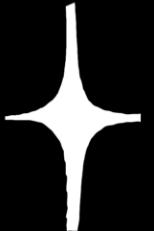
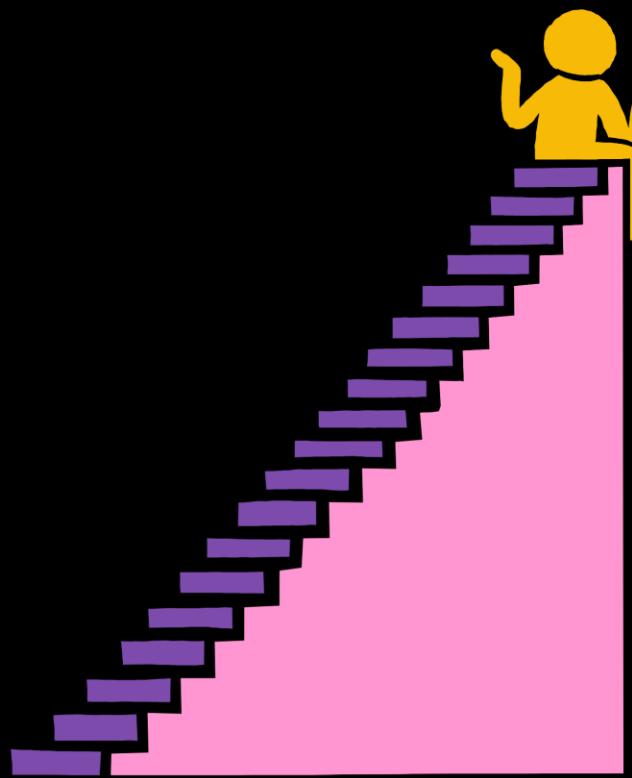


**SOCIAL JUSTICE
WORK IS LIKE...**



**BUILDING A
STAIRCASE
TO A STAR.**



By Fred Lanka

Content:
Introduction
Comics (Outcome)
Bibliography
Link to blog

Introduction:

Who am I?



Queer (Politically) Big nerd Gay (Sexually)

White From a small town Male presenting

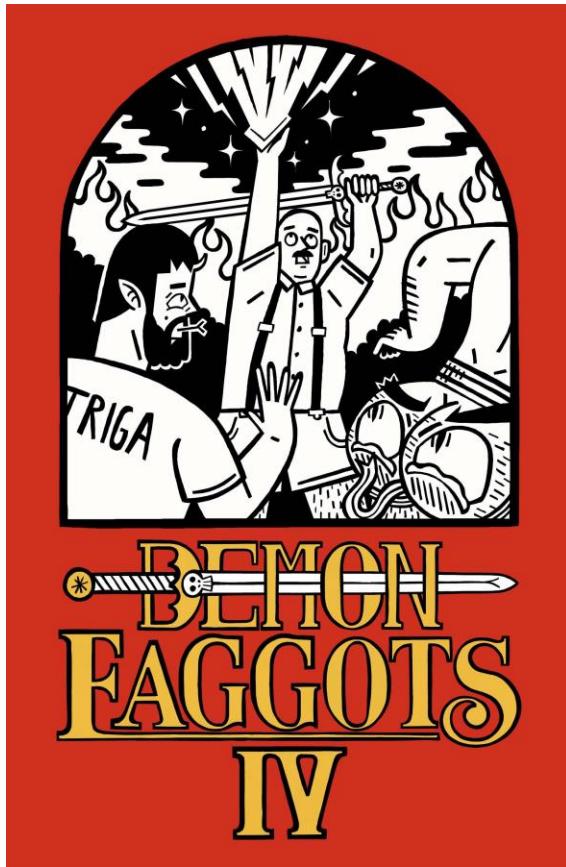
Immigrant Grew up financially stable Blunt

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/

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:

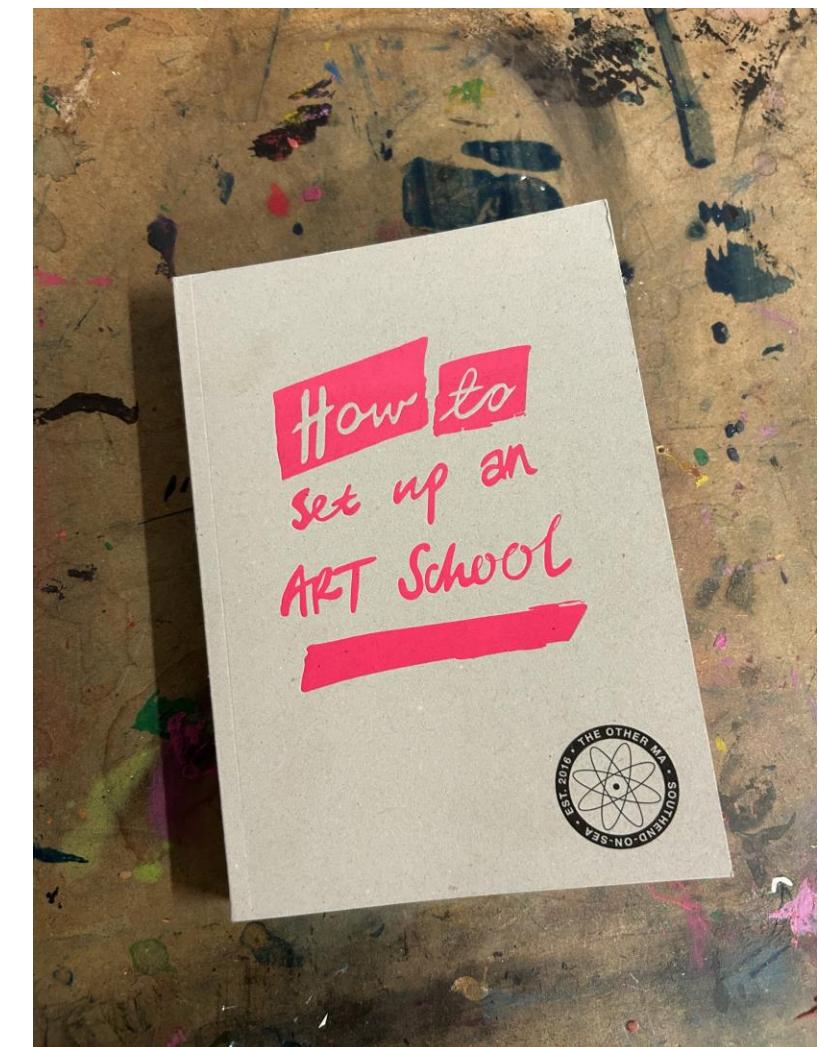
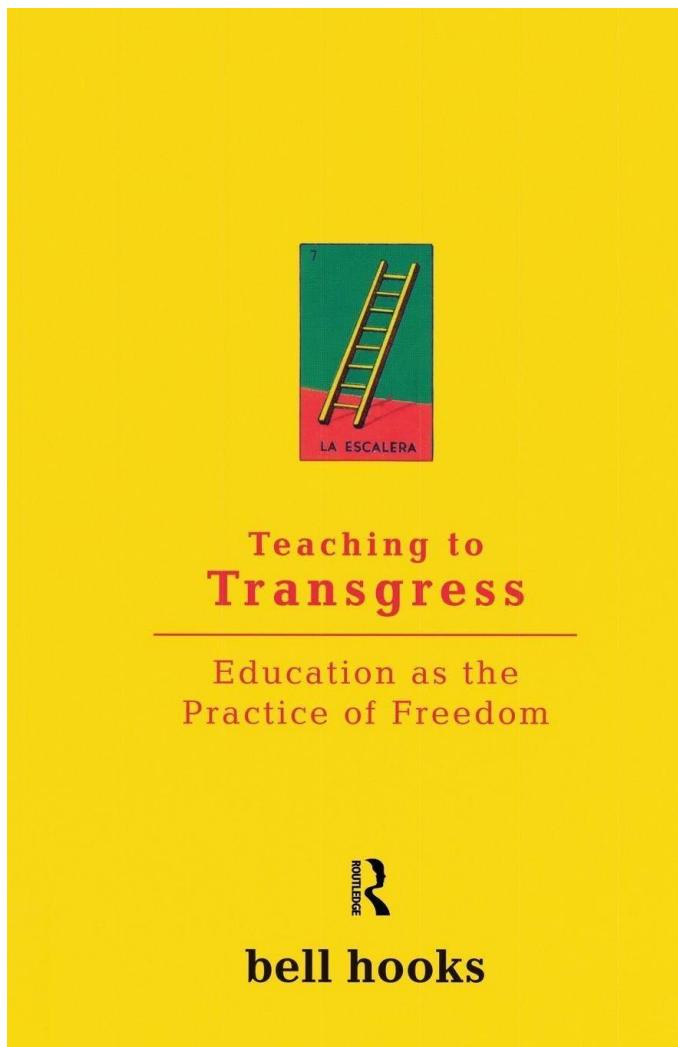
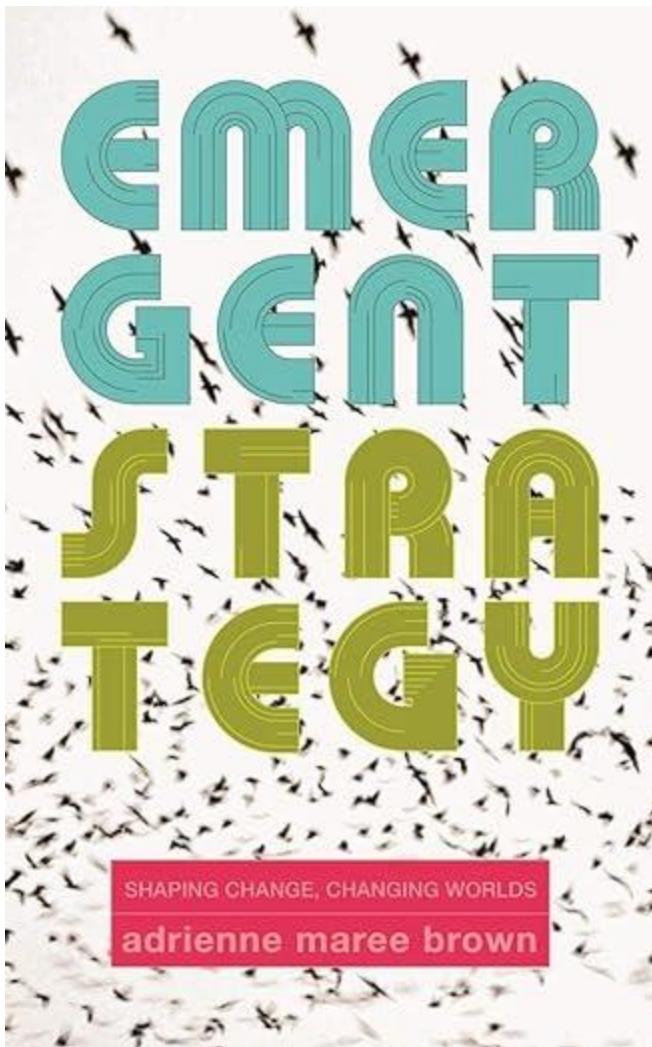
- I have been very frustrated at the lack of direct action where I work
- I discovered a lack of motivating language in UALs policies
- I wanted to motivate myself into believing in change where I work.
- I wanted to create a reminder to use if I ever get an FTE job within UAL.
 - Or any other institution.

What research did I do?

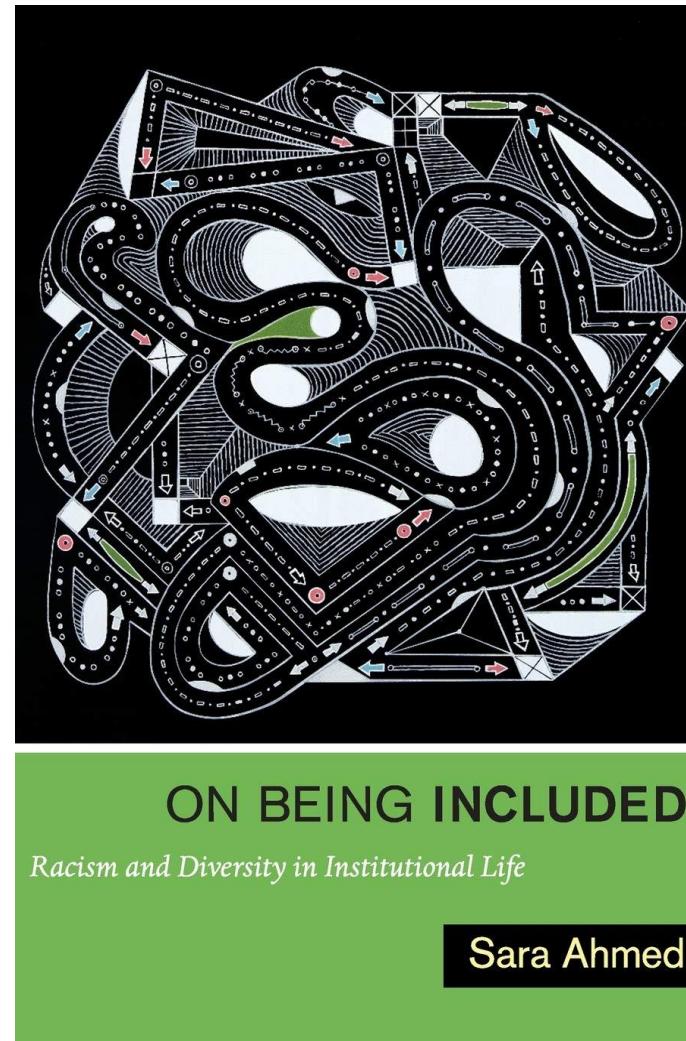
1. Read UALs policies around bullying, harassment and more...
2. Interviewed an HR representative from UAL
3. Interviewed 2 fellow Associate lecturers
4. Recorded a final dialogue with my mentor
5. Drew comics based on my findings and feelings moving forward

Method: Qualitative. Why?

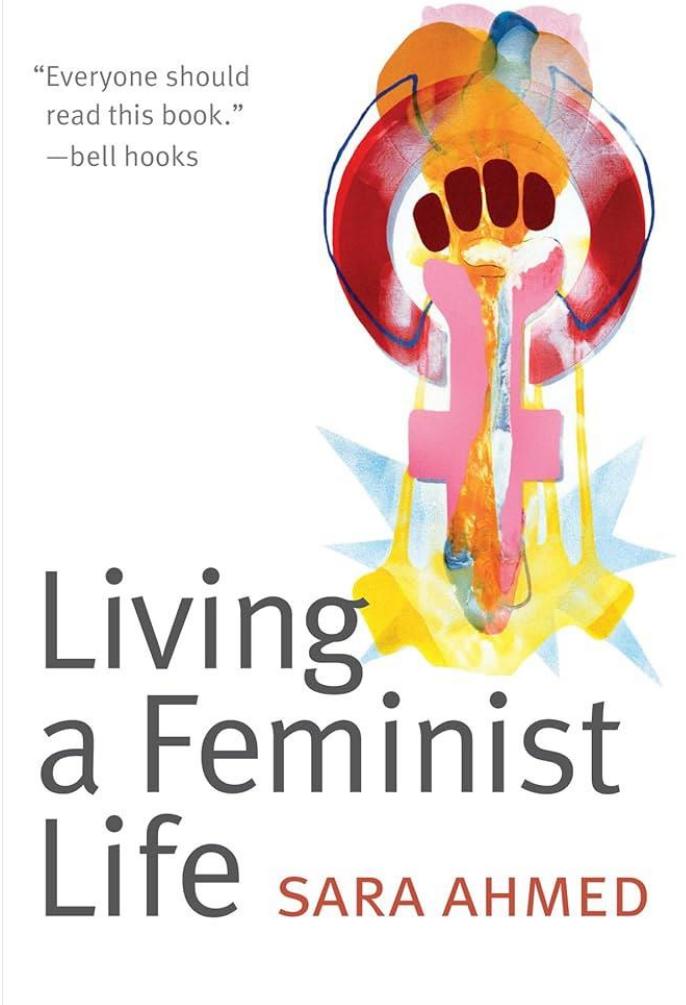
I also read a bit of this...



Together with a lot of Sara Ahmed...



“Everyone should
read this book.”
—bell hooks

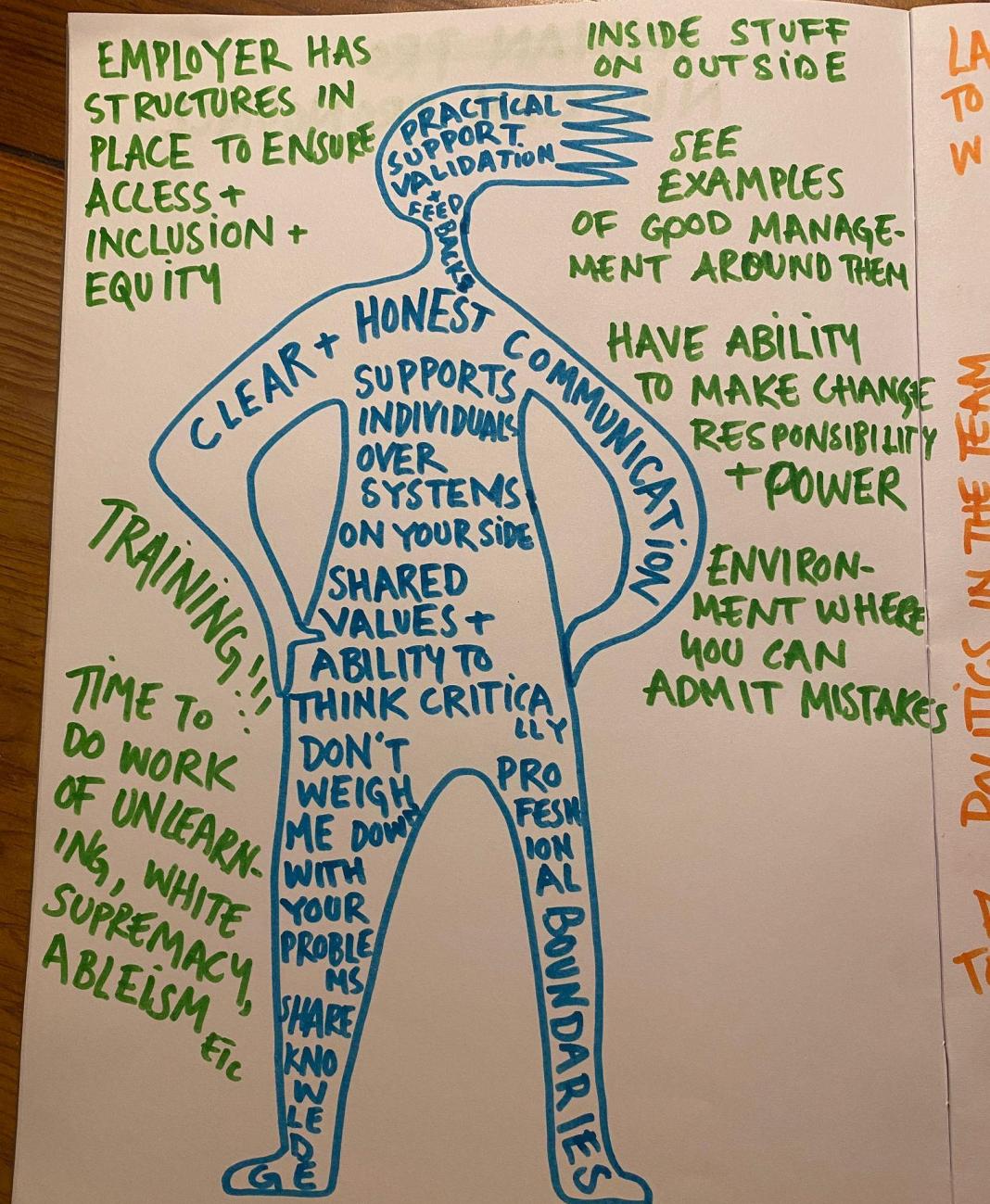
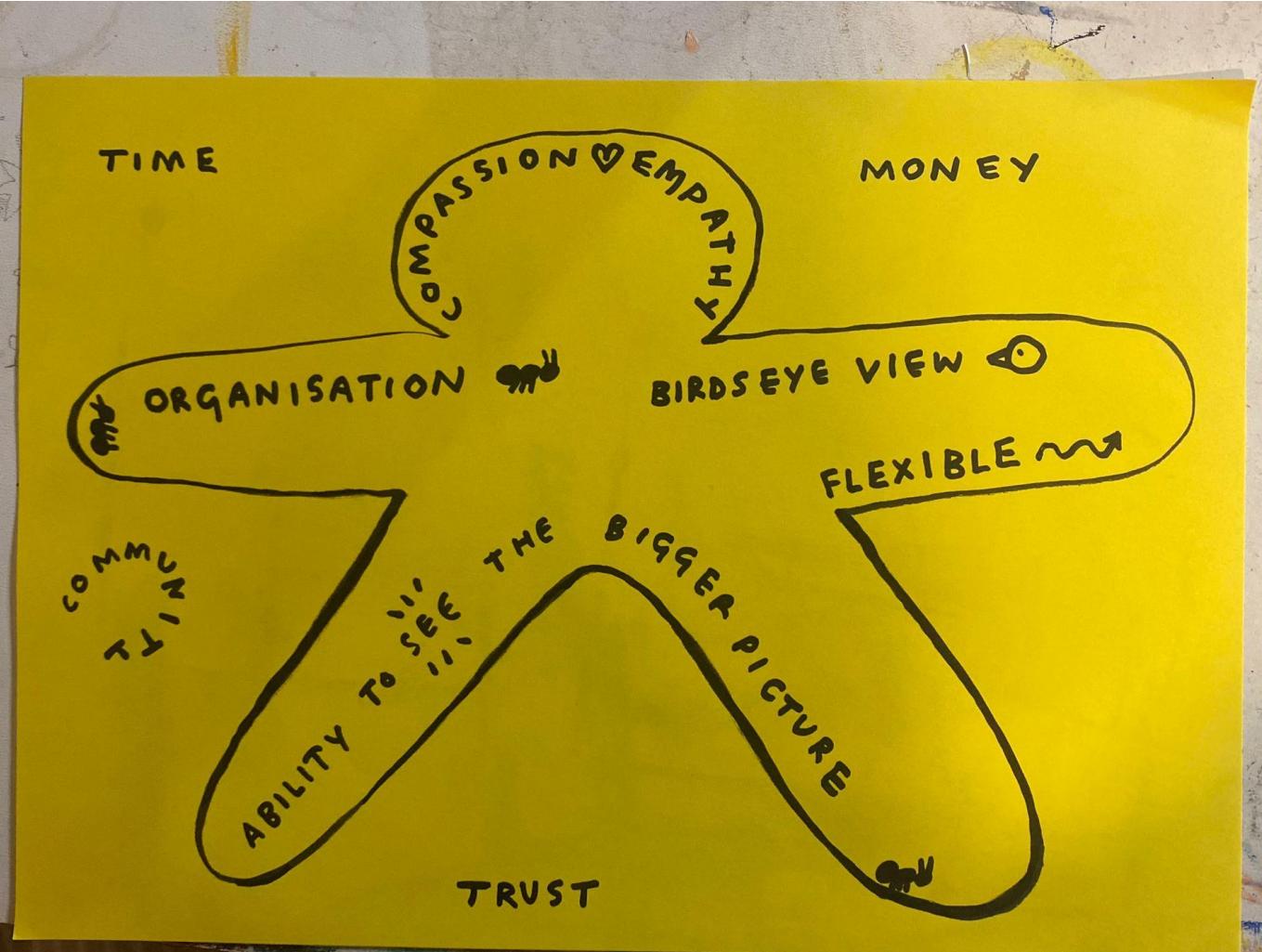


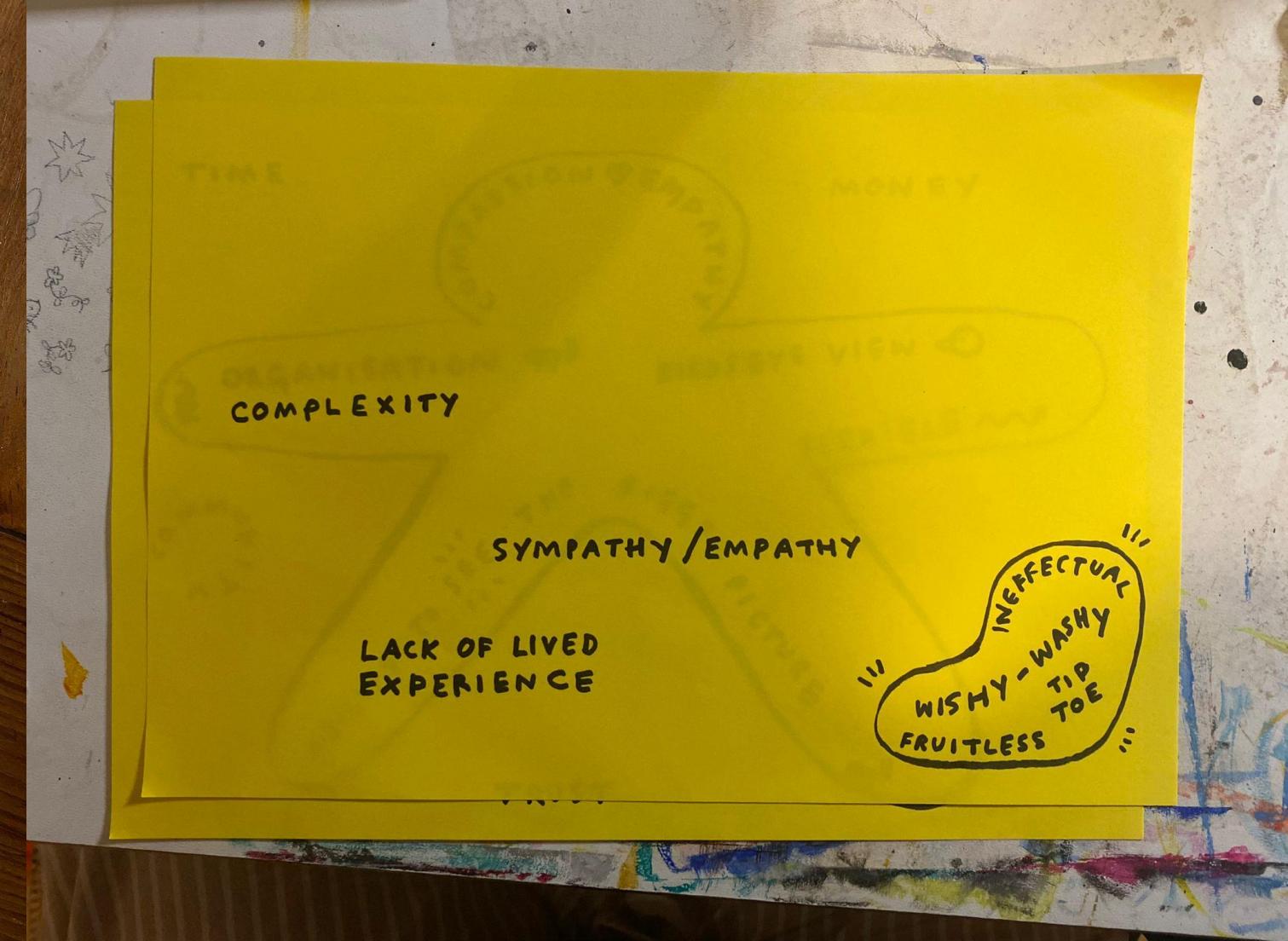
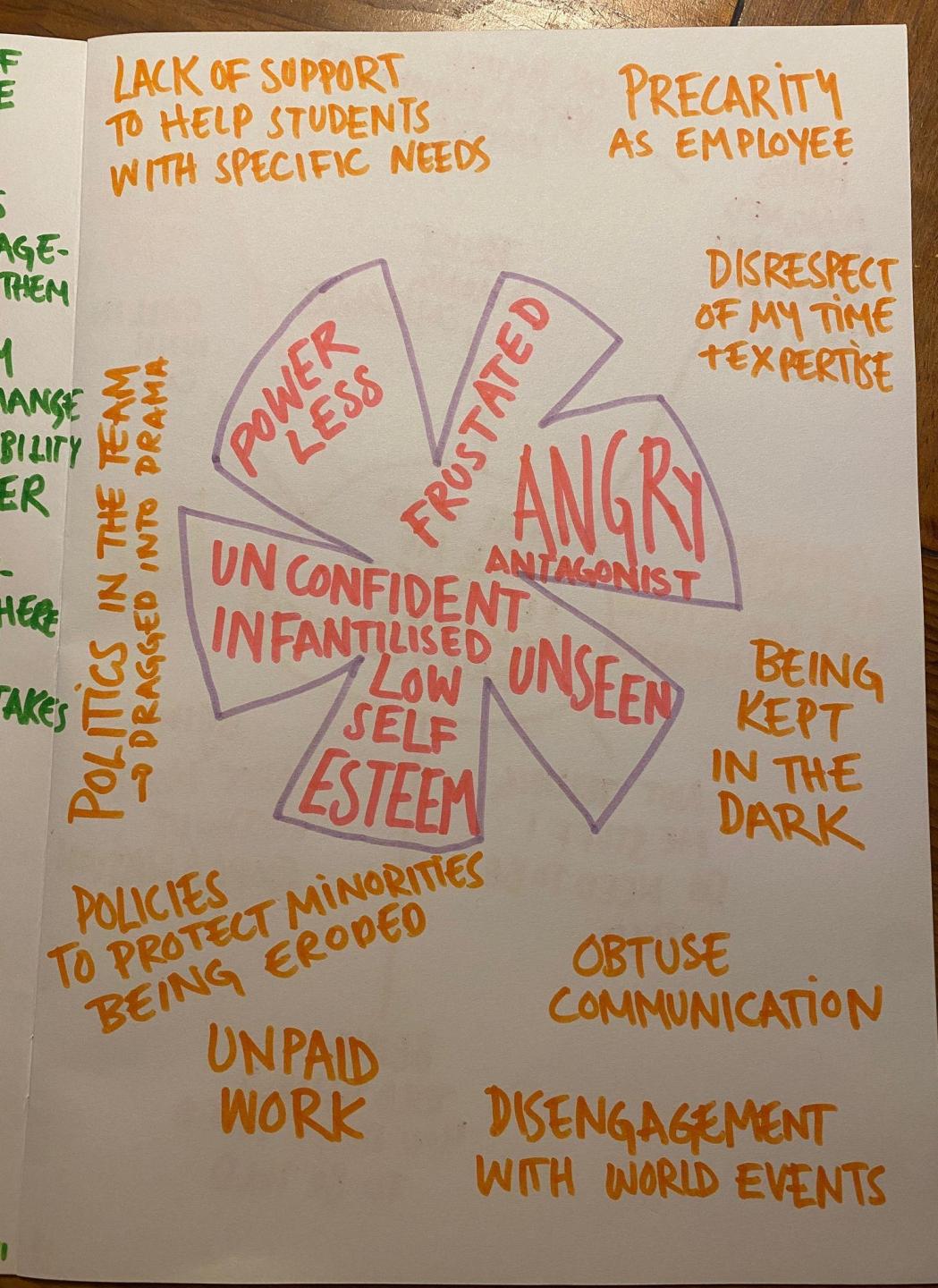
and Sam Wallman's comics!



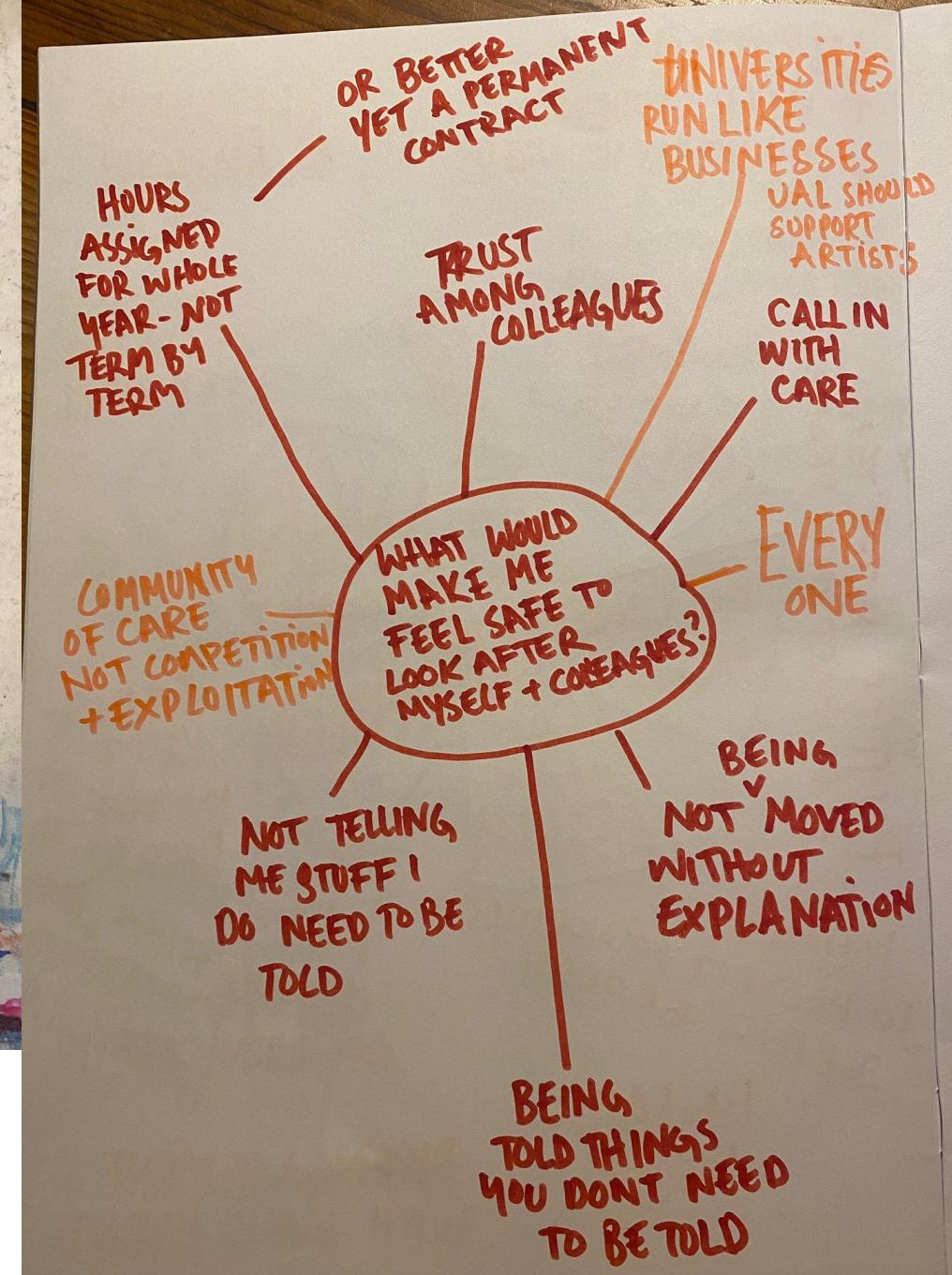
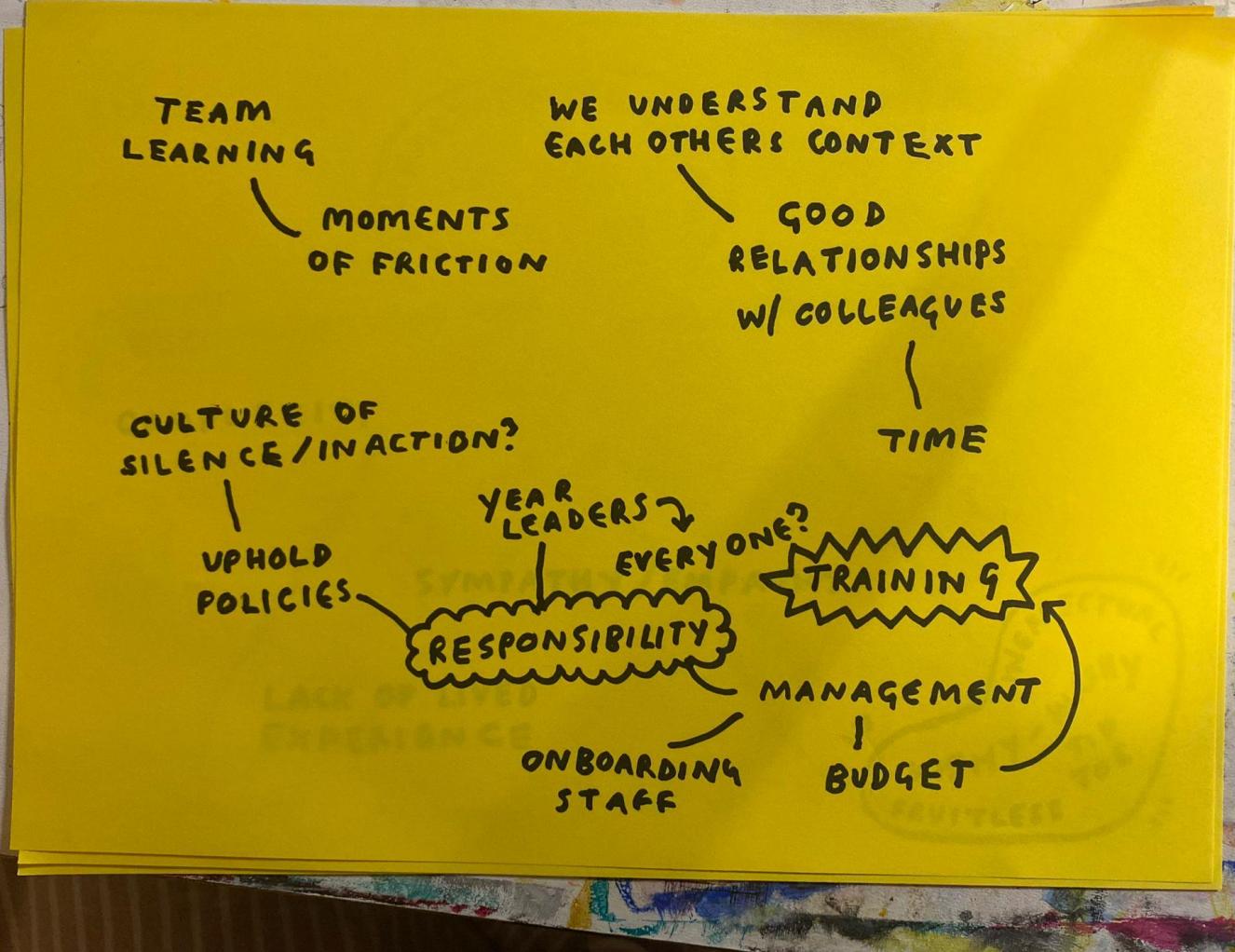
Drawings from Interviews

What do you need to be a good boss?





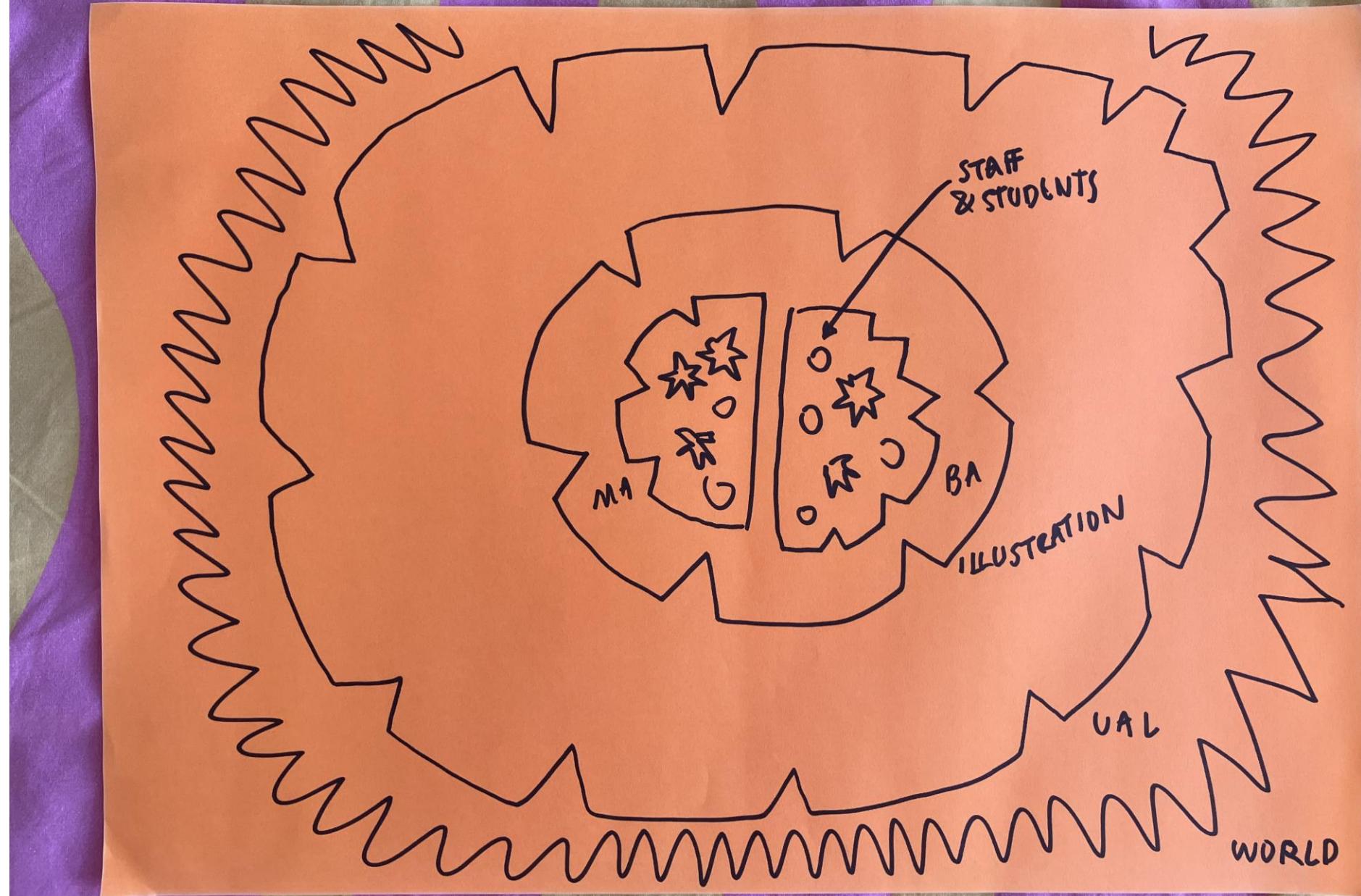
How do you feel social justice is handled at work?



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.

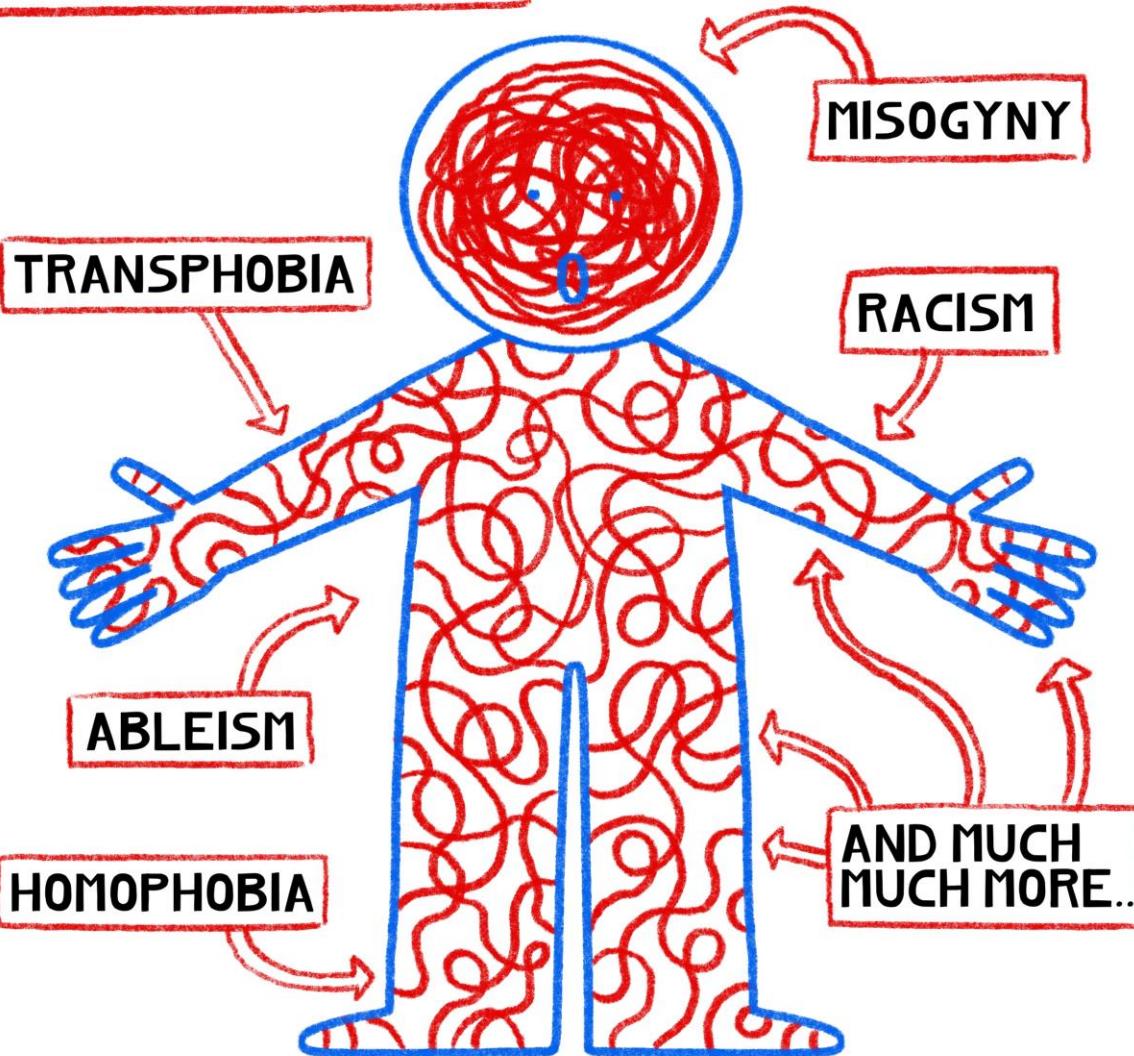
The Comics (Outcome)

**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.

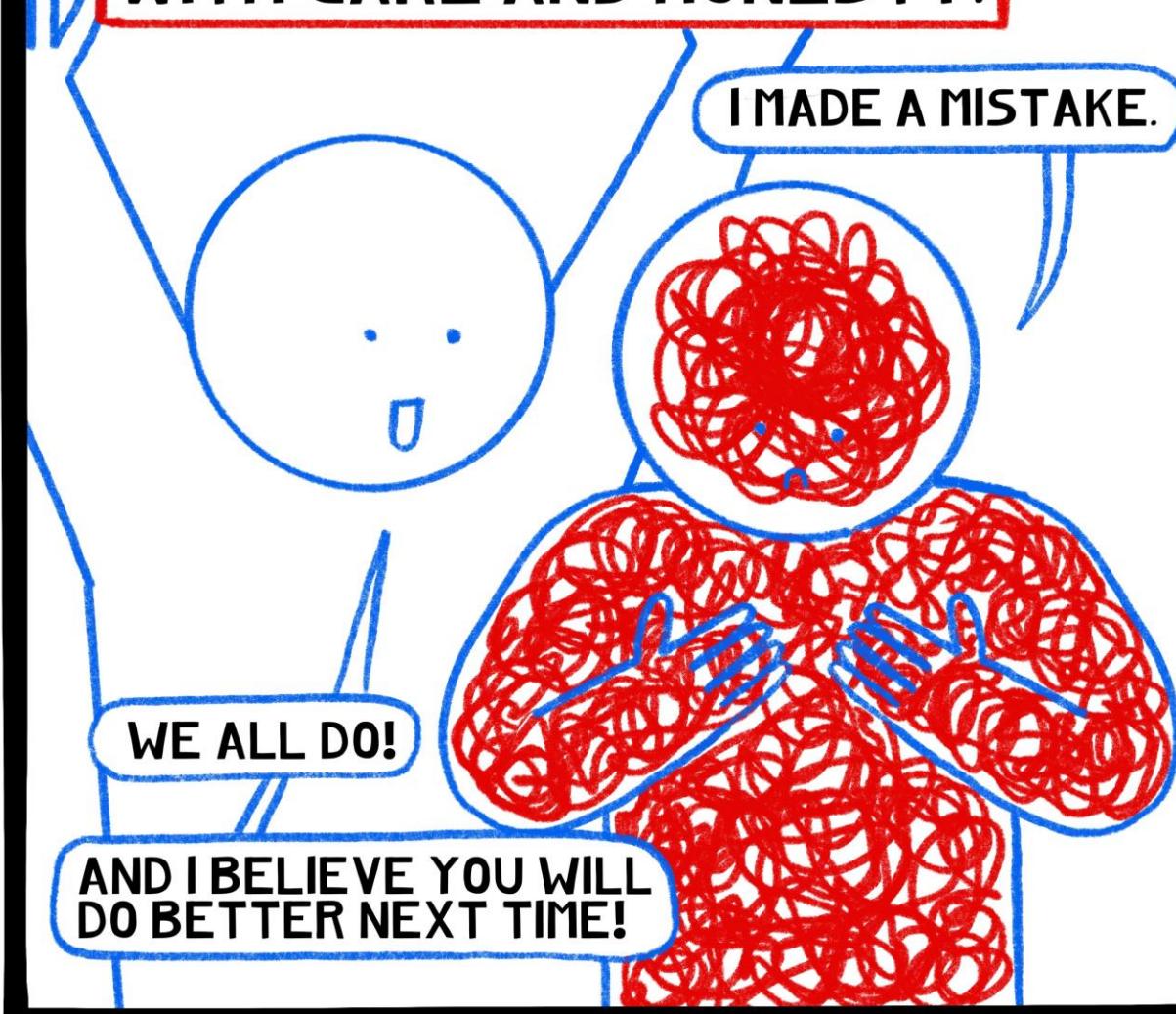
IMPOSSIBLE. I DID THE TRAINING
SO I CAN'T BE RACIST ANYMORE.

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:

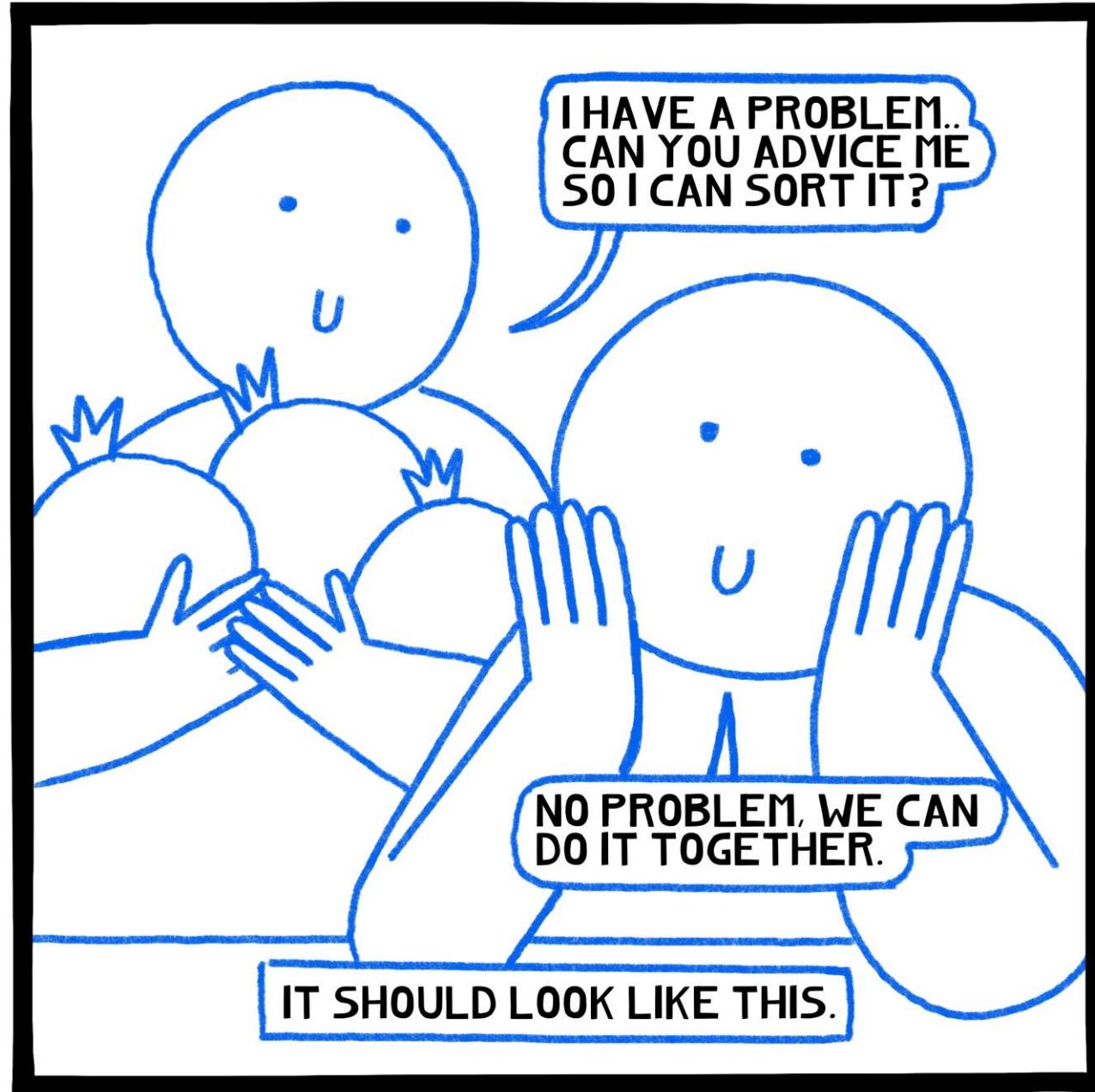
THIS IS NOT RADICAL.

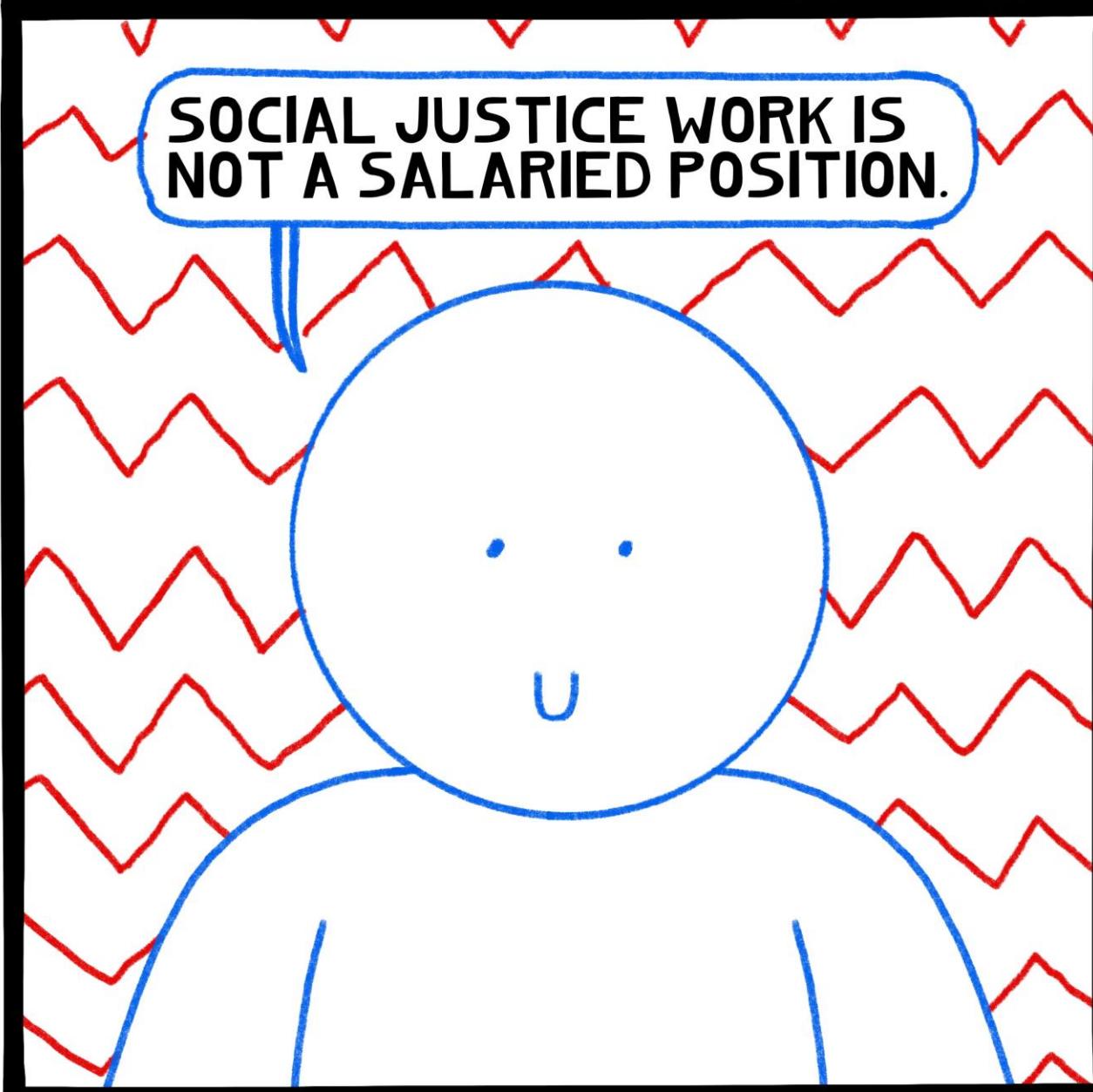
KABOOM!

IT'S COMMON SENSE.

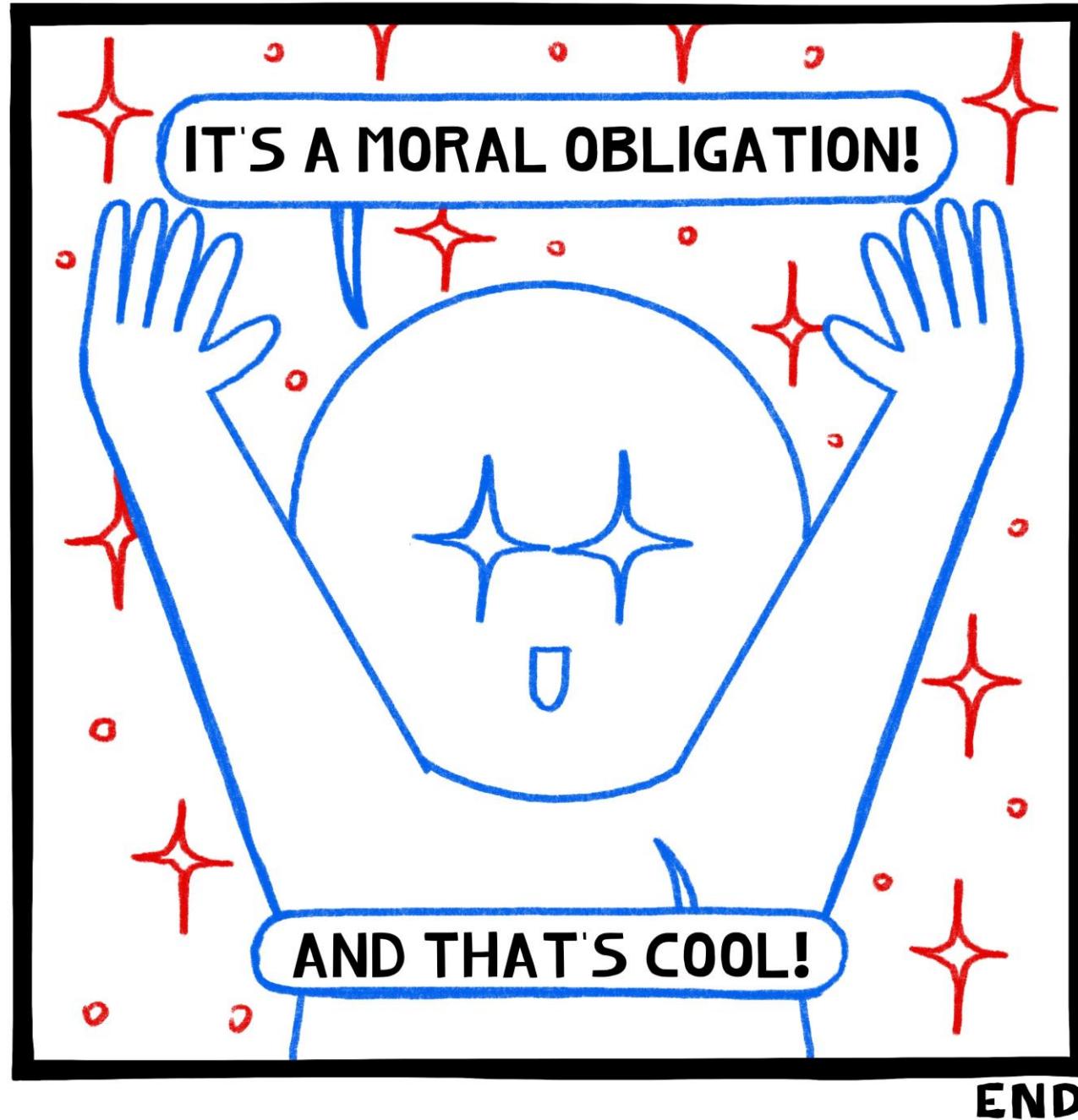
END







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



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



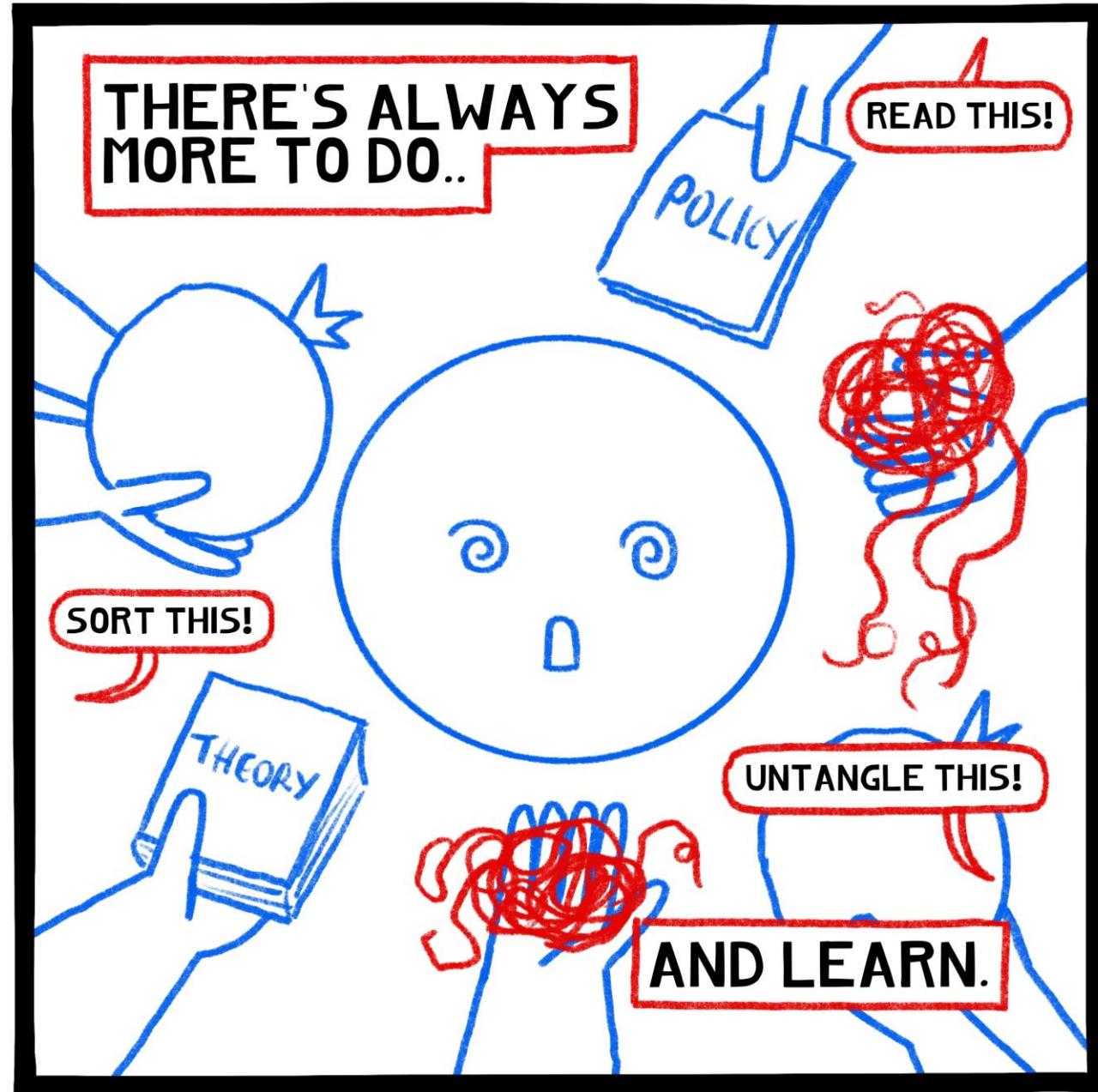
PUT YOUR NECK ON
THE LINE FOR OTHERS.

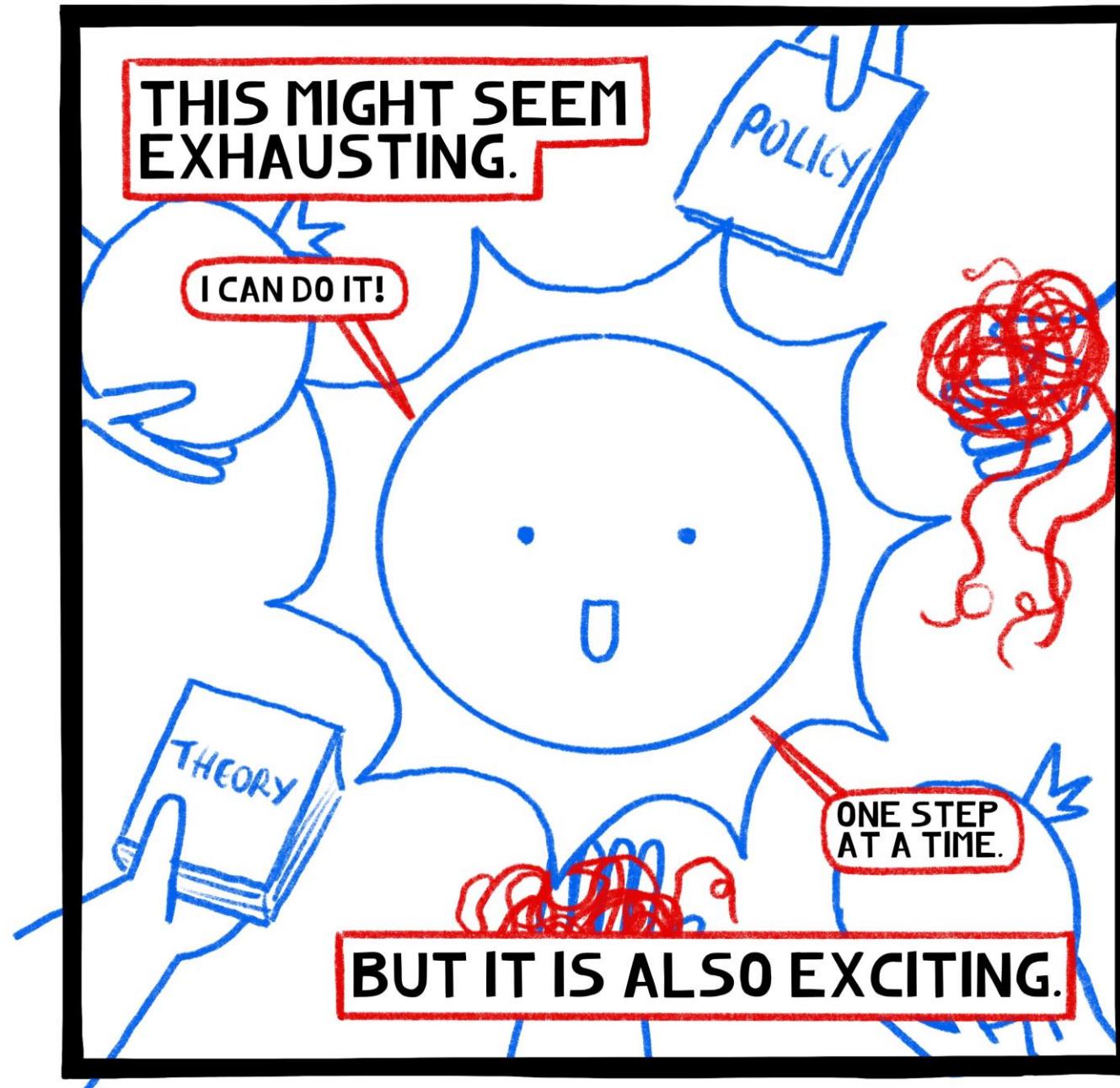
I SAW WHAT HAPPENED
AND I AGREE THAT IT
WAS BULLYING.

THANKS PAL.

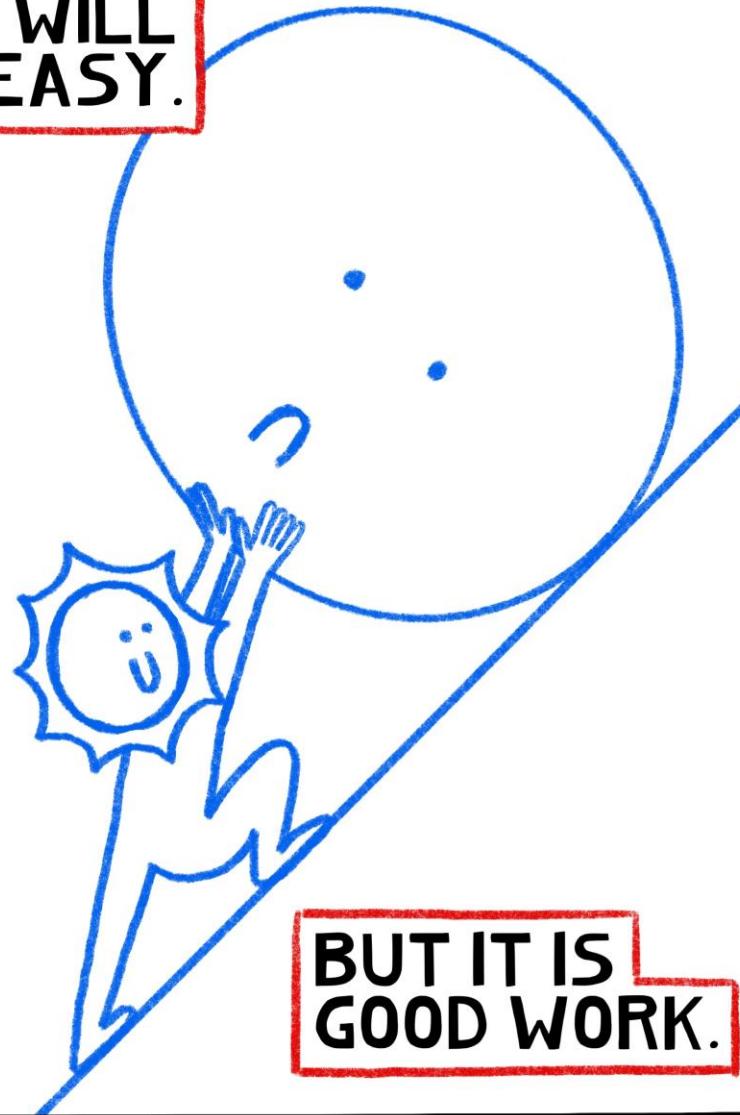
SOLIDARITY IS NICE.

END





THIS WORK WILL
NEVER BE EASY.

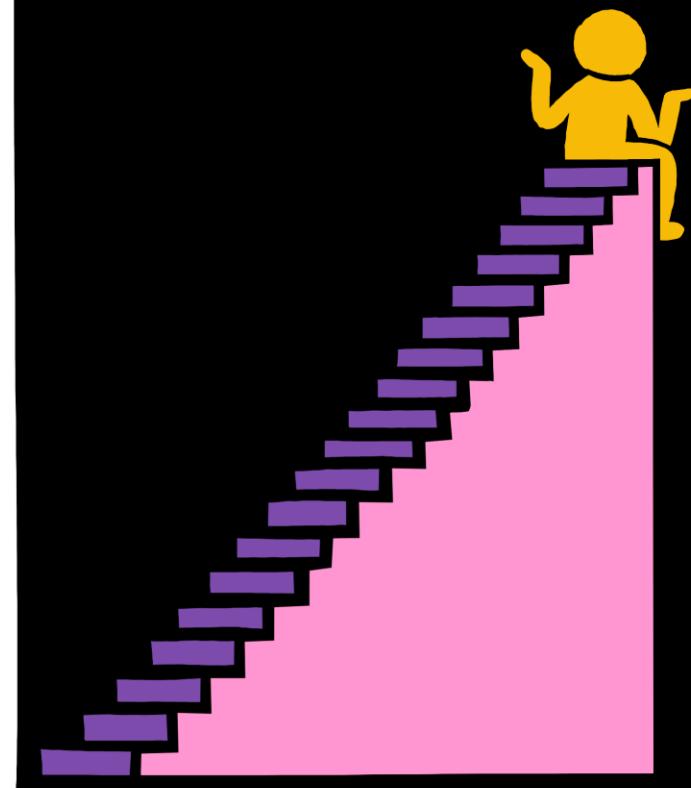


BUT IT IS
GOOD WORK.

END

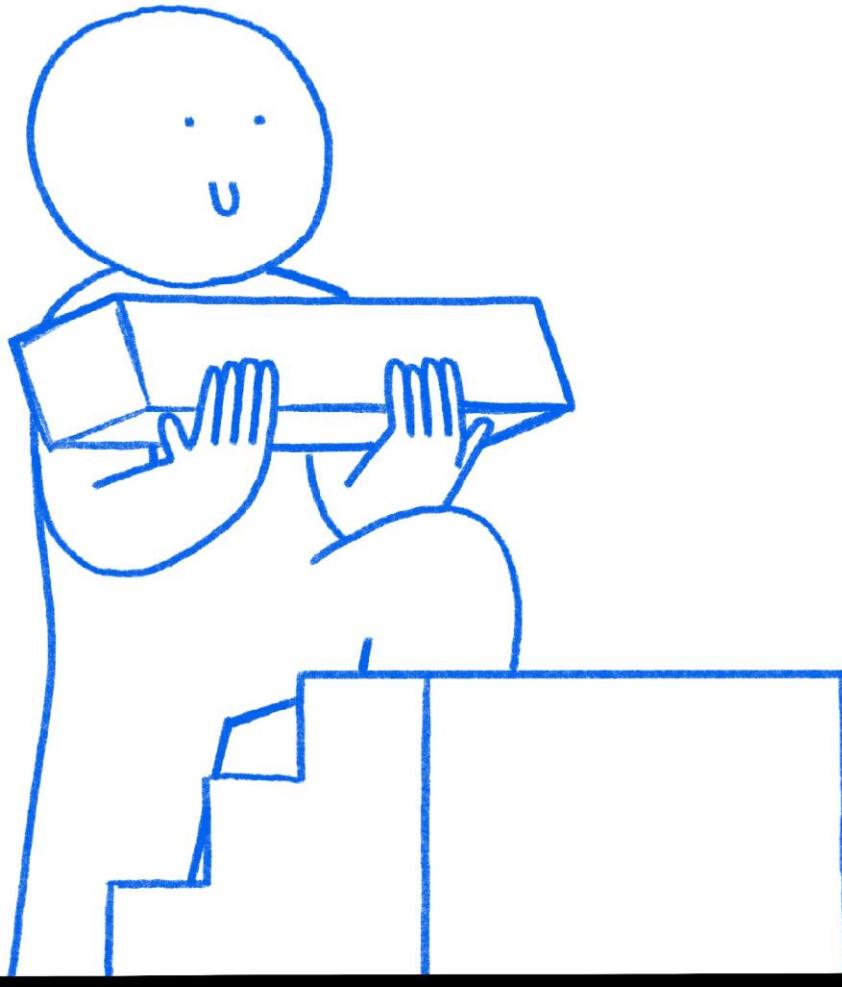
Ending on a hopeful note...

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

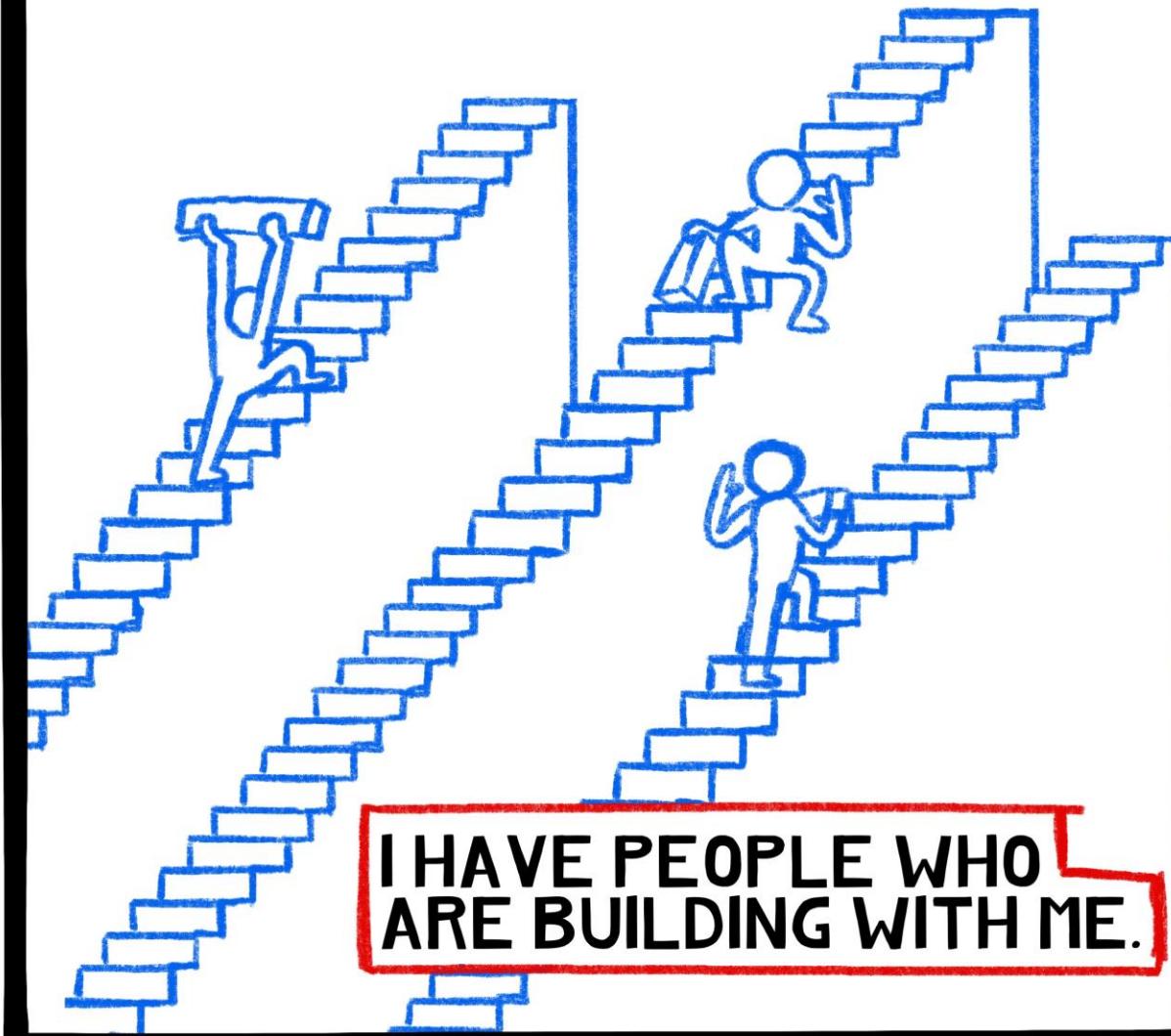


**BUILDING A
STAIRCASE
TO A STAR.**

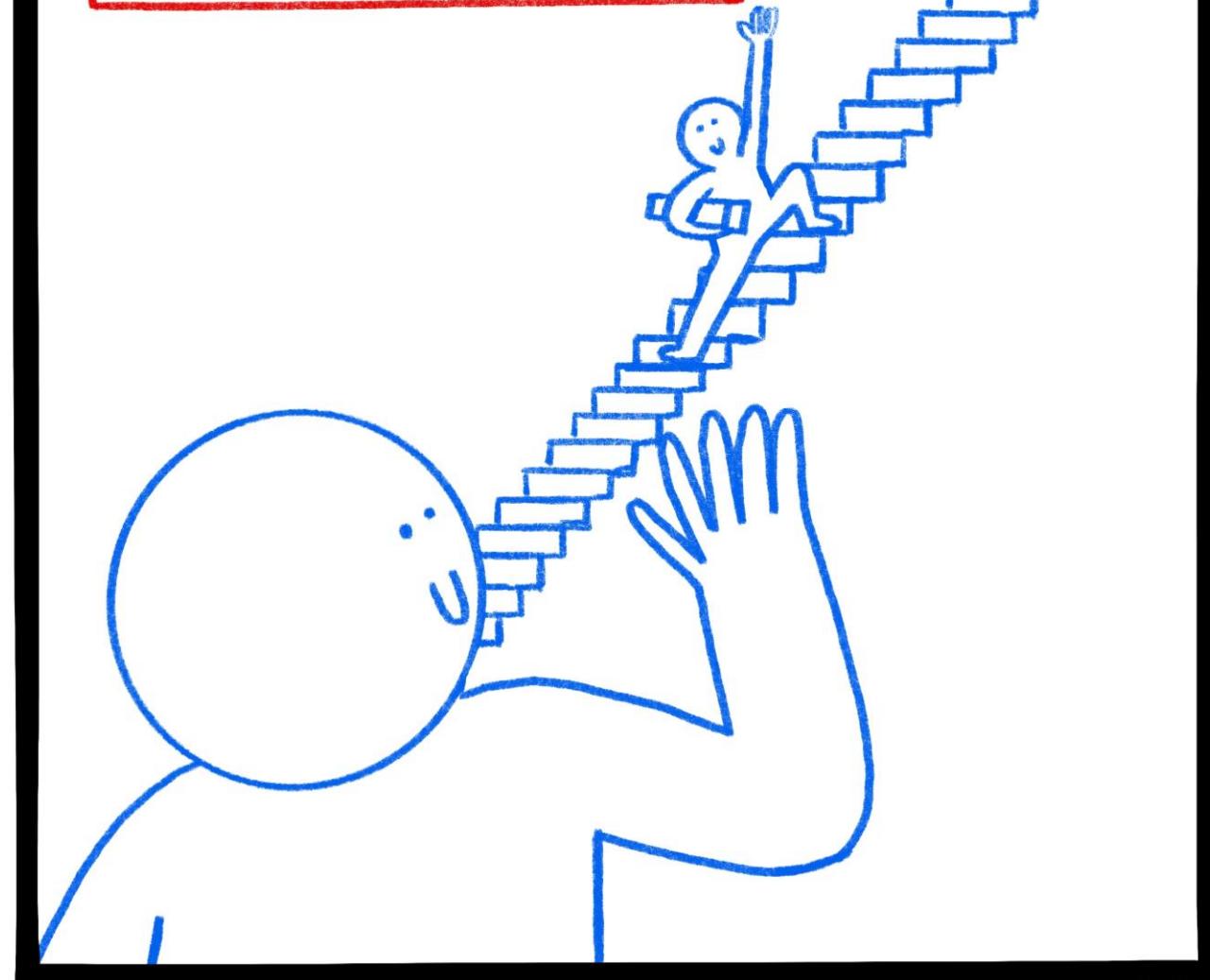
THE WORK NEVER REALLY STOPS.



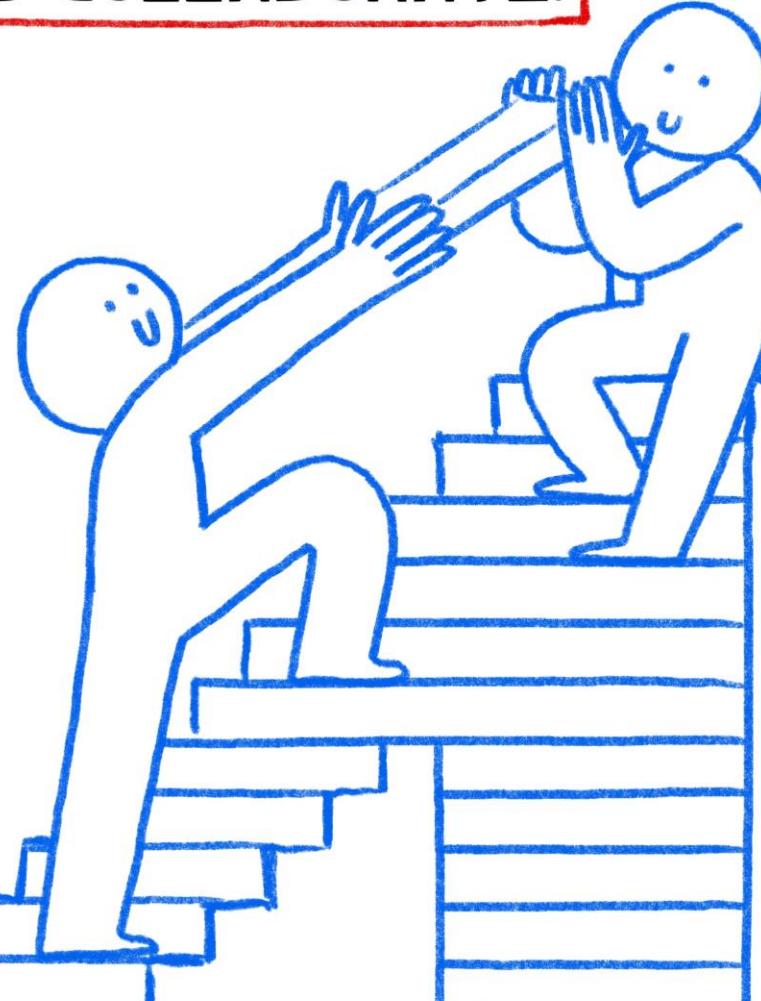
LUCKILY, I AM NOT ALONE.



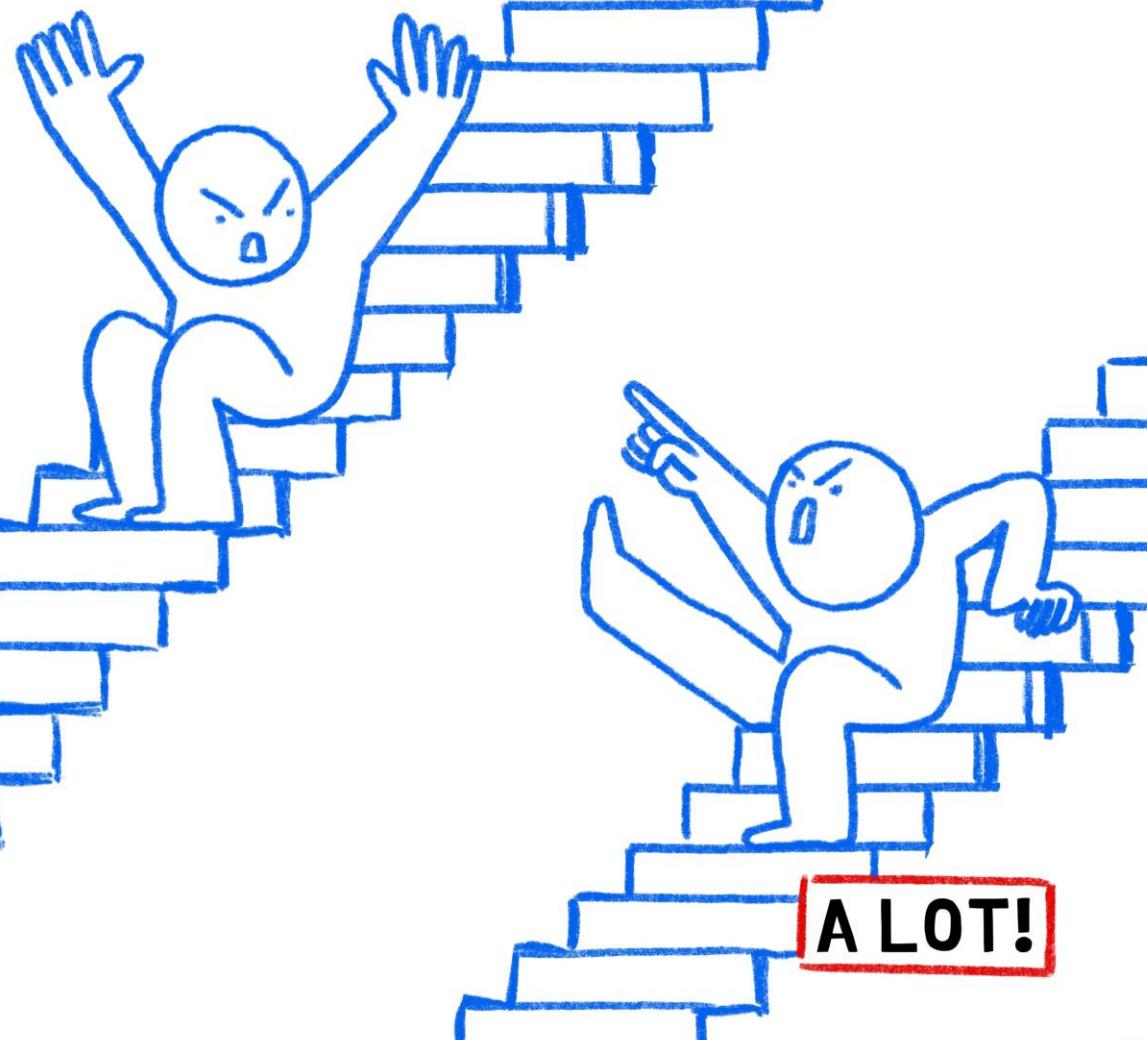
SOMETIMES WE SEE EACH
OTHER FROM A FAR.



SOMETIMES WE MEET
AND COLLABORATE.



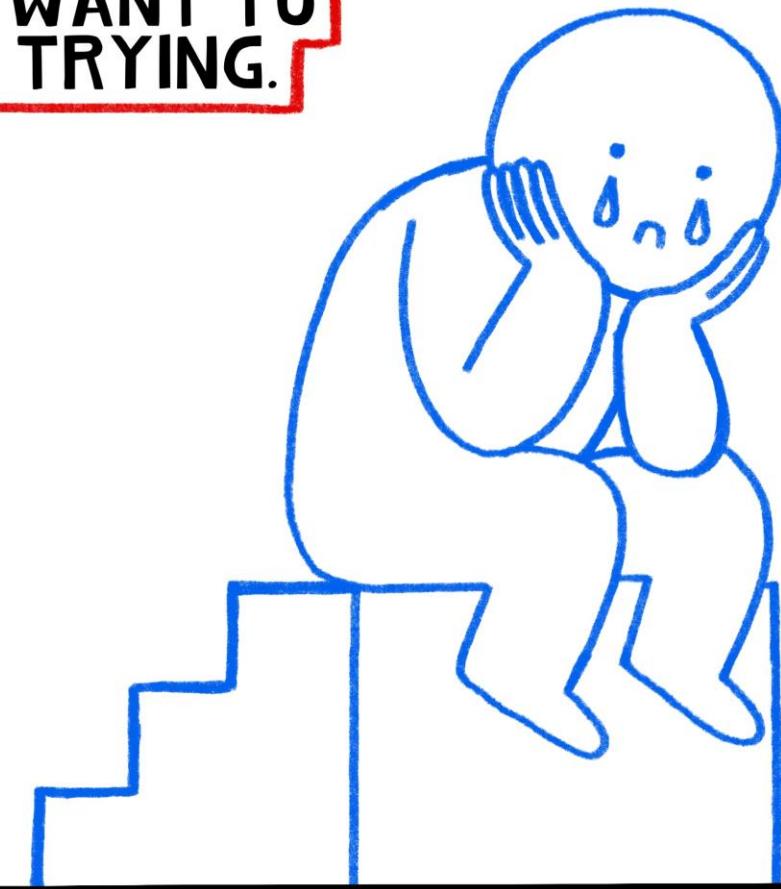
WE ALSO ARGUE.



A LOT!

SOMETIMES IT
GETS TOO MUCH.

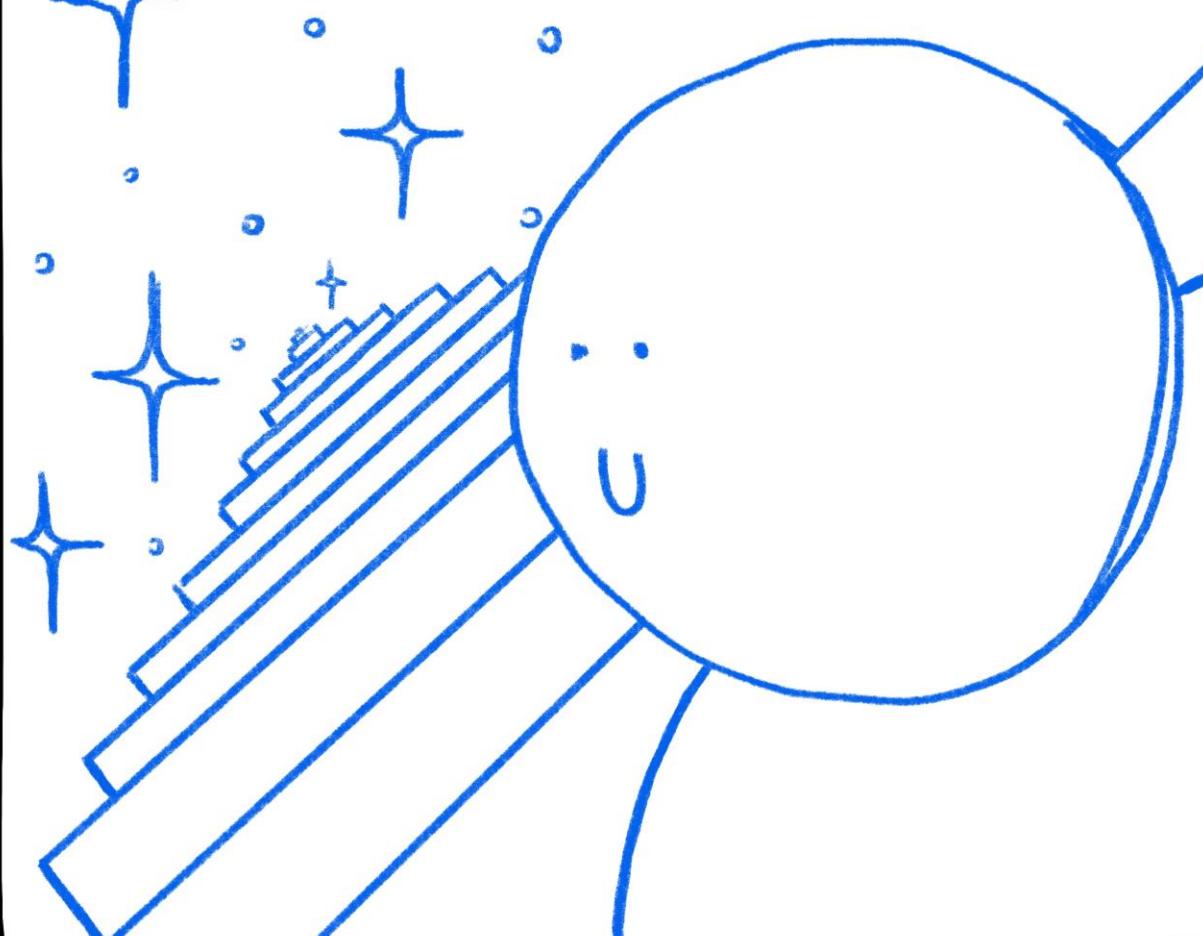
AND I WANT TO
STOP TRYING.



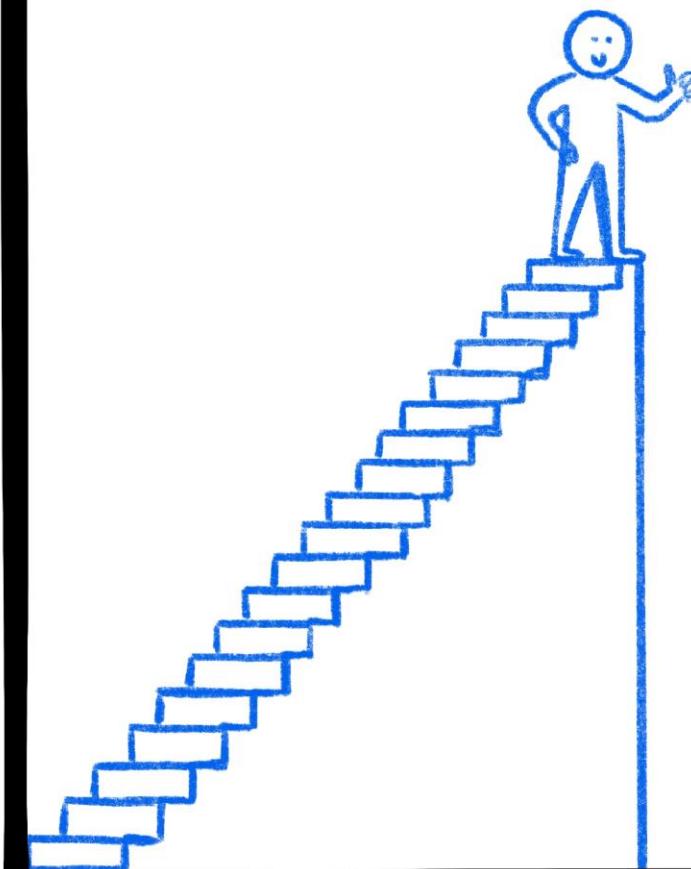
BUT THEN I LOOK BACK.



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.

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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!