

**SOCIAL JUSTICE  
WORK IS LIKE...**



**BUILDING A  
STAIRCASE  
TO A STAR.**

By Fred Lanka

# Content:

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Bibliography

[Link to blog](#)

Introduction:

Who am I?





Queer (Politically)      Big nerd      Gay (Sexually)

White      From a small town      Male presenting

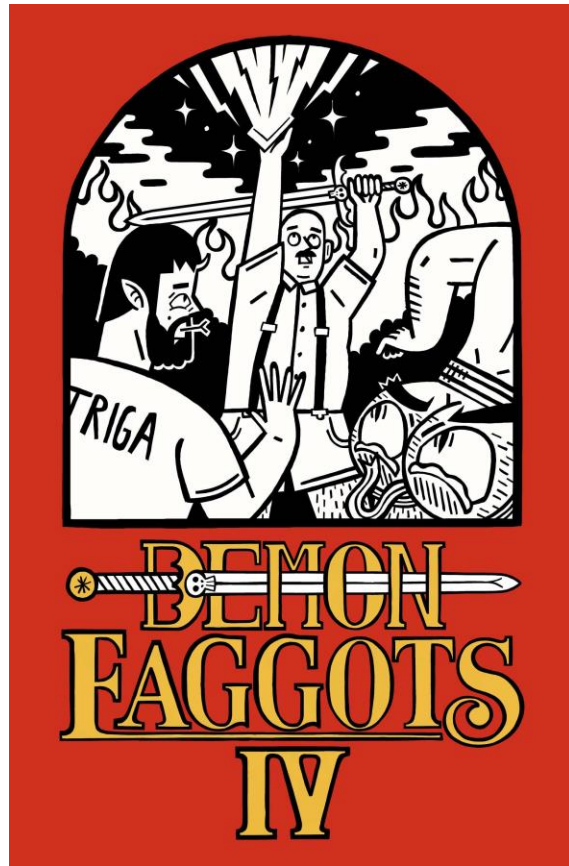
Immigrant      Grew up financially stable      Blunt

Youth Worker      Makes comics      Loves pizza

BA in Illustration      Career in Set Design for film & TV

Abolitionist      Antifascist      Atheist

# The comics I normally make...



# Transformative Justice definition:

Transformative Justice (TJ) is a political framework and approach for responding to violence, harm and abuse. At its most basic, it seeks to respond to violence without creating more violence and/or engaging in harm reduction to lessen the violence. TJ can be thought of as a way of “making things right,” getting in “right relation,” or creating justice together.

Transformative justice responses and interventions

1. Do not rely on the state (e.g. police, prisons, the criminal legal system, I.C.E., foster care system (though some TJ responses do rely on or incorporate social services like counselling).
2. Do not reinforce or perpetuate violence such as oppressive norms or vigilantism.
3. Actively cultivate the things we know prevent violence such as healing, accountability, resilience, and safety for all involved.

[https://transformharm.org/tj\\_resource/transformative-justice-a-brief-description/](https://transformharm.org/tj_resource/transformative-justice-a-brief-description/)

# In Freds terms:

It is about including all sides of a conflict in healing and reparations.

It is about understanding how all of us have things to learn and to unlearn.

Despite believing in it, I really struggle with upholding it.

# When I say social justice, I mean justice for...

- People that are disabled by society
- People from the global majority who live under racist oppression
- People who identify as LGBTQIA+
- People who live in poverty and/or on benefits
- People who are homeless
- People seeking asylum
- All women (trans-inclusive)
- And more...

# I decided to do this project because:

- I have been very frustrated at the lack of direct action where I work
- I discovered a lack of motivating language in UALs policies
- I wanted to motivate myself into believing in change where I work.
- I wanted to create a reminder to use if I ever get an FTE job within UAL.
  - Or any other institution.

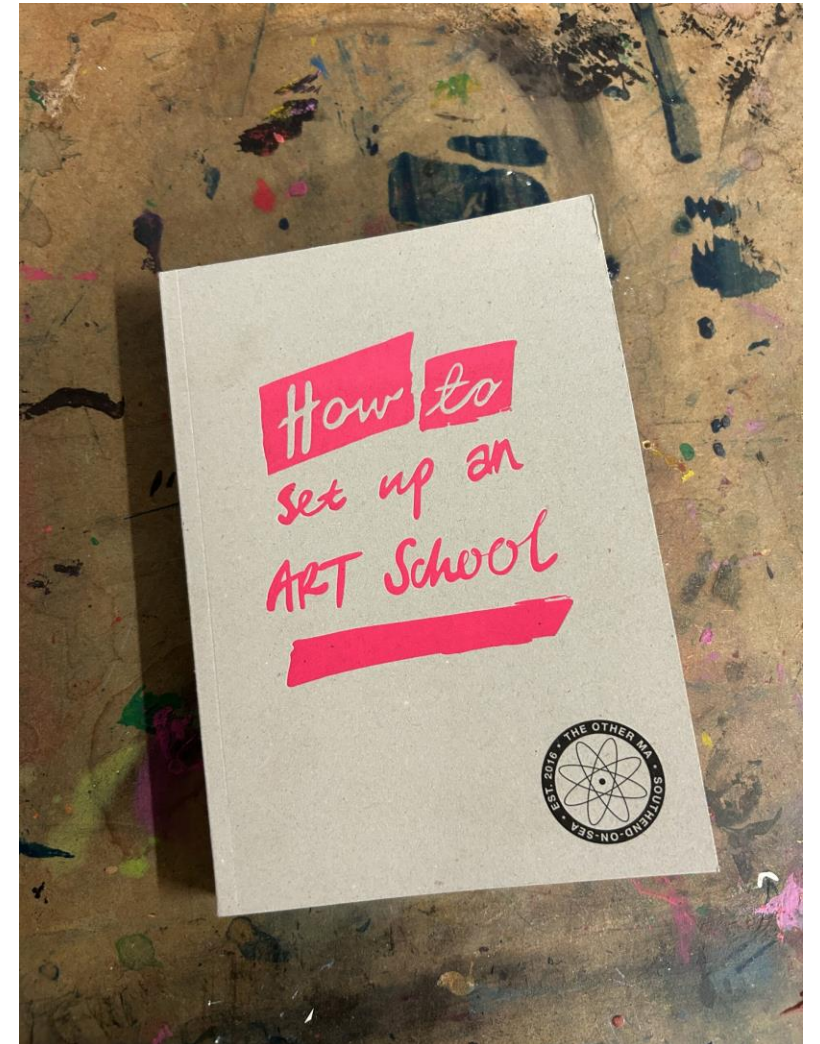
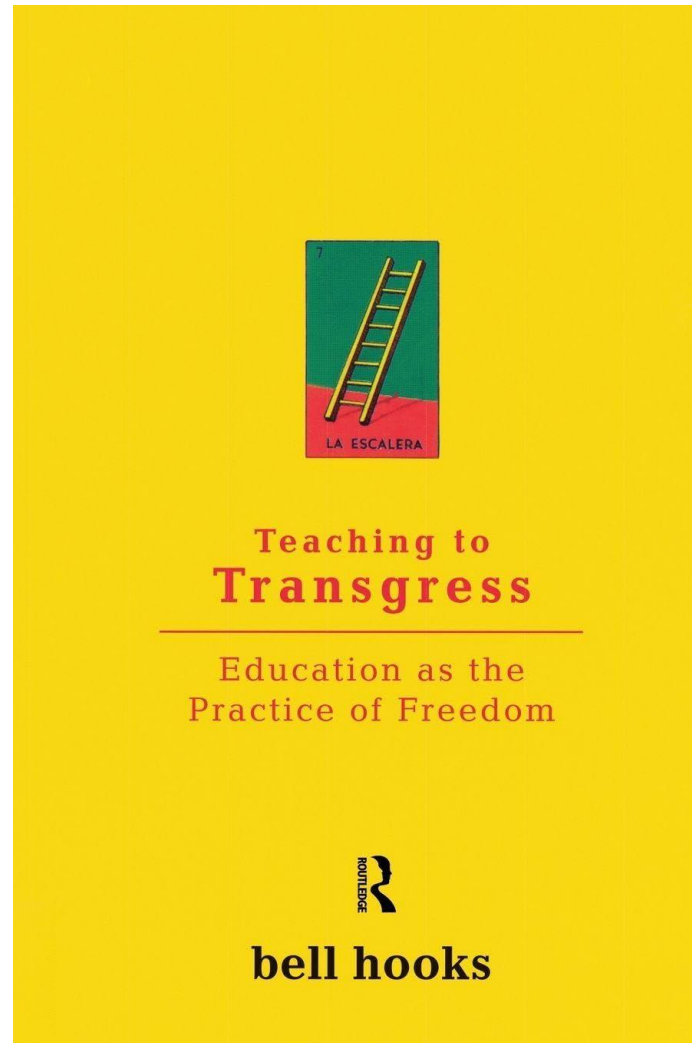
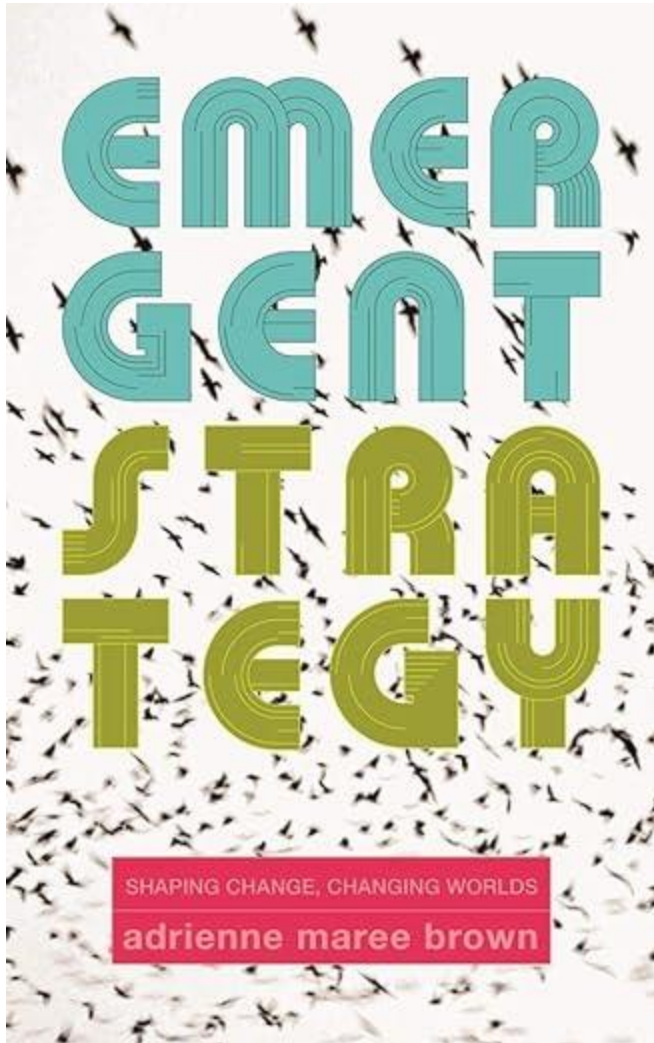
# What research did I do?

1. Read UALs policies around bullying, harassment and more...
2. Interviewed an HR representative from UAL
3. Interviewed 2 fellow Associate lecturers
4. Recorded a final dialogue with my mentor
5. Drew comics based on my findings and feelings moving forward

Method: Qualitative. Why?

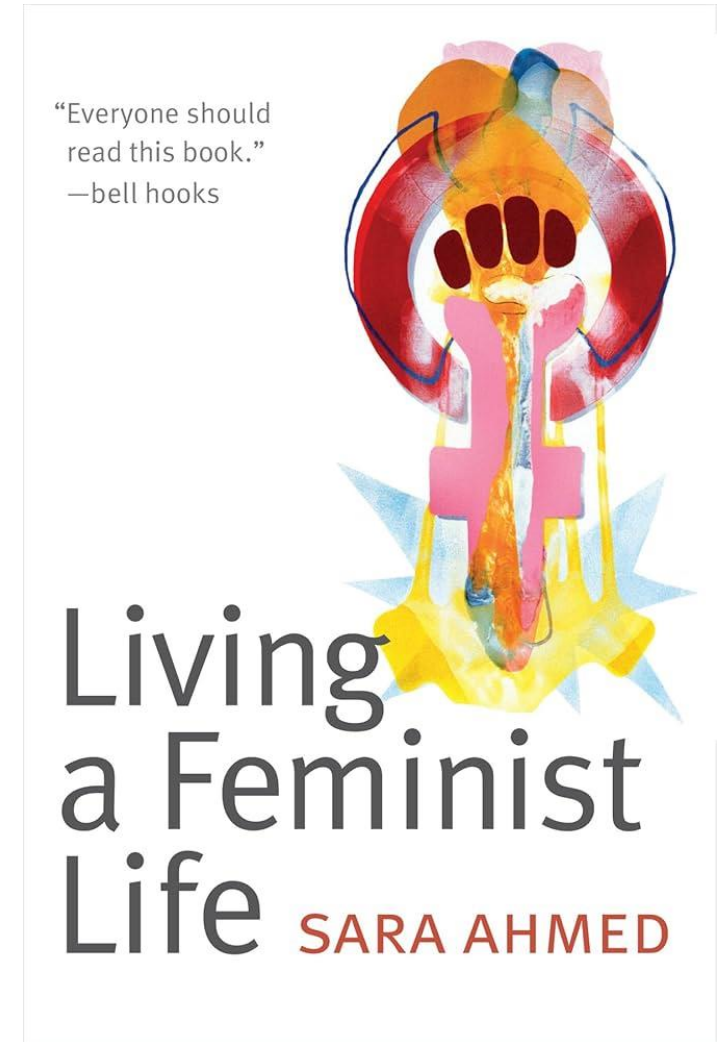
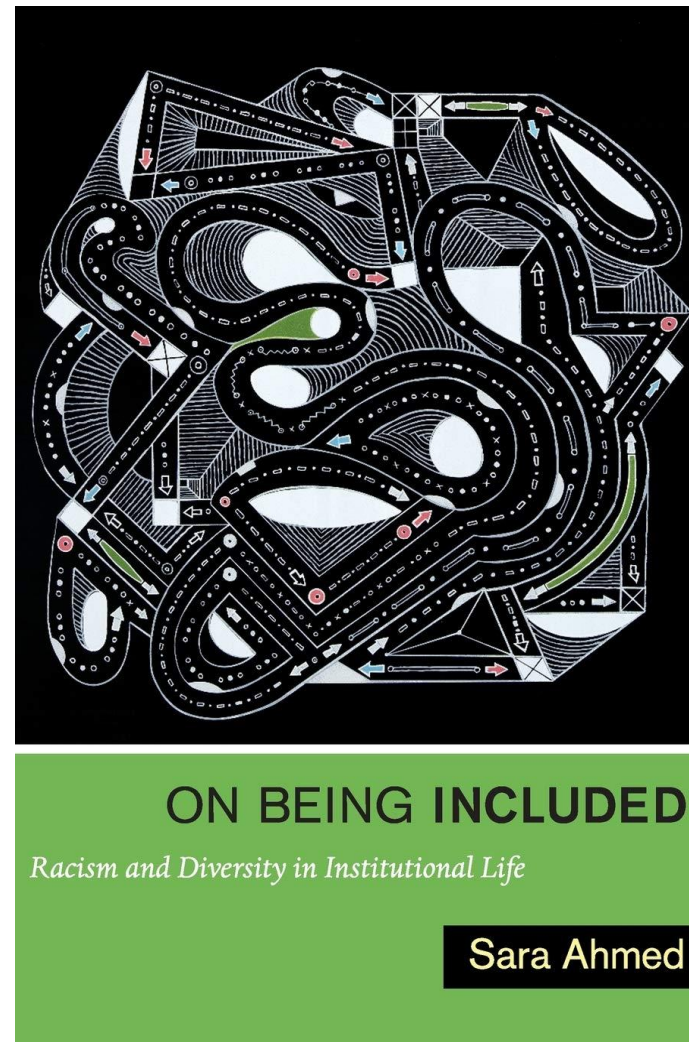


I also read a bit of this...



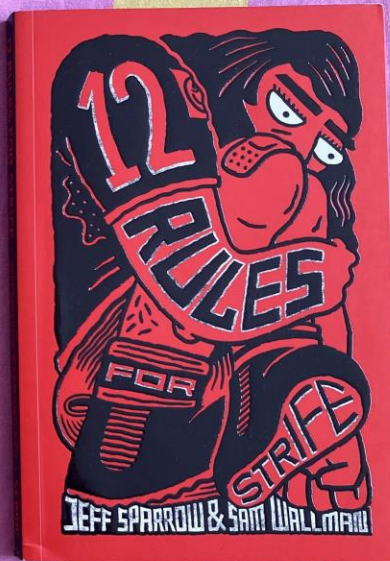
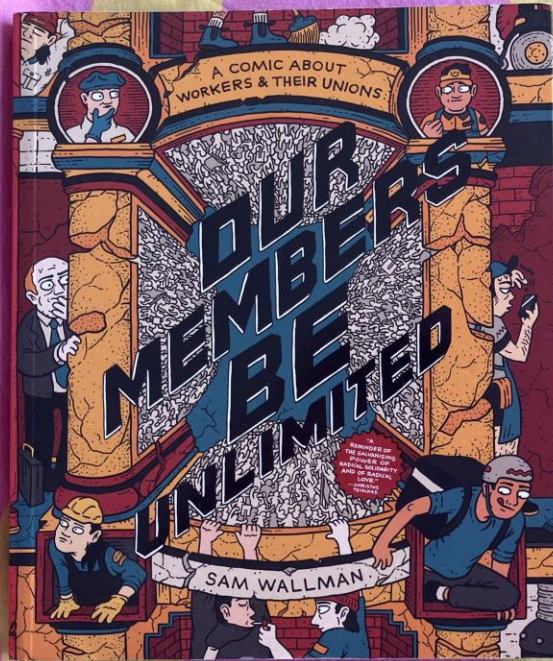


# Together with a lot of Sara Ahmed...





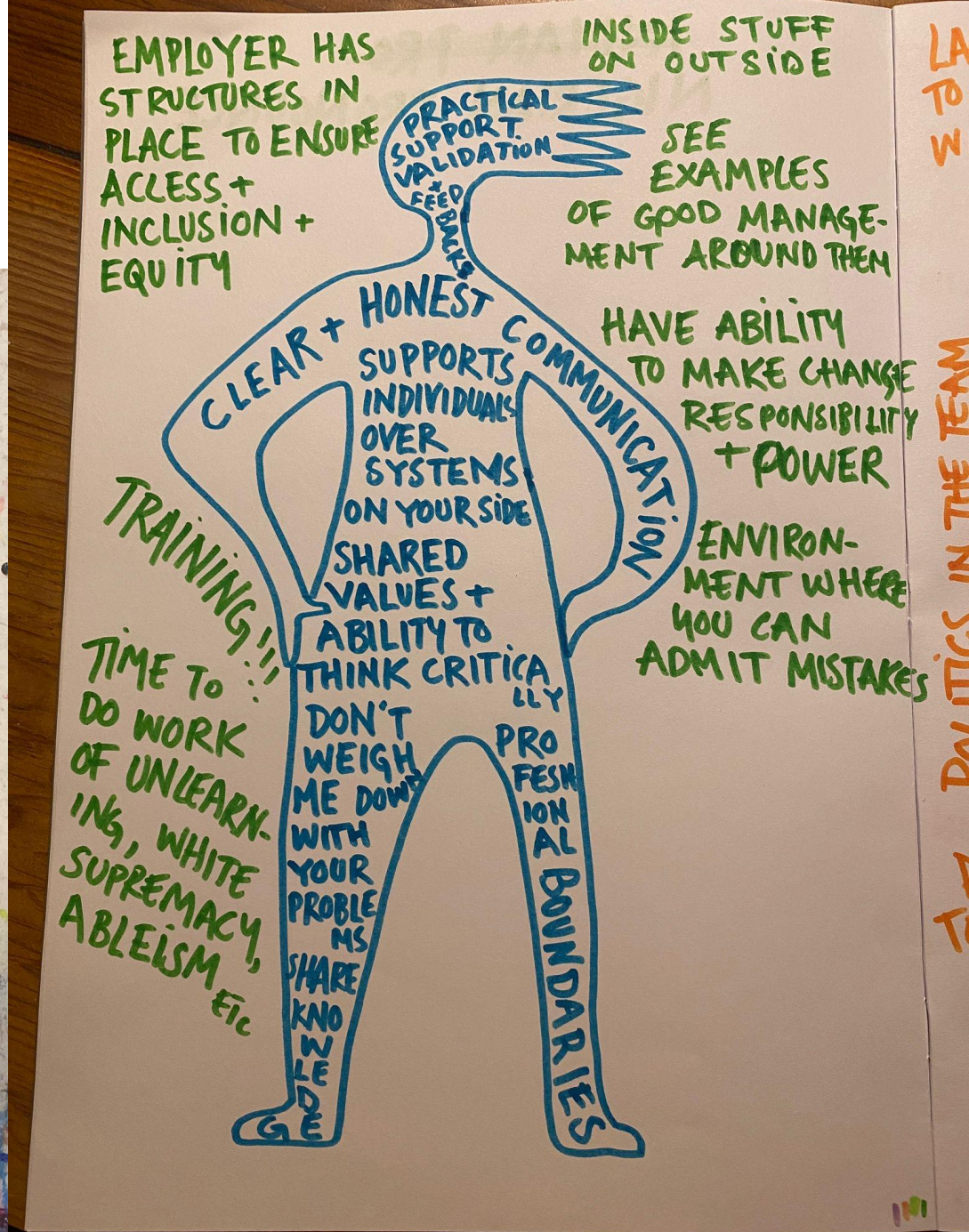
and Sam Wallman's comics!



# Drawings from Interviews



What do you need to be a good boss?



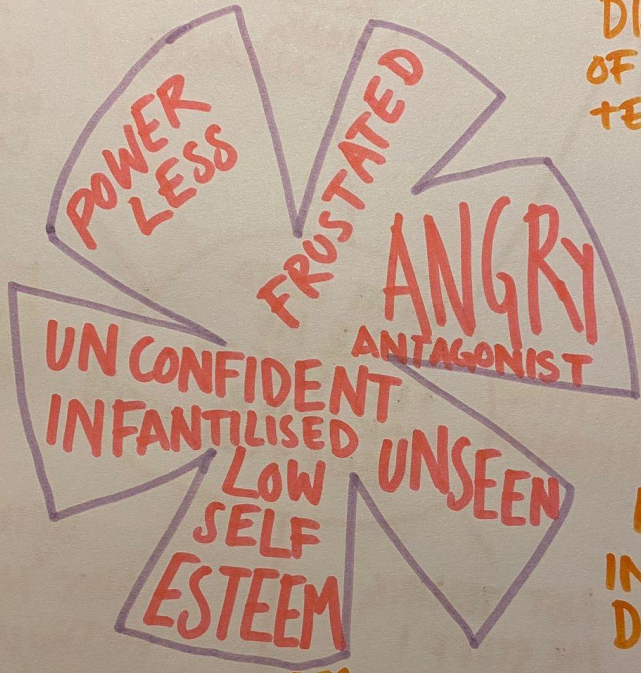


LACK OF SUPPORT  
TO HELP STUDENTS  
WITH SPECIFIC NEEDS

PRECARITY  
AS EMPLOYEE

DISRESPECT  
OF MY TIME  
+ EXPERTISE

POLITICS IN THE TEAM  
→ DRAGGED INTO DRAMA



BEING  
KEPT  
IN THE  
DARK

POLICIES  
TO PROTECT MINORITIES  
BEING ERODED

UNPAID  
WORK

OBTUSE  
COMMUNICATION

DISENGAGEMENT  
WITH WORLD EVENTS

COMPLEXITY

SYMPATHY / EMPATHY

LACK OF LIVED  
EXPERIENCE



How do you feel social justice is  
handled at work?



TEAM  
LEARNING

WE UNDERSTAND  
EACH OTHERS CONTEXT

MOMENTS  
OF FRICTION

GOOD  
RELATIONSHIPS  
W/ COLLEAGUES

CULTURE OF  
SILENCE / INACTION?

UPHOLD  
POLICIES

YEAR  
LEADERS  
EVERYONE?

RESPONSIBILITY

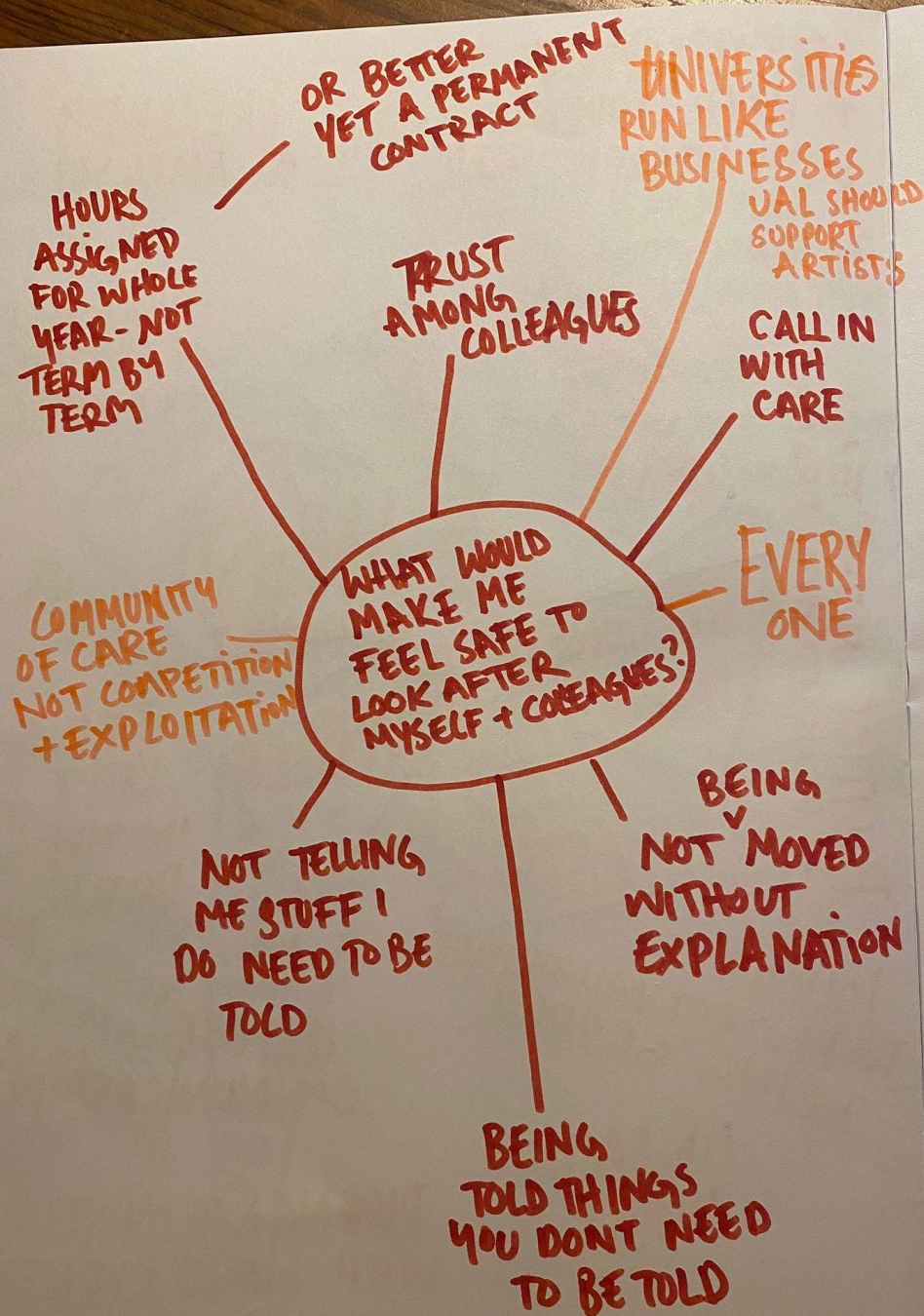
TRAINING

MANAGEMENT

ONBOARDING  
STAFF

BUDGET

TIME

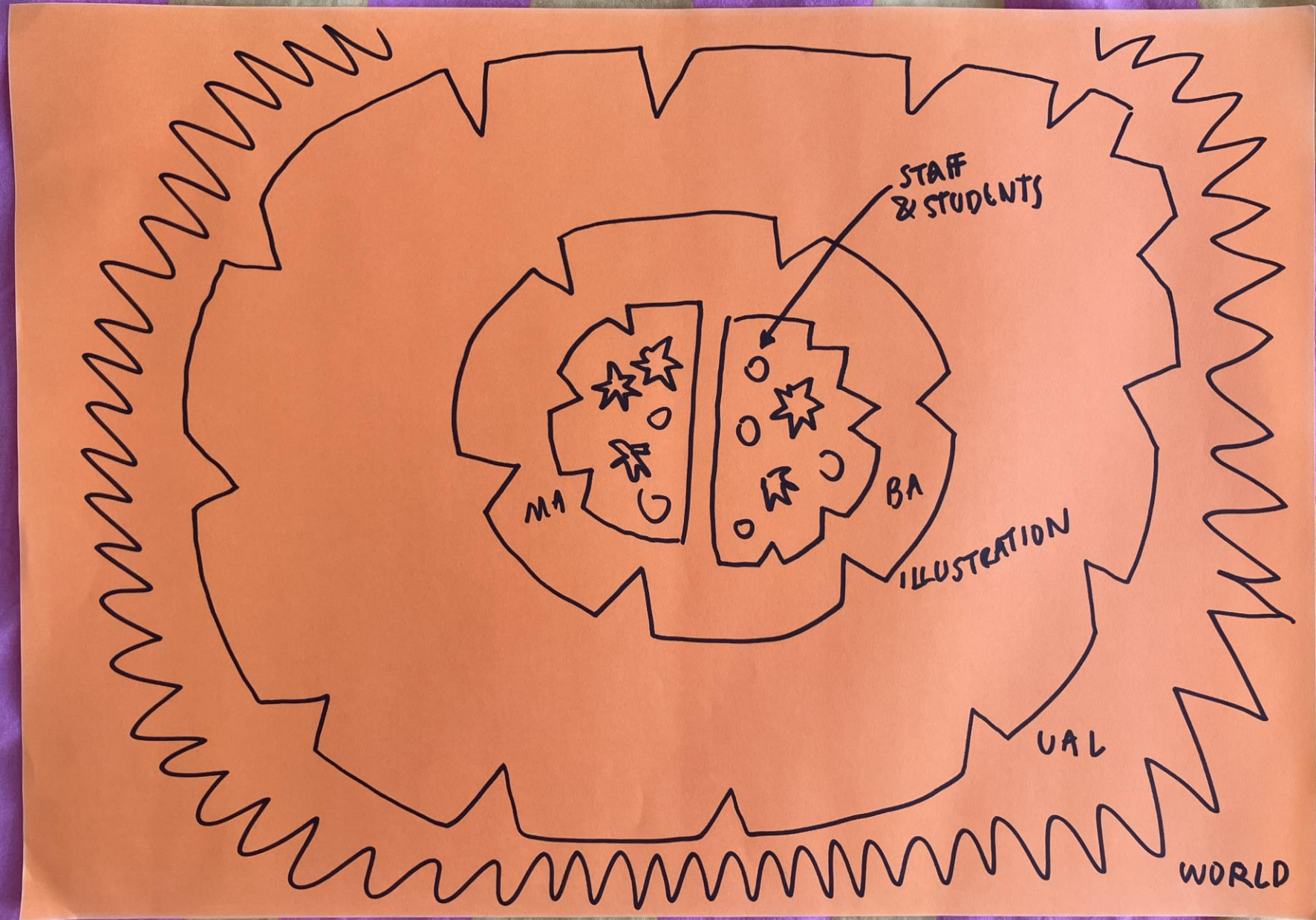


What do we need to do better?



Drawings from meeting with my mentor

How I  
see UAL





How my  
mentor  
sees UAL



# Goals for my outcome

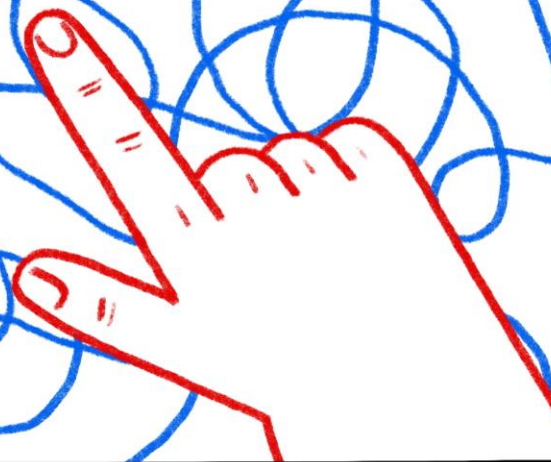
1. Remind myself to be a bit more hopeful.
2. Be encouraging to others.
3. Acknowledge that we are all trying.
4. Normalising that we all make mistakes.

The Comics (Outcome)

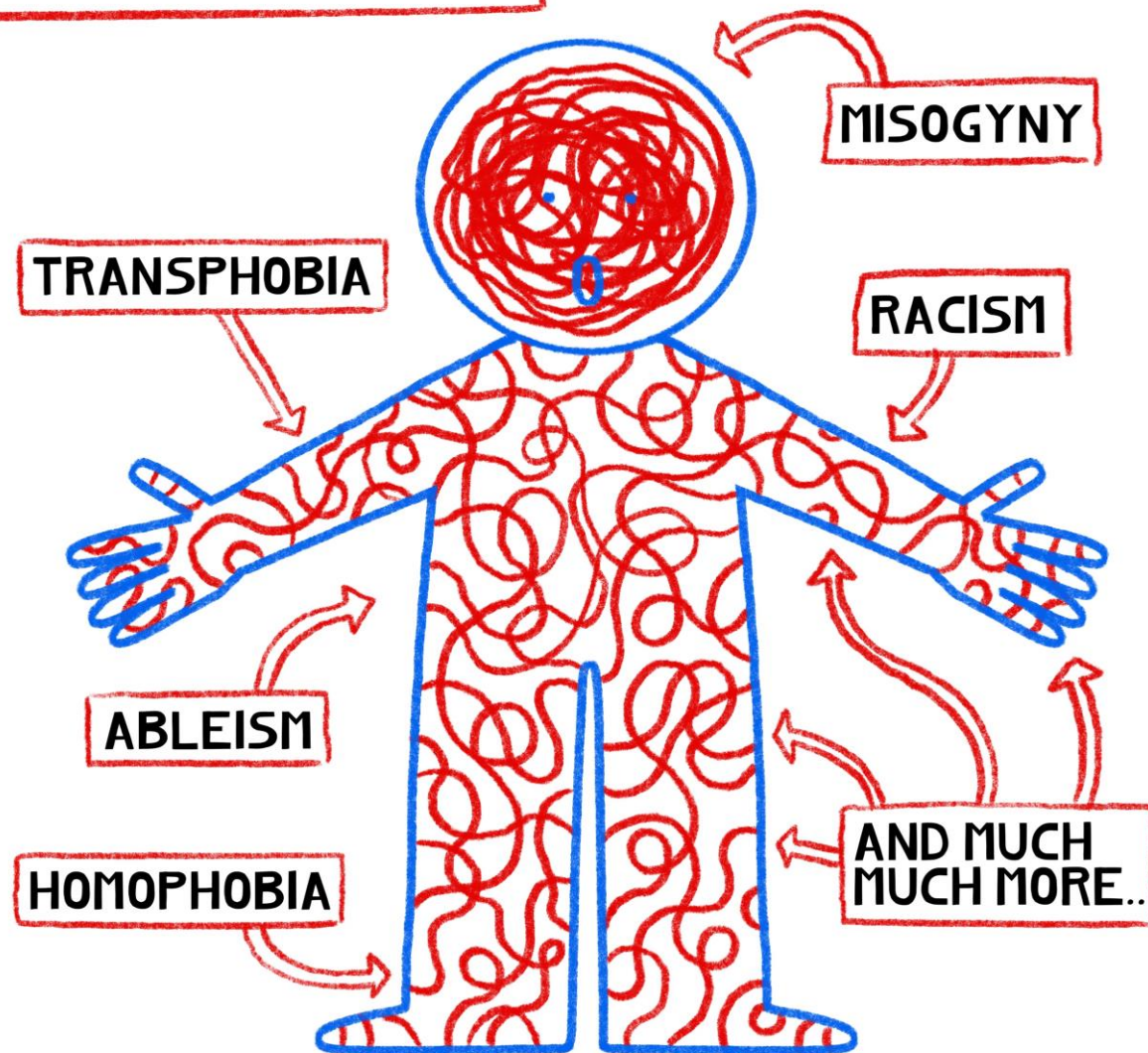


**DON'T JUST ACKNOWLEDGE THE  
INJUSTICES OUT IN THE WORLD.**

**EVERYTHING IS SO BAD  
AND COMPLEX RIGHT NOW!**



ACCEPT THAT WE ALL  
CARRY IT WITHIN US.



**A LOT OF PEOPLE HAVE A  
HARD TIME ACCEPTING THAT.**

**WE NEED YOU TO STOP  
FAVOURING WHITE STUDENTS  
IN THE CLASSROOM, IT'S RACIST.**

**IMPOSSIBLE. I DID THE TRAINING  
SO I CAN'T BE RACIST ANYMORE.**





**IT'S IMPORTANT TO MEET THEM  
WITH CARE AND HONESTY.**

**I MADE A MISTAKE.**

**WE ALL DO!**

**AND I BELIEVE YOU WILL  
DO BETTER NEXT TIME!**



**BECAUSE BY SHOWING UP FOR  
THEM WHEN THEY STRUGGLE.**

**I KNEW YOU  
COULD DO IT!**

**THANK YOU!**





I HOPE THAT THEY WILL SHOW  
UP FOR ME WHEN IT IS MY TURN  
TO TAKE ACCOUNTABILITY.

DO YOU NEED HELP  
UNTANGLING THAT?



YES PLEASE.

END

Reminders for myself:

**THIS IS NOT RADICAL.**

KAB

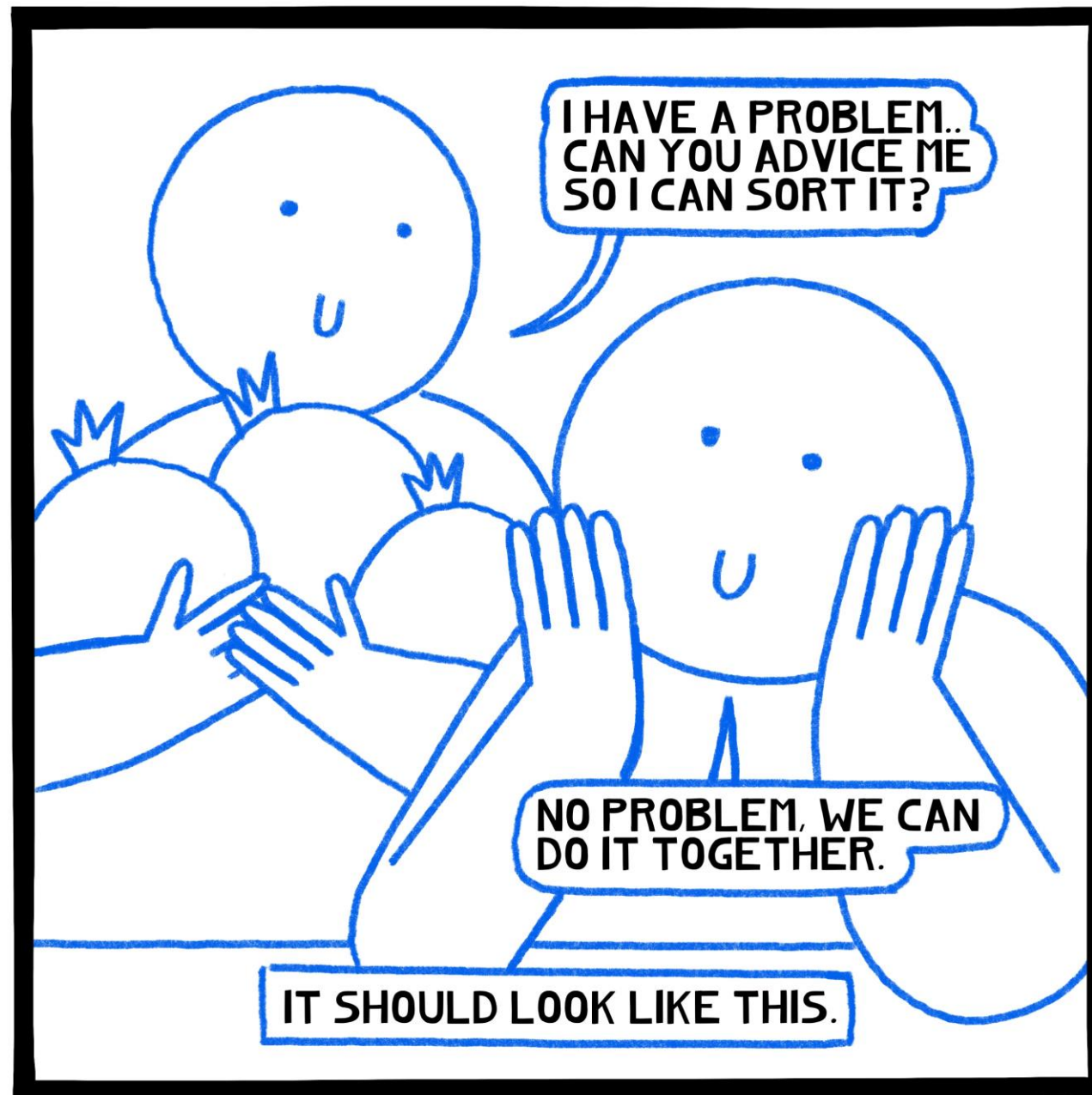
BOOM!

**IT'S COMMON SENSE.**

**END**







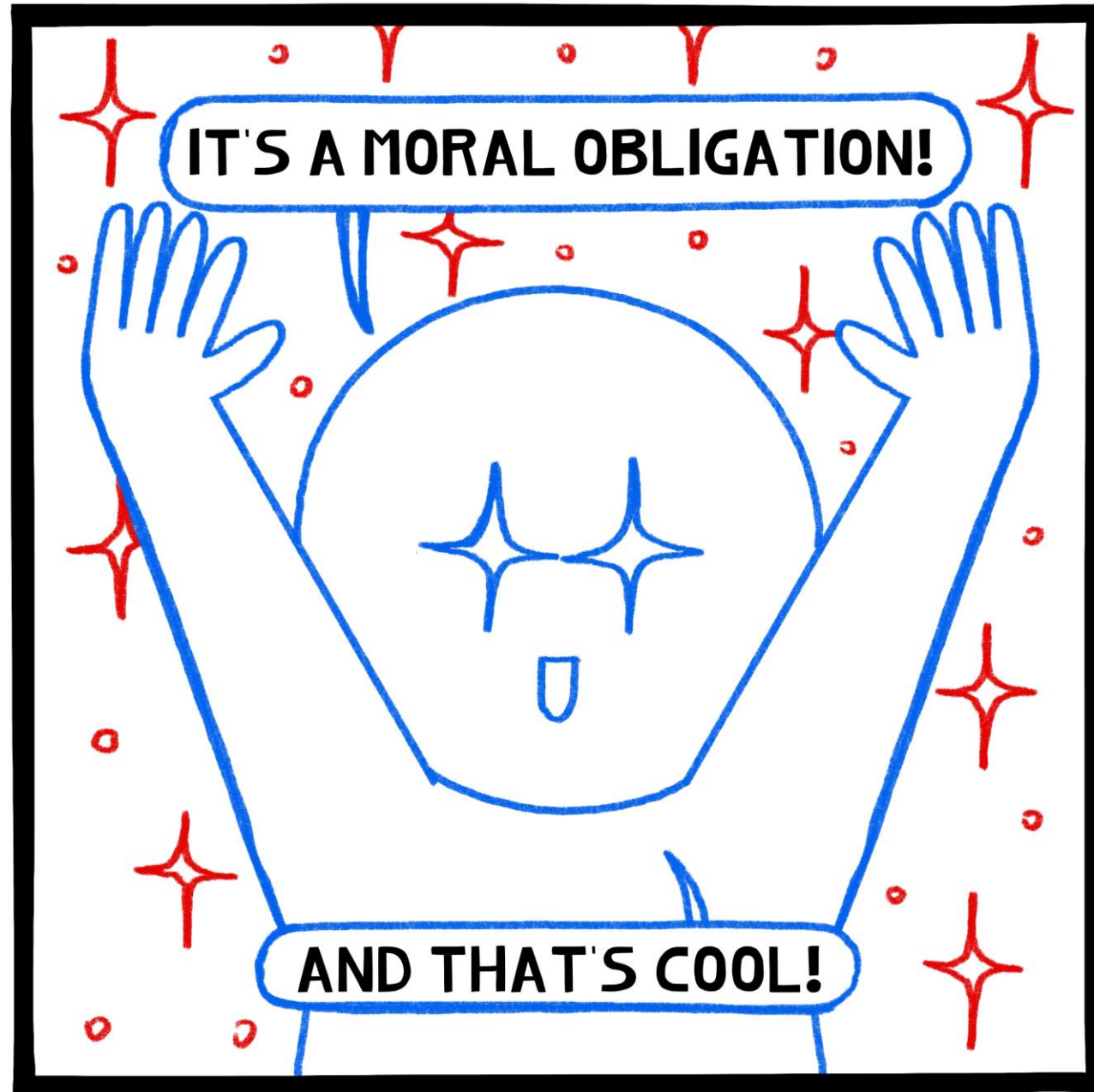
I HAVE A PROBLEM..  
CAN YOU ADVISE ME  
SO I CAN SORT IT?

NO PROBLEM, WE CAN  
DO IT TOGETHER.

IT SHOULD LOOK LIKE THIS.

**SOCIAL JUSTICE WORK IS  
NOT A SALARIED POSITION.**





**END**

**LET OTHERS  
TAKE THE LEAD.**

WOULD YOU BE UP FOR  
SUPPORTING ME ON THIS IN  
THE NEXT STAFF MEETING.

HAPPY TO HELP.

LEAVE IT TO ME.

**IT'S ABOUT DOING RIGHT,  
NOT BEING RIGHT.**

**END**



**SOCIAL JUSTICE  
WORK IS NEVER..**

**MAYBE IF I  
GIVE IT TIME?**

**GOING TO FEEL SAFE  
OR COMFORTABLE.**

**END**

**SOCIAL JUSTICE THEORY AND  
POLICY IS AT IT'S BEST WHEN..**



**IT GETS PUT  
INTO PRACTICE.**

**END**



**BE BRAVE!**

**PREPARE TO..**

**PUT YOUR NECK ON  
THE LINE FOR OTHERS.**

I SAW WHAT HAPPENED  
AND I AGREE THAT IT  
WAS BULLYING.

THANKS PAL.

**SOLIDARITY IS NICE.**

**END**



**THERE'S ALWAYS  
MORE TO DO..**

**READ THIS!**

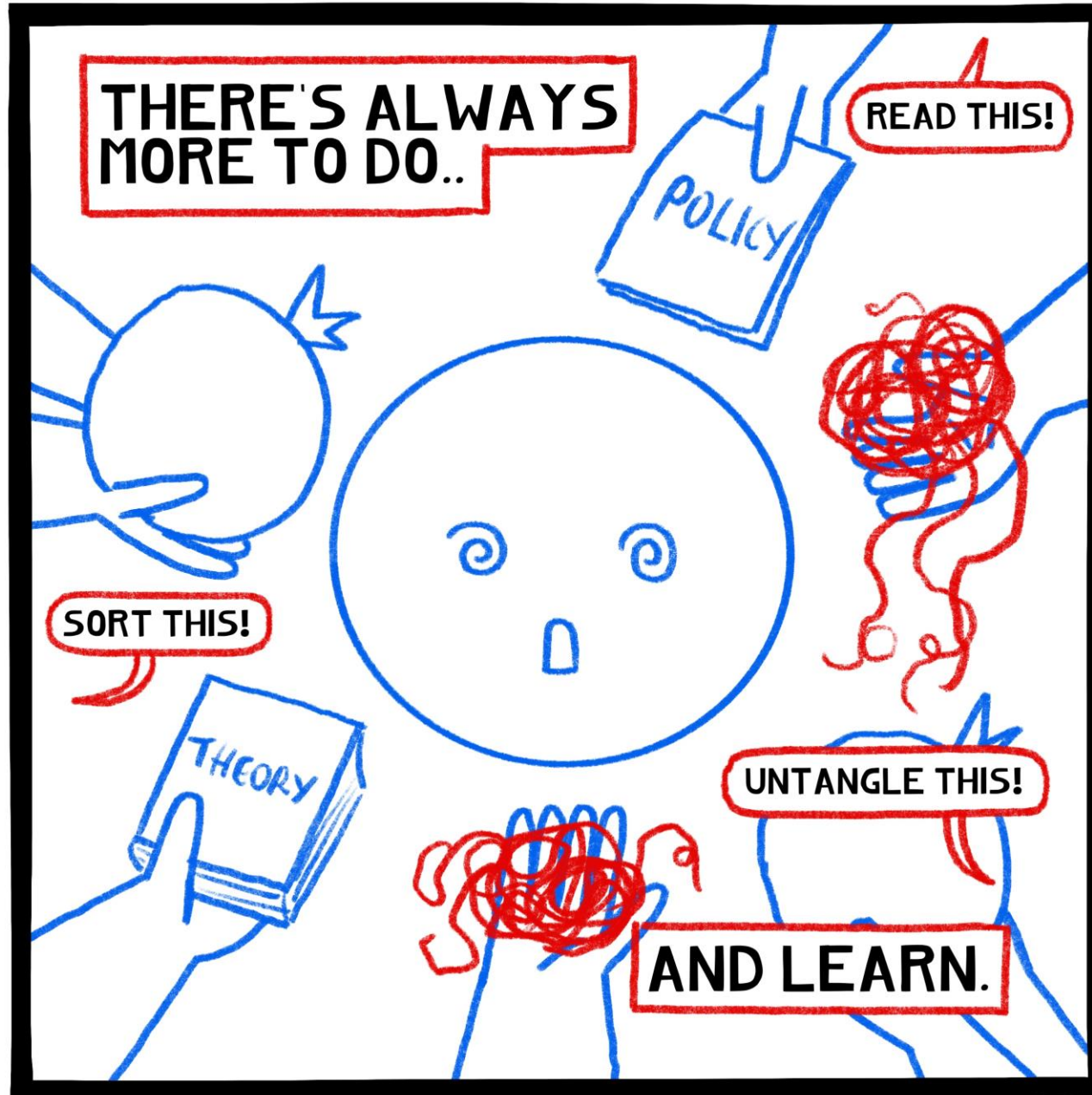
POLICY

**SORT THIS!**

THEORY

**UNTANGLE THIS!**

**AND LEARN.**





**THIS MIGHT SEEM  
EXHAUSTING.**

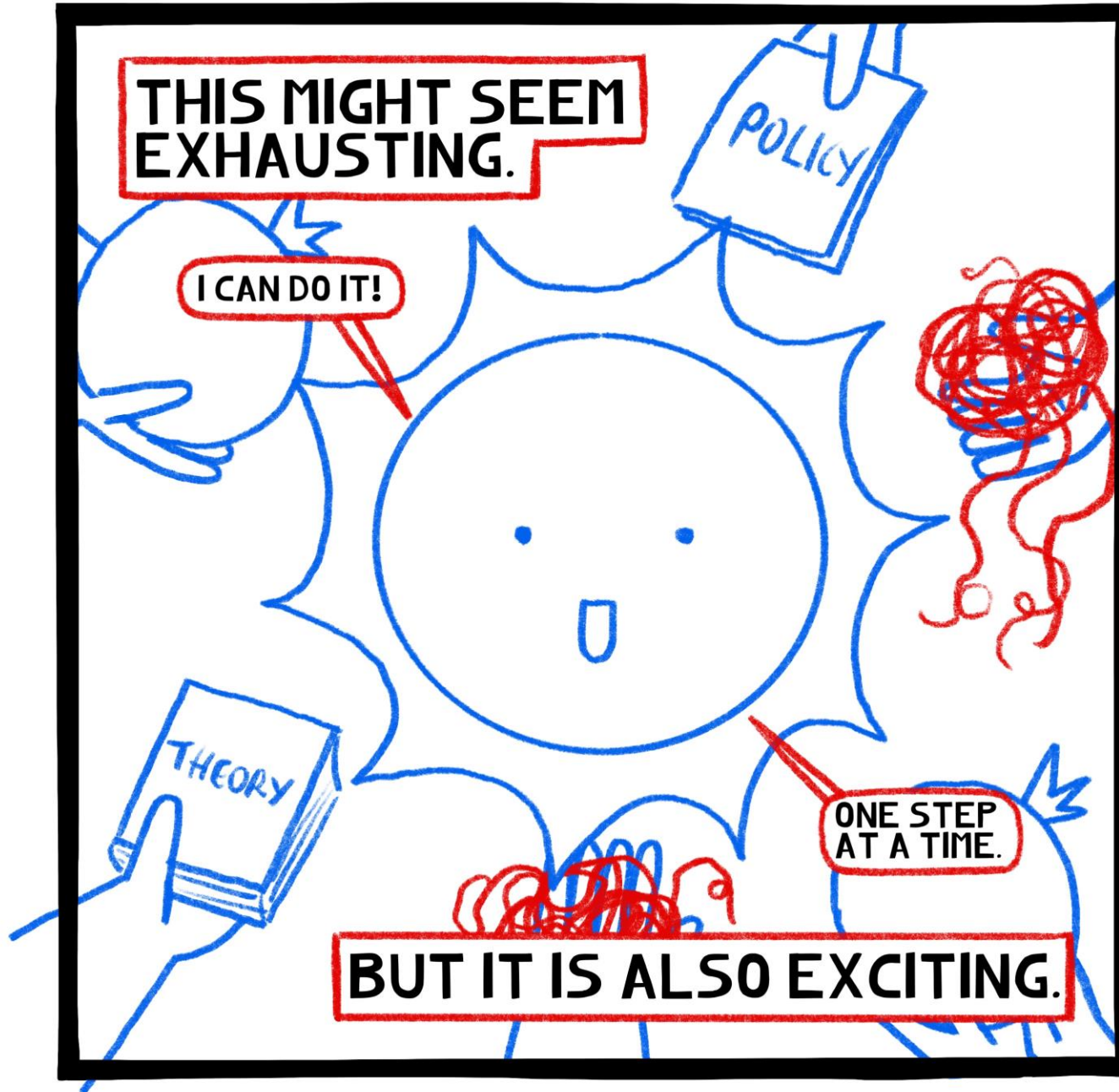
**I CAN DO IT!**

POLICY

THEORY

**ONE STEP  
AT A TIME.**

**BUT IT IS ALSO EXCITING.**



**THIS WORK WILL  
NEVER BE EASY.**

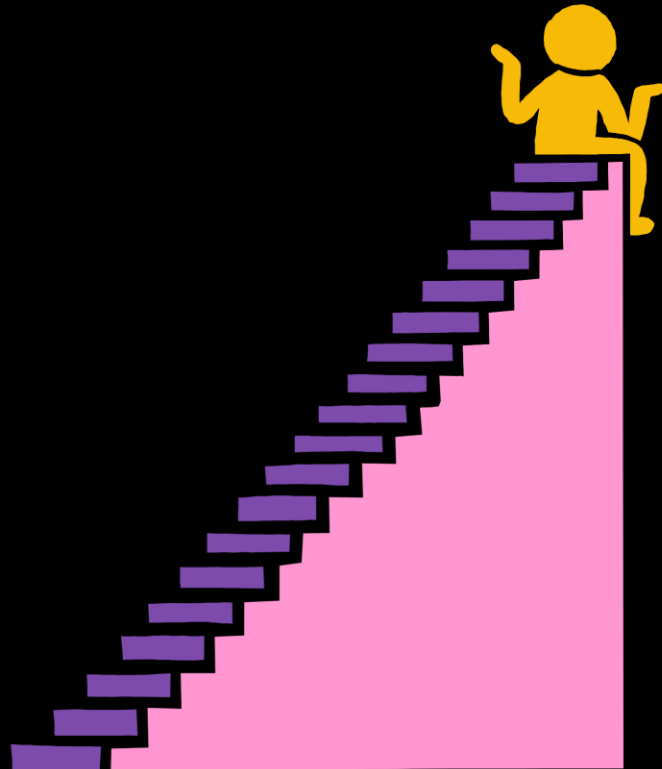


**BUT IT IS  
GOOD WORK.**

**END**

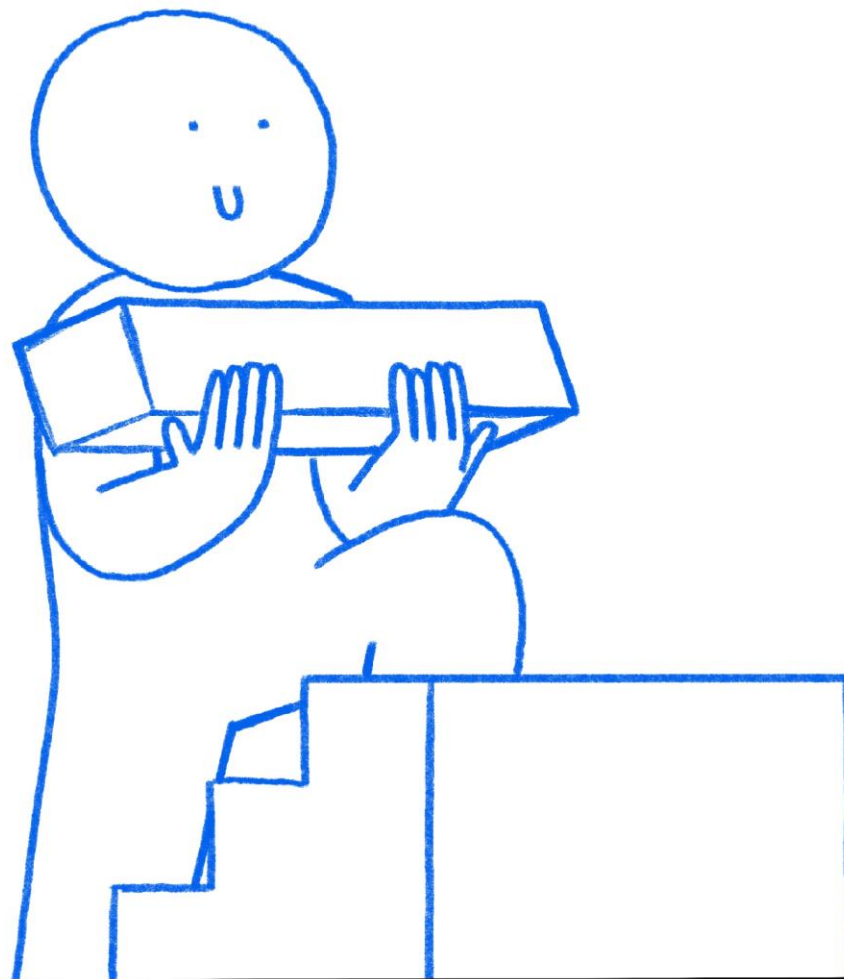
Ending on a hopeful note...

**SOCIAL JUSTICE  
WORK IS LIKE...**



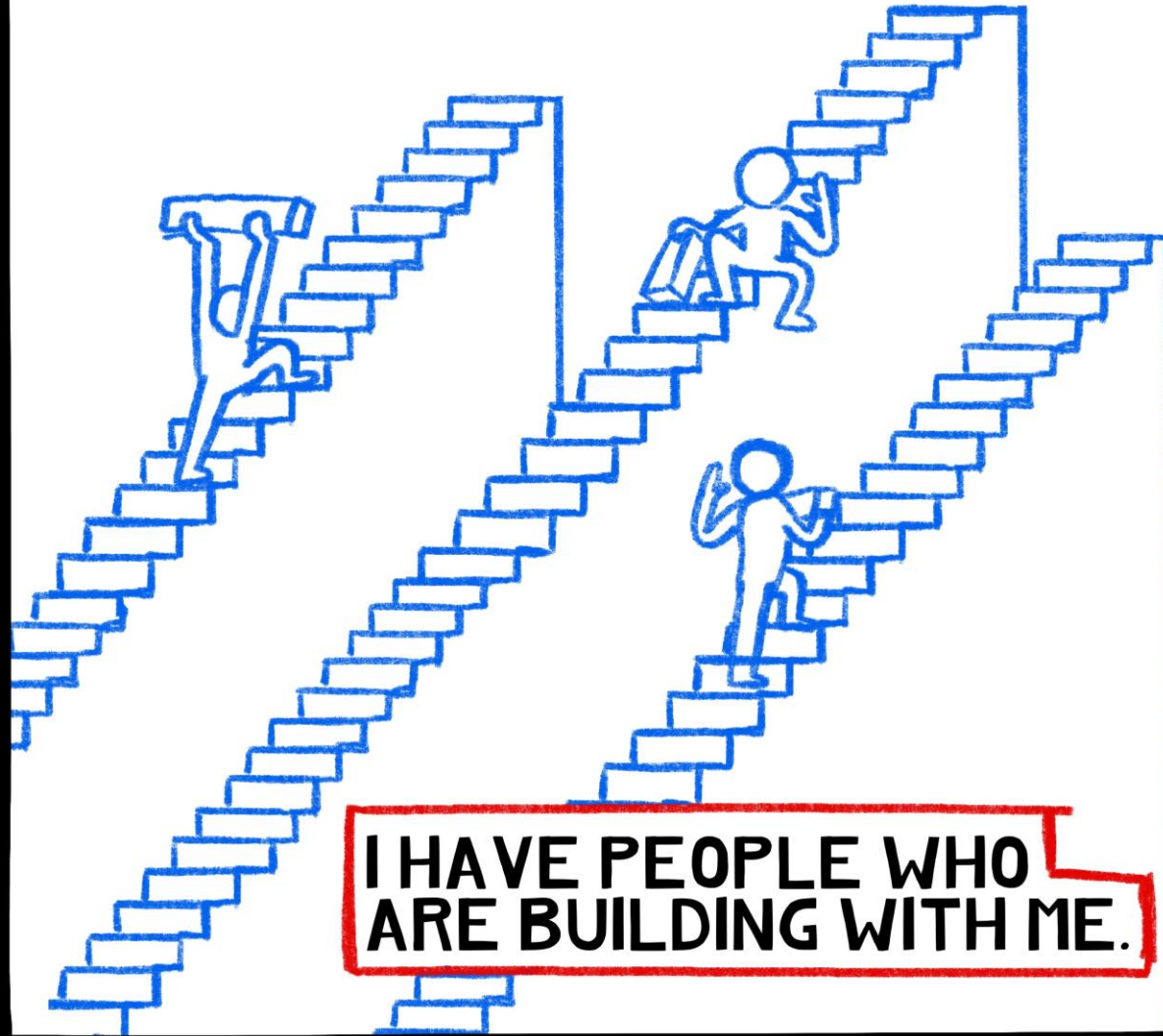
**BUILDING A  
STAIRCASE  
TO A STAR.**

**THE WORK NEVER REALLY STOPS.**



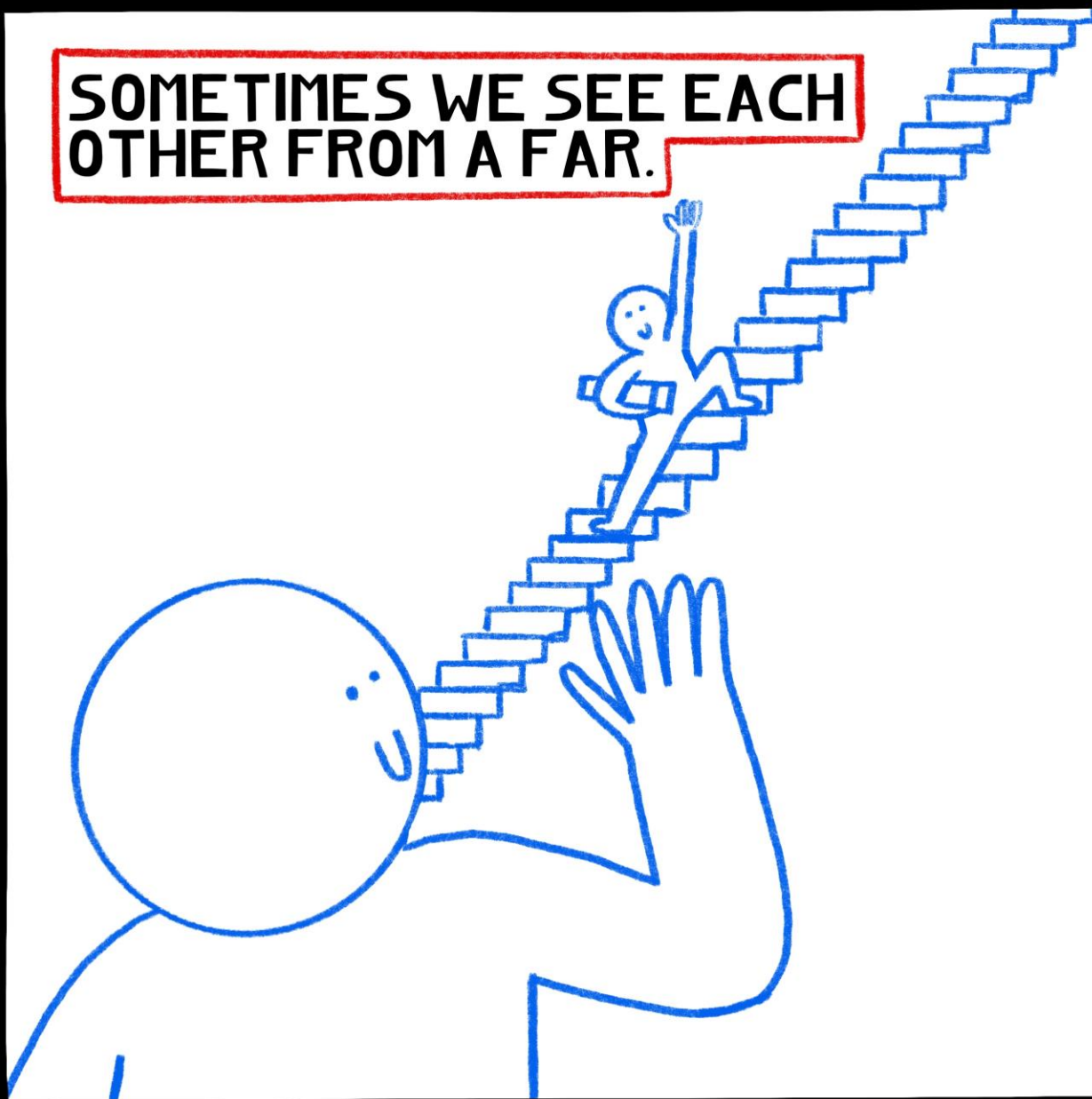


**LUCKILY, I AM NOT ALONE.**

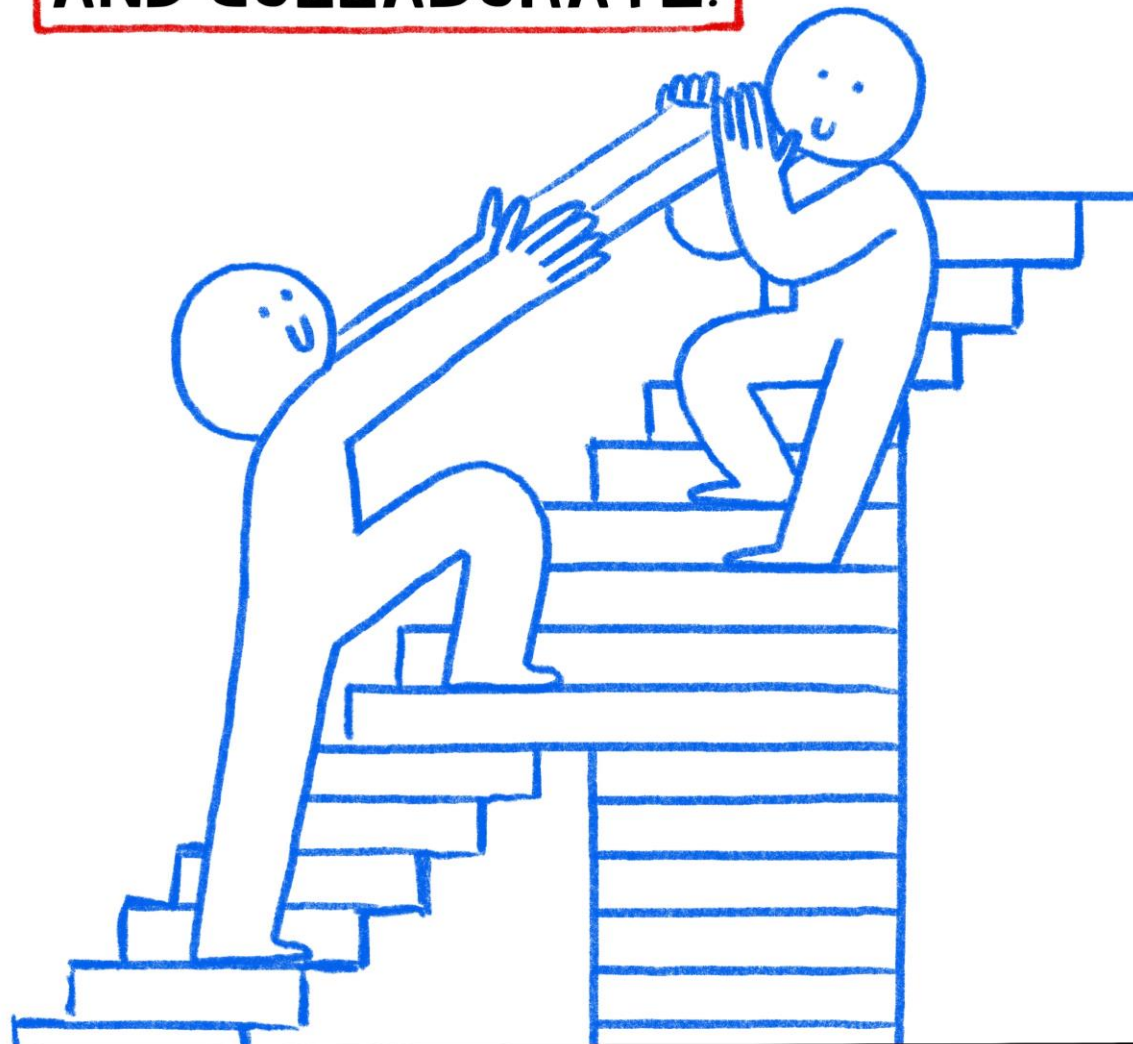


**I HAVE PEOPLE WHO  
ARE BUILDING WITH ME.**

**SOMETIMES WE SEE EACH  
OTHER FROM A FAR.**



**SOMETIMES WE MEET  
AND COLLABORATE.**



**WE ALSO ARGUE.**



**A LOT!**

**SOMETIMES IT  
GETS TOO MUCH.**

**AND I WANT TO  
STOP TRYING.**

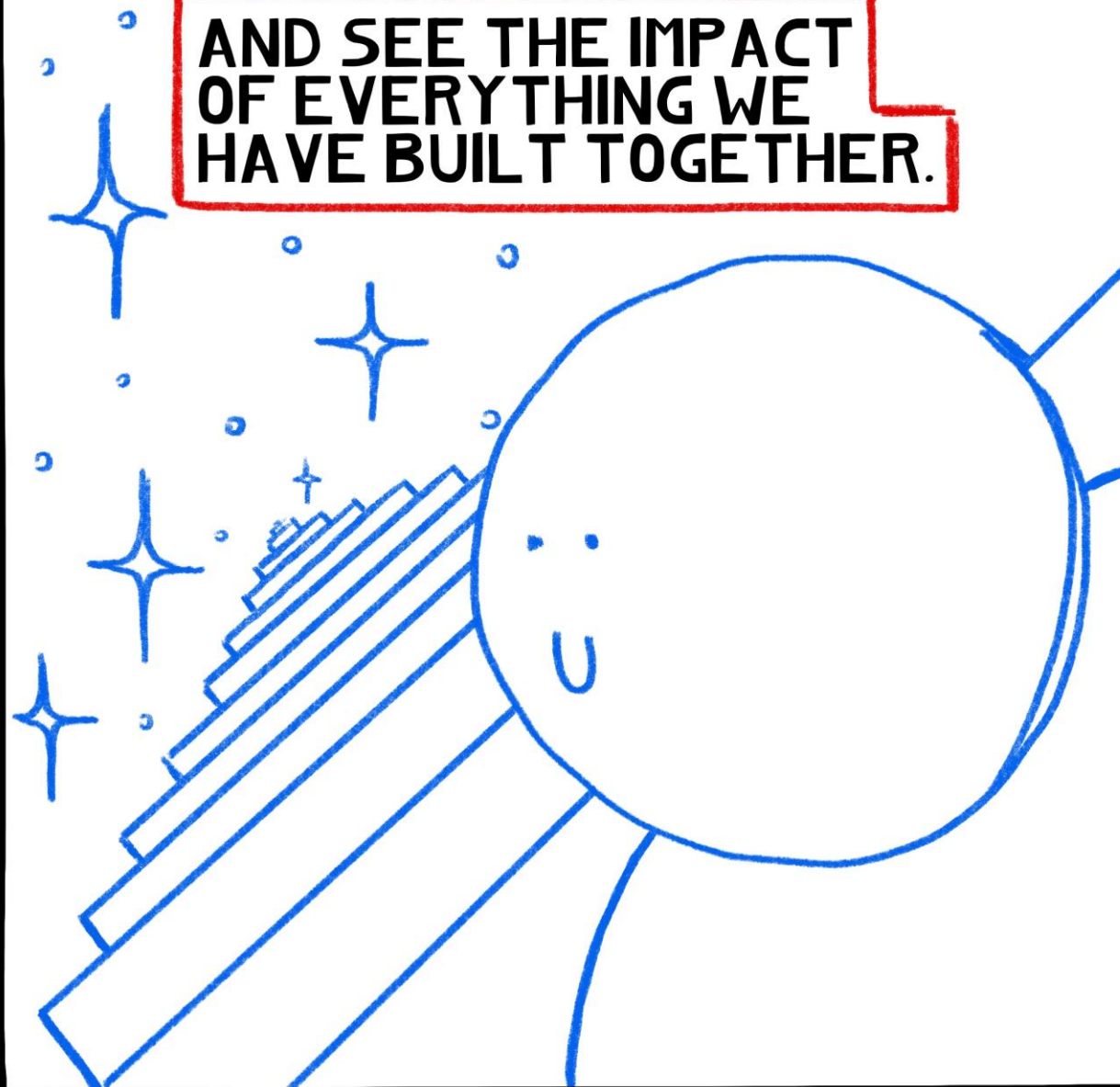




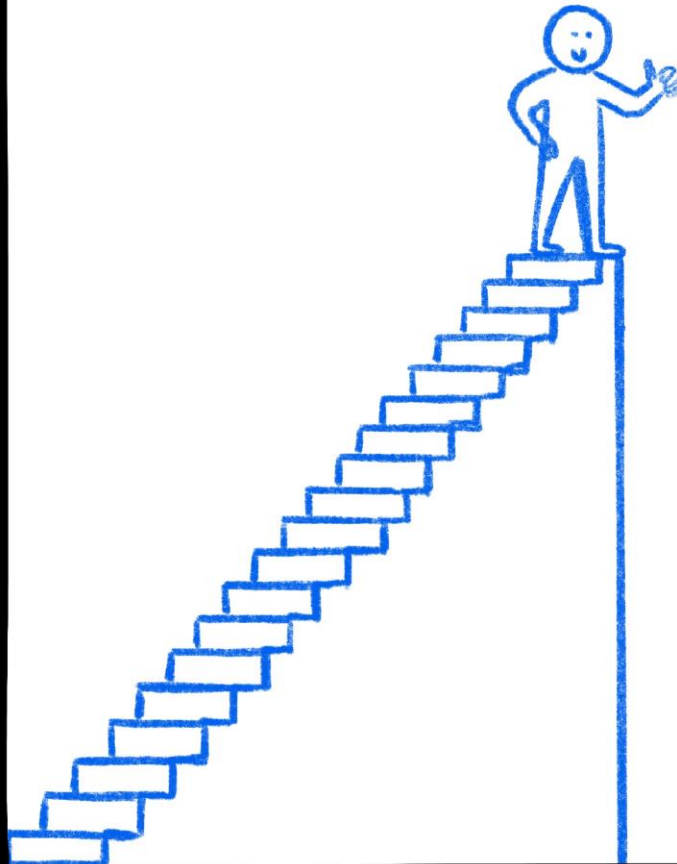
**BUT THEN I LOOK BACK.**



**AND SEE THE IMPACT  
OF EVERYTHING WE  
HAVE BUILT TOGETHER.**



SO EVEN IF I DON'T  
REACH MY STAR.



IT'S STILL  
WORTH IT.

END



What happens now?

# What happens now?

- Share my comics with my programme director Darryl Clifton
- Share it with my mentor to get feedback and develop it into a staff activity.
- Reach out to transformative justice practitioner Alex Johnston to develop a more extensive publication around encouraging social justice work.

# Bibliography 1/2

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Sparrow, J. and Wallman, S. (2024) *12 Rules for Strife*.

Chodipilli, K. (2020) *Escape the Drama Triangle - Leadership Tribe US, Leadership Tribe US*. Available at: <https://leadershiptribe.com/escape-the-drama-triangle/>.

## Policies read:

UAL Staff Charter

UAL Dignity at Work Policy

UAL Professional Boundaries Guidance

UAL Line Manager Expectations

UCU Bullying Guidance Documents

# Blog address:

<https://fanderssonpgcert.myblog.arts.ac.uk/>

The end!