIENS has continued to make anthropological insights accessible to broad audiences. In addition to publishing the digital magazine, we offer a podcast, writing workshops, the Public Scholars Training Fellowship, the poet-in-residence program, teaching curricula, webinars, and poetry readings.

In the last eight years, our [vision statement](#) has evolved to become more clear-sighted about our values, emphasizing our commitment to racial, social, and environmental justice in order to “build a more just and sustainable world.” As an editorial staff, we dedicate ourselves to making sure that commitment becomes a reality by supporting authors whose work sheds light on injustices and centering voices often marginalized by popular media.

And yet, we do not experience a similar commitment to equity and justice in our own working conditions. By forming a union with The Chicago News Guild Local 34071, an independent local of The NewsGuild-Communications Workers of America (TNG-CWA), we expect to achieve the dignity, respect, and fair conditions necessary to sustain the vital work of SAPIENS.

We join the rising tide of workers who are unionizing across sectors, including in a variety of media fields and throughout academia. As [members of The NewsGuild](#), we unite with esteemed writers, editors, and nonprofit workers, including those at Duke University Press, Southern Poverty Law Center, the *Associated Press*, *The Atlantic*, *The New York Times*, *The Chicago Tribune*, *The New Yorker*, and many more.

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Through unionizing, the magazine will have a stronger long-term foundation for fulfilling our mission to deliver “trusted, compelling, and relevant anthropology stories to public audiences.” We will be better positioned to continue training anthropologists to be public communicators who can share their work with creativity, clarity, and integrity. Given how precarious the field of anthropology is in many universities, NGOs, and other institutions, our mission is urgent, and one the editorial team fully embraces.

In unionizing, we demand:

- Fair pay and more robust benefits;
- Supportive and protective working conditions, including justice, equity, diversity, and inclusion;
- Commitment to editorial independence and prioritization of anthropological ethics;
- Growth opportunities that allow us to sustain a career at SAPIENS and a life beyond work for years to come.

As unionized workers, we seek transparency and a seat at the table in order to ensure that these demands are met and to continue the shared goal of safeguarding anthropology as a discipline. In challenging and uncertain times, we feel our work at SAPIENS provides trusted, meaningful content that helps readers consider their lives and dream up possibilities for a more just and sustainable world.

We look forward to working with management to make SAPIENS a vital and healthy place to work today and into the future.