



**Patrons:**

Sir Geoffrey Bindman QC, Leyla Hussein, Baroness Helena Kennedy QC, Lord Herman Ouseley, Jean Stallings, Dr Paul Stephenson OBE

### **Chair and Director's Report November 2016 - October 2017**

This has been a tremendous year for **Journey to Justice**; it is difficult to choose highlights. Our main project, the travelling exhibition, has had very successful stays with transformative effect in Sunderland, Tower Hamlets, Lambeth, Nottingham and Bristol and is booked for seven further venues through to 2020 with others waiting. It has been housed in museums, arts centres, an adult education college, a university and a cathedral, with a lively community library and another Shire Hall lined up. The regions which hosted our exhibition this year have attracted over 8,000 visitors and a further 3,000 who engaged more substantively with our arts and training events in settings including schools, probation centres, Somali and Bangladeshi Resource Centres and teacher training colleges.

Indicative of our progress, JtoJ gained charity status and has developed its strategy and added a new and precious patron – veteran civil rights and anti-poverty campaigner, Jean Stallings. We have recruited scores of volunteers throughout the country and, significantly for embedding JtoJ in practice, we trained 30 experienced facilitators from a range of sectors to deliver the unique Journey to Justice (JtoJ) approach combining human rights history, the arts and social change.

We recognise that sustaining a dedicated focus generated during the exhibition programme through to what we call Phase Two is quite challenging. Having consulted members from various parts of the country we developed a Start-Up Guide to help regional groups who are thinking of bringing our exhibition to their community. The guide brings together learning from eight very different communities who have hosted the exhibition since 2015 and offers practical advice for those setting up new projects and thinking about how to ensure continuation and a legacy. We have run successful events and worked with inspiring organisations. Like so many others, we seek to strengthen our network and secure core funds and sustainability. This is our top priority.

JtoJ has a culture of critical reflection and this year we reviewed the wording of our Vision and Mission so they represent our work and its evolution since 2013. Our new **vision** is: **Everyone feels responsible for social justice and is active in promoting and ensuring it** and our **mission**: **to galvanise people to take action for social justice through learning about human rights movements and the arts**. A key message of JtoJ is that anyone can make a difference to a social justice cause they feel passionate about – or their own journey to justice - though the struggle might be tough. Our work, telling stories often omitted from more mainstream history, is a catalyst for conversations leading to activism across all arenas of social justice. These are our aims:

- a. Deepen public awareness of the long history in the UK and globally of individuals and movements who take a stand for freedom, equality and human rights.
- b. Educate people through creative arts, history and understanding social change programmes which stimulate debate.

- c. Show that injustice can be challenged and that everyone has the knowledge and skills to play a role in bringing about change.
- d. Motivate people to take practical action for social justice.
- e. Build networks of people working for social justice and human rights.

Our primary aim is to make the impact we desire on beneficiaries and their feedback continues to illustrate the power of JtoJ’s work. In a world full of increasing division and anxiety, JtoJ offers an opportunity for people to unite and work together for an inclusive, participative society based on human rights principles. The local steering groups who make JtoJ happen are marvellous. We are a growing alliance of educators, students, artists, activists, film-makers, lawyers, musicians, historians, trade unionists, politicians, youth and community groups, human rights and faith organizations.

As always, huge thanks to our outstanding matrix of trustees, volunteers, advisers, patrons, funders and 330 members, we wish we could name you all. We are eternally grateful for your support and hope you enjoy reading our report. We look forward to seeing you in the very full year to come.

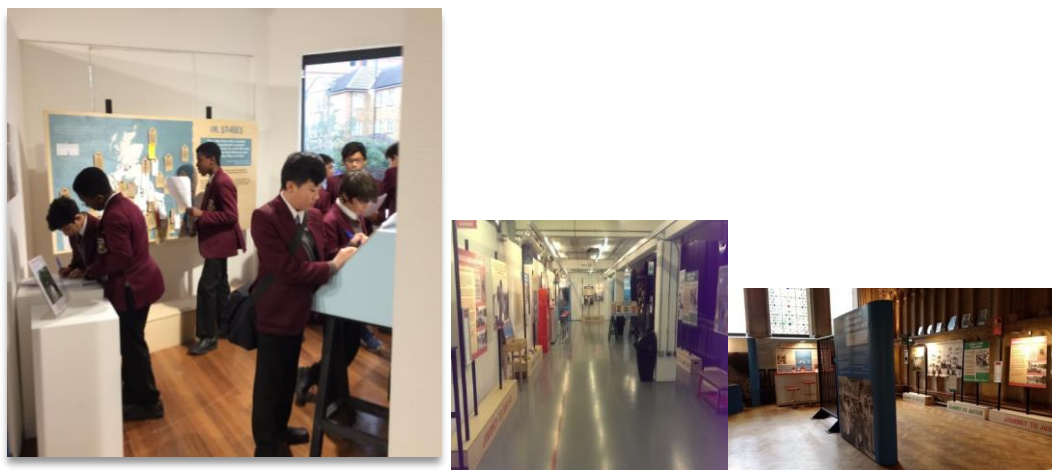
**Carrie Supple, Director and Chandra Vemury, Chair, October 31<sup>st</sup> 2017**

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## The JtoJ travelling exhibition and its legacy

Our interactive travelling exhibition focuses on the US civil rights movement and its links to the UK, with a focus on the role of less well known children, women and men. There is a map of the UK illustrating examples of struggles for freedom and we make links to local human rights history wherever the exhibition goes in a section researched by a local team. A juke-box of freedom songs plays throughout and the exhibition includes art and poetry. See: <https://vimeo.com/169562985>



Students from St. Joseph's College, Croydon visit Morley College, Lambeth; Rich Mix, Tower Hamlets; Bristol Cathedral

Our last report was written as the exhibition arrived in Sunderland Museum & Winter Gardens before moving to the Rich Mix Arts Centre in Tower Hamlets, Morley (adult education) College in Lambeth and Nottingham's National Justice Museum. It is now (October 2017) in Bristol Cathedral's magnificent 12<sup>th</sup> century Chapter House, coordinated by JtoJ trustee Dr Madge Dresser. Each local team hosted a distinctive celebratory launch, displayed less told stories of their community's struggles and organised an education and arts programme (please see details via the links below).



JtoJ Nottingham launch, National Justice Museum: (LtoR) Martin, Sid, JoJ supporter, Richard, Grace, Scott and Carrie

We prepare locally recruited volunteers to welcome visitors and help at events. At least 8,000 visitors of all ages and backgrounds saw the exhibition this year including school, youth group, College and University students and an additional 3,000 participated in related JtoJ activities. You can see examples of their responses below. As a result of visiting the exhibition, some have become our volunteers, donors or advisers and it has generated interest in new bookings at future venues.

Please follow the links for details of this year's exhibition programmes in each community:

- Sunderland: <http://journeytojustice.org.uk/projects/sunderland/>
- Tower Hamlets: <http://journeytojustice.org.uk/projects/tower-hamlets/>
- Lambeth: <http://journeytojustice.org.uk/projects/lambeth/>
- Nottingham: <http://journeytojustice.org.uk/projects/journey-to-justice-nottingham/>
- Bristol: <http://journeytojustice.org.uk/projects/Bristol>



Madge Dresser, JtoJ Bristol launch & Roger Tanner (far R), Panya Banjoko & Jagdish Patel (centre) JtoJ Nottingham launch

We continue to learn from each project and inevitably perhaps, it is more difficult to sustain focused activity in Phase Two, after the exhibition leaves and especially if there is no coordinator with time or funding. Nevertheless, JtoJ lives on in all our communities. In Sheffield, Mark Hutchinson is leading a series of outstanding tours of the city's civil rights history, he is working with local partners on school based projects and is in demand as a speaker at events and festivals related to JtoJ's aims.



Mark Hutchinson leads 'Pioneers, Protestors and the prince from Harlem', a civil rights history tour of Sheffield

JtoJ Sunderland's arts projects, Hidden Histories and Hidden Stories continue to tour the city at Bridges Shopping Centre, the Civic Centre and Sunderland College campuses and Ship of Souls is a permanent installation at Red House Academy. For more information and images:

<http://journeytojustice.org.uk/projects/sunderland/sunderlandphasetwo/>



**Students of Red House Academy, Sunderland and the Ship of Souls they created with MBC Ceramics**

JtoJ Newcastle members are invited to run workshops on human rights in school and University settings. And JtoJ was invited to be part of Freedom City 2017 remembering Martin Luther King's 1967 visit which will culminate in a huge event on the Tyne Bridge on October 29<sup>th</sup>.



**Dr. Martin Luther King Jr. receiving his honorary degree from Newcastle University, 1967**

©University of Newcastle, with thanks

In Teesside volunteer Michele Harding, is working with Chandra Vemury, JtoJ Chair and local partners to bring the exhibition programme back to the area with a more expansive programme.

JtoJ London organised music fundraisers with talented young performers and held a Human Rights marathon at Speakers' Corner and a pre-election picnic and discussion. They helped at our summer fundraising party and ran a spectacular, packed event during Tower Hamlets Black History Month highlighting our work and are planning another, focused on class, with Dreda Say Mitchell.



**Martin Spafford, Speakers' Corner, April 23rd and performers and volunteers at Idea Store, Whitechapel, Oct. 24th**

In Nottingham, Scott Weightman and Richard Bromhall (coordinators of the local exhibition stories) have been active in promoting JtoJ Phase Two, for example running an event with Fan Club, a female-led collective who produced an inspiring zine on positive activism.

JtoJ Bristol's programme of over 40 events will culminate in Hands Across the City on October 29<sup>th</sup> in support of refugees and asylum seekers and begin their Phase Two with future events already listed.

### **National roll out**

An immense amount of time and creativity is dedicated to getting ready for the exhibition programme in a host community. Local steering groups need coordinators and people to fundraise, plan which local histories to tell, do PR, administration, recruit volunteers, training and events. The Taster Days and consultation meetings we hold in partnership with local contacts are crucial to success when they inspire interest, motivation and potential steering group members. We held tasters in Bristol, Dorchester, Stockton and Hull where we generated enthusiasm.

We're working with our partner, Living Song CIC, in Newham, to develop the Music and Freedom Project and bring the exhibition programme to the buzzing Beckton Globe Library in March-April 2018. We're in discussion with Mike Butler at Resource for London, Islington and staff at Willesden Library, Brent about taking the project there. Shire Hall Dorset staff are developing exciting plans for their JtoJ exhibition linked to the Tolpuddle Martyrs and current rural issues for May-August 2018.



Jane Wheeler, Living Song and Helen Dyer, Beckton Globe Library Rotunda

We were honoured to be invited to take the exhibition to the International Slavery Museum in Liverpool October 2018-March 2019. We have expressions of interest from partners in Cambridge, Hastings, Leeds, Croydon, Cornwall and Devon and the exhibition will be in Leicester October 2019.

### **Training**

In December 2016 Journey to Justice was thrilled to welcome Jean Stallings and her grand-daughter Brianna Jeanniton from New York for twelve extraordinary days with us in the UK.

Aims of the visit:

- Explore the impact of the struggle for justice on the life on an individual
- Inspire those who meet her to see that 'ordinary' people can challenge injustice
- Encourage local people to become active in promoting human rights and social justice

While in the UK, Jean and Brianna met and worked with young people and their teachers, youth and community workers in Tower Hamlets and Sunderland. She was our guest of honour at a lunch hosted by the Mayor of Sunderland Cllr Alan Emerson and we were delighted she launched the travelling exhibition at Rich Mix, Tower Hamlets on Human Rights Day. Jean left an indelible impression with her warmth and love and the strength of her own story and teaching.



### Taster sessions in Nottingham and Dorchester

Jean's story, including her reaction to the assassination of Martin Luther King, is in our exhibition. She complements JtoJ's mission, aims and work for so many reasons: her dedication to working for human rights and economic justice based on her personal experiences of poverty, racism and a very difficult childhood; how she talks about finding her voice and the importance of 'ordinary' people's role and solidarity; her love of and support for young people and how articulate and passionate she is. She is a personification of Journey to Justice and her work is as relevant today as it ever was.

Born in New York City in 1940, Jean became involved with the National Welfare Rights Organization (NWRO) as a young mother in the 1960s.

*"The National Welfare Rights Organization propelled me – I got my education and volunteered in different things. That voice for change was in me and I went on. It's so important to feel part of something. It doesn't have to be big – you don't have to be famous. You just have to give a part of yourself. I wasn't a leader but a little seed. I learned to speak without fear."*

The last annual report described our training day for teachers and youth and community workers in Tower Hamlets. That was followed by another for 25 young people from two East London schools and Young Ambassadors linked to Rich Mix in Shoreditch for workshops aimed at looking closely at activism and the arts (see Appendix A for details of the programme). Firstly, young people had the opportunity to hear from inspiring activists. Jean told – in a moving and inspiring talk – how her life of campaigning began when she reluctantly attended a meeting as a young single mother half a century ago. She then got students to explore what was involved in being an activist and urged them to get involved. Film maker Farad Painchun produced a powerful short film of our training events:

<http://journeytojustice.org.uk/eventsandfilms/itoj-training-film/>



Jean and Brianna with students at a training event, Brady Centre Arts and Community Centre, Tower Hamlets, December 5<sup>th</sup> 2016



**Students at St. Anthony's Academy, Sunderland listening to Jean Stallings, December 7<sup>th</sup> 2016**

JtoJ trustee Martin Spafford and volunteers Rosaleen Lyons, Tania Aubeelack, Dani Carroll and Diane Alonzo (who is also a JtoJ trustee) planned and delivered workshops and assemblies for students at Leyton Sixth Form College, Bow School, Tower Hamlets and Ark Academy in Brent.

Martin and Parul Motin (JtoJ Vice Chair) ran workshops for teachers at the Five Nations Conference, Dublin which led to an invitation to work with trainee Citizenship teachers at Middlesex University.

In July, Martin and Mark Hutchinson ran JtoJ workshops at the Schools History Project Conference in Leeds where we hope to take the exhibition programme one day.

And in September we ran a tremendous Train the Trainers day (see below in Building Capacity)

### **Projects and Partnerships**

JtoJ is regularly approached by organisations whose aims complement ours and with whom we often form partnerships, sometimes as a result of our presentations or website and publicity or word of mouth. This year, we have planned joint work or met for discussions with: ATD (All Together in Dignity) Fourth World, the National Citizen Service, Eclipse Theatre, On the Record, Oxfam, Think Global, Active Change Foundation, Chisenhale Gallery, Save the Children and Global Learning Campaign UK, Personal Support Unit and Armstrong Cameron and scores of local organizations (Please see Appendix B for examples of our local partners)

### **Impact**

It is notoriously difficult to evaluate education projects like ours. We can capture short term impact 'Best Drop Day ever!' (a Bow School student) but a longer term assessment of whether we have achieved our mission and galvanised action for social justice is much more difficult though essential. Here is a taste of feedback from visitors to the exhibition and participants at our events, nationally:

**Sunderland** *'The most interesting thing about today was learning about Jean's passion and drive as well as gaining knowledge about a specific personal experience of the movement. It made me think about acting on my beliefs in the future.'* (school student, St. Anthony's Academy)



*'Sharing is extending your aims towards the other and inviting them in your circle. It was giving them a part of me.'* *'I enjoyed everyone sharing their experiences and opening up, getting different views and insights.'* *'I like the concept of putting art and history together.'* *'Sometimes we do things on autopilot. It was good to sit and think about incidents that have occurred.'* (Workshop participants)

**Tower Hamlets** *'It makes me feel proud that young people my age, from my ethnicity are being active and makes me want to be active too.'* (exhibition visitor) And members of Rich Mix staff wrote: *'This is the best exhibition we've ever had here!' 'IT WAS HUGE, the best two hours I've spent doing anything remotely pleasurable in the last year!'* Two months after the launch someone who attended the launch wrote: *'I'm still motivated and talking about Jean Stallings to anyone who will listen! It was one of the great things of last year in my life.'*

**Lambeth** *'A warm evening and a very diverse audience. Lord Ouseley's speech was poignant and personal, encouraging us to feel empowered as a collective community, to tackle social injustices even if change seems slow and never to give up! People were very engaged with the exhibition, and clearly moved by the individual stories depicted.'* (Mary Spyrou) *'It was a very important statement by one of the panellists when he said the fight for justice is a culture in itself that can be lost if not introduced to our children. We can become too complacent even when our ancestors fought for something like the vote that people my age don't even bother with. I was impressed with how organic JtoJ manages to keep their events and I found every one stimulating.'* (Yasmin Siddiq Amin)

**Nottingham** *'Very moving-the courage of local people making a stand throughout history is inspiring.'* *'I took a disabled friend to see your exhibition. It really is amazing. Very full, comprehensive and with many thought-provoking ideas such as the fact that many events happened some time ago and we are still having to fight against so much injustice still! However there is a strong sense of human solidarity throughout which elevates it all. Great exhibition!'* (Visitor)

*'The Journey to Justice opening event was truly inspirational, to come together and hear the words of people who continue to fight for justice in Nottingham. It reflected the message of the exhibition wonderfully'* (Grace Lee)

**Bristol** *'Very fresh....It is heart-warming to be reminded that people everywhere share and can take actions from anywhere. 'US civil rights are **very** relevant..We are still fighting.... It shows me how universal some struggles are and the power of people to bring about change.'* (Exhibition visitor)

*'I am so excited that the idea to celebrate our fantastic, diverse tapestry of a city has turned into reality. My vision was to show solidarity with all those who come here for asylum, refuge or a better life.'* (Alex Raikes MBE, Director at Stand Against Racism & Inequality)

*'The exhibition is extremely relevant. The stories show that 'ordinary' people can stand up, take action, create change. They were not politicians, millionaires, 'celebrities'.* (Exhibition visitor)

## Longer term impact

The exhibition, training, launches and events are often the catalyst we hoped they would be. We are achieving our aim of creating what we hope will be a lasting network of people who feel galvanised to take action for social justice. Some have donated funds, others have offered us their expertise in social media, film making, coaching and strategic planning.

Jane Wheeler, founder of Living Song, *'I'm very moved by the work you are doing, especially in the current climate. I've taught in East London for 20 years and work with choirs and I'd like to contribute to Journey to Justice. All power to you.'*

- Young people who attended our events became involved in organising programmes, fundraising, PR and running workshops for their peers at College and in community settings.
- Adults and young people we trained in Newcastle in 2015 are still running activities from the courses we ran. Staff we worked with a year ago in Bow are using the materials Martin created.



JtoJ London team meeting at Idea Store, Whitechapel

## Part Two Building Capacity

In September we delivered a Train the Trainers course for 30 participants from all over the country who work with youth and community groups, in schools, museums and art centres. Our aim was to teach the JtoJ approach (history, stories, the arts and social change) in order to embed and sustain it in a range of settings. It was a tremendous success and we have a film which is a resource in itself:

<http://journeytojustice.org.uk/training-2/train-the-trainers-film/>

Participants are now trying out the resources with girls' groups, 'disaffected' school groups, refugees and sixth formers and reporting encouraging outcomes. 'It was one time they properly listened!'

Feedback from the course: *'The training day was inclusive and dynamic and offered a creative way to make a SAFE space.'* *'I think we should lobby a future government to get such approaches and stories into the national curriculum.'* *'We must emphasise the journey not just results or events. Struggles must be recognised or we are denying truth and opportunities to the next generation.'*



## Trustees and patrons (see Appendix C )

As every director knows, having trustees who are engaged with and understand the work of the organisation is essential. But to have so many who, despite having a vast number of other commitments, devote hours and days to our projects and are, in effect unpaid staff is exceptional. They are the heart and engine of JtoJ. We are very sorry to lose Will Essilfie as a trustee. He has been a really insightful and reflective member of the team and volunteered as a stage manager and trainer in arts activism as well as sharing brilliant resources and contacts. Thank you.

Lord Herman Ouseley was the keynote speaker at our Morley College launch on Martin Luther King Day this year and Baroness Helena Kennedy hosted our Summer Fundraising party. As always, both gave soaring, unforgettable speeches. Herman Ouseley reminded us of the long and proud history of anti-racist community campaigning in the UK. Helena Kennedy spoke of JtoJ's fit with the longing there is for a more just society and how JtoJ meets that need. It was the night of Grenfell Tower. We were delighted that Dr Paul Stephenson and his wife Joyce could join us for the summer party and we value the generosity and support of Sir Geoffrey Bindman and Leyla Hussein. After being with Jean Stallings (see above) we invited her to be one of our patrons and are thrilled she accepted.



JtoJ patron Lord Herman Ouseley, JtoJ Morley College launch, MLK Day, January 2017

## Volunteers, advisers and in-kind support

JtoJ remains a volunteer-led charity. Volunteers are one of the most significant groups of our beneficiaries in every locality and we now have many scores of them. We are gratified by the steady flow of applications we receive from a wide range of people who are helping with blogging, strategy, PR, events, research, facilitating, fundraising, training and organising events. They come to us because, to quote Alejandro Guzman, JtoJ 'ignites the flame in everyone' and as Tania Aubeelack says, 'JtoJ is the bridge between my beliefs and my action – it gives me a platform.' People give to JtoJ in so many ways with their time, their homes, donations, ideas and skills. Alison Wood helped us plan the role of Volunteer Manager and played the role perfectly when we were in Tower Hamlets. Volunteer Dani Carroll made a film featuring six JtoJ volunteers: <https://vimeo.com/224091050>



Arianna Assenelli, Kat Bax, Parul Motin, Tania Aubeelack in Bristol; Lindsey Mullan, (JtoJ Sunderland Coordinator), top left & Jackie Nixon (JtoJ Sunderland Chair) third from left, with volunteers at Sunderland Museum & Winter Gardens.

## Funding and development

A strength of our model, though not easy of course, is that local JtoJ teams raise funds for their programmes, sometimes in partnership with JtoJ national. Fundraising continues for core costs and we are grateful for all the advice we get and every pound secured. **This year we received grants from:** The British Association of American Studies/US Embassy, the Lipman-Miliband Trust, Tudor Trust, Tower Hamlets Council, Prudential, LUSH Charity Pot, the MSN Fund, Go For It (Newham), UNISON, Arts Council England, Cascade Grant, Midlands3Cities Doctoral Training Partnership, Centre for Research in Race and Rights, Bristol University, University of West of England, Bristol Guild of Guardians, Bristol Cultural Development Partnership, LUSH, Ashley Community Housing, Quartet Bristol Community Foundation, Unite the Union, Building a Stronger Britain Together, events, merchandise and donations. Thanks to volunteer Roisin Gewirtz-O'Reilly who created a book of recipes as her Batmitzvah project, chosen by human rights activists for sale in aid of JtoJ: <http://journeytojustice.org.uk/just-food/>. We are excited to be one of Aviva Community Fund's projects and ask you to vote for us (you have ten votes!) before noon on November 21<sup>st</sup>: <https://community-fund.aviva.co.uk/voting/project/view/17-3640> Thank you.



*Just Food* a book of delicious recipes chosen by social activists, sold in aid of JtoJ

**Our fundraising events** included a summer party at The Fable in London, hosted by JtoJ patron Baroness Helena Kennedy QC which made £3,000 for our central funds and we had excellent feedback from guests. Thanks in huge part to JtoJ supporter Susannah Sheppard for the idea, her time, donations, contacts and bottles of Xoriguer gin. And volunteers led by Tania Aubeelack organised two excellent music fundraisers – at STYX, Tottenham and Ryans N16, Hackney. We were introduced to some very talented young singers, rappers and Spoken Word artists whose work and values are intrinsically linked to JtoJ's: <http://journeytojustice.org.uk/eventsandfilms/>



(Far L) Hasna D; (Far R) Dani, Diane, Tania, Magic EKJ, Kemi Sulola; (Centre) JtoJ patron Baroness Helena Kennedy, Rich Mix

*'After arriving for my first collaboration with them, I quickly realised that Journey to Justice is a community of humans that really care. Performing for them was a great experience, anybody that really cares about art, learning from other people's stories and wants to be empowered/empower others, get involved! You won't regret it! (I certainly didn't)' (Magic EKJ)*

The main aim now is to build our core funds and we have received a great boost from generous members and supporters again donating (one off and regular gifts) to our Local Giving appeal which lasts until mid-November: <https://localgiving.org/donation/journey-to-justice-london>

JtoJ London was lucky to be chosen as one of 70 charities to receive free membership and support from Local Giving and we have benefitted from their match funding campaigns. Volunteer Marietta Le has helped us and Mike Butler, JtoJ partner, is advising on fundraising strategy and we are able to access more funders now we're a charity. Without the phenomenal 'incubation' service of CIVA (Centre for Innovation in Voluntary Action) since 2013, we would not have been eligible for several of our grants and our fruitful Just Giving page. A massive thanks to Michael Norton and CIVA trustees for their continued support. This year our income was £61,781.94 and expenditure £54,094.67. As our research volunteer Bethan Rigby put it, 'JtoJ gets a big bang for their buck!'



Parul Motin (L) with members of Girlz United

**Organisational Development** The Business Development Plan group (Pat Boyer, Sheri Lawal, Jack Madden, Terry McGregor, Martin Spafford and Carrie Supple), has been working this year, with the generous help of executive coach Harsha Perera and Sebastian Huempfer (volunteers) to develop a Strategic Business Plan for 2017-20. Please see Appendix D for our objectives. The top priorities are:

- Fundraising strategy, paid staff, sustainable funding.
- Flourishing local groups and national network.
- Tangible, visible presence with evidence of impact.

We're looking forward to our team day for trustees facilitated by volunteer Jeremy Spafford (Director of the Old Fire Station, Oxford) in February 2018.

JtoJ benefits greatly from the support of National Council of Voluntary Organisations, Small Charities Coalition and Gareth Roy at Russell Cooke law firm and particularly from staff at Voluntary Action Islington (thank you Yvette Ellis) and the opportunity to meet sister organisations at their free courses. We are preparing for the forthcoming (May 2018) General Data Protection Regulation with the help of advisers Susie Morrow and Vicki Chapman in order to ensure JtoJ is fully compliant.

Thanks very much to JtoJ Secretary Pat Boyer for making sure our policies are regularly updated and leading us through the review process.

Many thanks once again, to Terry McGregor, JtoJ Treasurer, and to Viki McCartney (former volunteer) and Jen Oatley (long term volunteer) for their support and advice regarding the accounts.

We continue to work on our PR, thanks to Jennifer Krueckeberg, Simran Chadha, Arianna Assenelli, Tania Aubeelack, Mahzabin Ahmed, Pankaja Balaji, Michael Asamoah, Richard Scott and Alejandro Guzamn and are planning a new flyer. Marie Conroy, a creative Communications volunteer, edits our e-newsletters. Bernie Donohoe ensures our website is beautifully designed and much visited.

## National network

JtoJ's fifth aim is about creating networks – locally and nationally. Some groups are in touch with each other online - thanks to Jack Madden for creating an online platform on Slack for local teams to communicate with each other. Of course the most powerful way of sharing experiences is meeting face to face and on November 5<sup>th</sup> 2016 we held our first national gathering. Representatives of ten JtoJ groups met and had a chance to exchange ideas and concerns and celebrate their successes. We consulted them about aspects of the national-local model (funding, decision making etc. See Appendix E) and it was a most productive, positive day. We're meeting again this year on the morning of our AGM, to report on progress, hear case studies and welcome new local groups. **We are especially proud of creating our JtoJ Start-Up Guide** for groups planning to bring the exhibition programme to their community. Based on input from 20 local JtoJ organisers, it comes with over 30 templates, for example: volunteers' adverts, budgets and PR plans. With thanks to everyone who contributed and Verna Chung (JtoJ Policy Development Volunteer) for her advice and help in coordinating it: <http://journeytojustice.org.uk/training-2/start-up-guide/>

## What Next?

We have our plan and we will follow it, but we are also an organic movement open to whatever this year will bring. It is wonderful to have you with us, in fact you are 'us'. Thank you and onwards!



The National Welfare Rights Organization marching to end hunger as part of the Poor People's Campaign, 1968. Jack Rottier photograph collection, George Mason University Libraries.

## APPENDIX A

Workshop for young people, December 5<sup>th</sup> 2016, Brady Arts & Community Centre, Tower Hamlets



### Workshop for young people, Monday 5<sup>th</sup> December 2016

The Brady Centre is at **192-196 Hanbury St E1 5HU** (for map go to <http://bit.ly/2dArBWU> ) and is a very short walk from Whitechapel Station (underground/overground). Please try to arrive between 1.30 and 1.45pm to register and grab refreshments so that we can start promptly at 2 pm. We shall provide drinks and there is also a café on site selling food and drinks.

#### PROGRAMME

- 1.30 - 2.00** Registration and refreshments  
**2.00 – 2.30** Introduction: **Carrie Supple** (Journey to Justice Director)  
**2.30 – 3.30** First workshop sessions: the arts

**A1. We Gon' Be Alright: Radical optimism in protest music.** A discussion of how songs have inspired and energised protest movements from the civil rights era to Black Lives Matter. **Dorian Lynskey**, music journalist and author of *33 Revolutions Per Minute*.

**A2. 'Re - imagining the narrative'**, What does injustice mean to you? An exploration of the concepts and emotions involved in an unjust act. Join visual artist **Heather Agyepong** as you use drama, creative drawing and photography to have your say on why injustices happen and how we can resolve them.

- 3.30 – 4.30** Second workshop sessions: activists

**B1. Racism and youth mobilisation in Tower Hamlets.** **Julie Begum** (Swadhinata Trust) and **Girlz United** sharing and responding to local stories of resistance.

**B2. Finding a voice.** **Jean Stallings**, veteran US anti-poverty activist who was involved in the Poor People's Campaign, with her granddaughter **Bria Janay**, opening a discussion about ways of working for change.

- 4.30 – 5.00** Plenary and moving forward

**CHOOSING WORKSHOPS** We ask you please to allocate workshops to your students before arrival and rely on you to make sure they attend their allocated workshops. To ensure an even spread, please arrange for approximately half of your group to go to A1 and the other half to A2, and a similar division for B1 and B2. **FILMING** We hope to film the event for use in training and publicity. Edited film may be uploaded to our website or Vimeo page. Please arrange for any necessary consent from parents. If any students do not wish to be filmed, please indicate them to us when you arrive.

**With huge thanks to our funders, volunteers and supporters**

## **APPENDIX B**

### **Examples of JtoJ local partners and funders**

#### **Sunderland**

Red House Academy, St Anthony's Girl's Catholic Academy, St Mary's RC Primary School, Hudson Rd Primary, Castle View Enterprise Academy, Thornhill Community School, Samba Football, Young Asian Voices, Women of the World Sunderland at the Bangladeshi Centre, Friends of the Drop In, University of Sunderland, City of Sunderland College, MBC Ceramics, Interfaith Chaplaincy Centre, All We Are Saying, Cultural Spring, Sunderland City Council (Museum and Winter Gardens), Disability Advisory Group, Wearside Women in Need, Sunderland City of Culture Bid Team, Sunderland Antiquarian Society, Sangini, Sunderland BME Network, Sunderland Health & Wellbeing Network, Gemma Hackett School of Dance, Sunderland LGBT Equality Forum, Show Racism the Red Card, Heritage Lottery Fund, Celebrate, Big Lottery Fund, Arts Council England.

#### **Tower Hamlets**

Rich Mix, the Humanities Education Centre, Idea Store, Swadhinata Trust, Girlz United, the V&A Museum of Childhood, Green Spring Academy, Bow School and Tower Hamlets Council, Tudor Trust, Lipman-Miliband Trust, British Association for American Studies/US Embassy, Volunteer Centre TH.

#### **Lambeth**

Morley College, ATD Fourth World (All Together in Dignity working to overcome poverty), the Ritzy Cinema staff campaign for a Living Wage and Save Cressingham Gardens, Sokari Douglas Camp.

#### **Nottingham**

Midlands3Cities Doctoral Training Partnership, the National Justice Museum, University of Nottingham, Nottingham Trent University, Nottingham Black Archive, Nottingham Contemporary, Nottingham City Council, New Art Exchange, Nottingham Photographers' Hub, Central College, Widening Participation and Outreach at the University of Nottingham and Nottingham Trent University, Nottingham City Museums and Galleries, The Brilliant Club, Syncopate Media Ltd, Nottingham Rainbow Foundation, The People's Assembly, the US Embassy and the British Association of American Studies, Nottingham and Notts. Refugee Forum, Nottingham Women's History group, National Caribbean Heritage Museum, Backlit Independent Art Gallery and Studios, Nottingham Emmanuel School, Dizzy Ink, The Ray Gosling Archive at Nottingham Trent University, the Centre for Broadcast Journalism at Nottingham Trent University, and the Cascade Nottingham Impact Campaign at the University of Nottingham, Fan Club Notts, Equation, Reel Equality, Bloody Equality, Bright Ideas, Nottingham Forest FC, Pro Bono Society (University of Nottingham), Framework, Nature in Mind, Bertrand Russell Peace Foundation, National Video Games Arcade, National Holocaust Centre (Newark).



## **Bristol**

Bristol Cathedral, UWE Bristol, Ashley Community Housing, Unite the Union SW, UNISON, University of Bristol, Voscur, Quartet Community Foundation, Better Bilingual, Better Foods Company, Black History Month Bristol, Bristol Fair Trade, Bristol Ferry Boats, Bristol Quakers, Bristol Women's Voice, Capoierra Angola Bristol, Countering Colston, Daughters of Igbo Woman, Myers-Insole Local Learning CIC, Orchard School Bristol, Parsons Street Primary School, RA Cultural Consultancy Services, Remembering the Real WWI, St Paul's Adventure Playground Group, Dhek Bhal, Tangent Books, The Bristol Cable, Unite Filton Branch, Unite Bristol Bus Drivers Branch, Xisto Wines, 91 Ways, A History of Place, African Voices, Big Screen Bristol, Black SW Network, Borderlands, Brigstow Institute, Bristol City Council, Bristol Ferry Boats, Bristol Libraries, Bristol Radical History Group, Bristol Society of Friends, Bristol Somali Forum, Bristol Somali Resource Centre, City of Bristol College, Communications Workers Union, Creative Youth Network, DAVAR, Festival of Ideas, Festival of the Future City, Guild of Guardians, Jewish Council of Racial Equality, Knowle West Media Centre, M Shed, Miles Chambers, New Room Bristol, OutStories Bristol, People's University of Fishponds, People's Republic of Stokes Croft, RSA, SGI-UK Bristol, Stand Against Racism & Inequality, Story Slam, Tangent Books, The Park, Trauma Foundation SW, Ujima Radio, ACORN, Aid Box Community (Bristol), AVoice, , Avon Fire & Rescue Service, Bristol Against Forced Organ Harvesting, Bristol Amnesty International, Bristol Dementia Wellbeing Service, Bristol Hospitality Network, Bristol Refugee Rights, Bristol Student Action for Refugees, Healthwatch Bristol, Learning Partnership West, Lesbians & Gays Support the Migrants – Bristol, Migrant Help, St Paul's Carnival (Bristol) CIC.

## **APPENDIX C**

### **Journey to Justice patrons**

Sir Geoffrey Bindman QC

Leyla Hussein

Baroness Helena Kennedy QC

Lord Herman Ouseley

Jean Stallings

Dr Paul Stephenson OBE

### **Journey to Justice trustees 2016-17**

Diane Alonzo

Pat Boyer (Secretary)

Madge Dresser

Will Essilfie

Mark Hutchinson

Sheri Lawal

Jack Madden

Terry McGregor (Treasurer)

Parul Motin (Vice Chair)

Martin Spafford

Veena Vasista

Chandra Mouli Vemury (Chair)

## APPENDIX D

### OBJECTIVES OVER THE NEXT THREE YEARS

#### By Spring 2018

- Fundraising strategy
- Paid staff (at least one salary for a director) by April 2018
- Business Development Plan group and other trustees offered to take on a series of actions (see Objectives grid)
- Evidence of impact and a robust system of measuring it
- Embed the JtoJ approach in 10 communities as a result of our Train the Trainers and local programmes
- A clear summary of what has gone well and not so well in each local area – for internal use and ensure lessons are learned. Emphasise the role of forward planning
- Strengthen how we describe the impact of our work, our Theory of Change (for funders and new partners and for ourselves). Emphasise local and national impact
- Celebrate and describe the hugely significant role of volunteers in our work (national& local)
- Tell our (national) story in a clear and compelling way including Phase Two where thriving
- MOUs explicit that exhibition is a catalyst and local groups need to offer training
- Internal and external Communications strategy
- Administration system – online and hard copy, databases sorted and up to date
- PR strategy – external and internal. Network, visible presence, better known. How to communicate to our target audience? How are we going to promote our work and impact?
- Data Protection - new regulations in place by May 2018

#### By Spring 2019

- Workable system of volunteer management
- Administrator, outreach/education, PR/publicity - paid staff
- Plan new key project(s)
- Paid local co-ordinators
- Plan to go to rural and 'neglected' areas and perhaps parts of EU where Far Right is rising

#### By Spring 2020

- Sustainable funding
- By April 2020 we need have secured renewed permission to use photos in exhibition
- 40,000 exhibition visitors and people trained
- More than one version of the exhibition – investigate digital version.
- A celebration event in April 2020, to mark five years since the exhibition launch
- Evaluation of JtoJ's first seven years 2013 – 2020. The JtoJ story
- Look for a base/partnership with an organisation e.g. Runnymede/a University/permanent home for the exhibition if not touring?

## Appendix E

### **The Journey to Justice national-local model - recommended by trustees, September 2017**

Taking into account local groups' feedback to our consultation last year and after speaking to a charity lawyer and the Small Charities Coalition and with reference to NCVO (National Council of Voluntary Organisations) guidelines and of course ensuring communications, structures, decision making and roles and responsibilities are clear and agreed (with a Memo of Understanding), the JtoJ trustees recommend we keep our existing national-local model i.e:

#### **Local JtoJ groups operate under the JtoJ CIO umbrella with one charity number (1170886)**

We have a Memo of Understanding - including a Finance MOU - between JtoJ trustees and local partner(s) in which we agree to keep within the JtoJ framework including its policies and values in order to ensure the JtoJ mission is achieved in a spirit of mutual benefit and goodwill.

The local group pays for the transport, installation and deinstallation of the JtoJ travelling exhibition and they pay an agreed sum for JtoJ trustees' time, administration, and a contribution towards the exhibition's wear and tear and insurance which has been a total £1,000 plus trustees' travel and subsistence to date, wherever possible. This is negotiated in each case and will be reviewed.

There will be a clear structure outlining expectations, roles, commitments and full transparency for and between the national and local groups. The local steering group agrees a Terms of Reference and JtoJ trustees, in effect, delegate authority to them to do all sorts of things – fundraise for the local project, research, curate and display local histories, plan a programme of education and arts and plan and deliver PR etc all of which JtoJ trustees signs off.

The national JtoJ charity can hold funds raised locally or they can be held by a local partner in accordance with the JtoJ Finances MOU. However, JtoJ trustees are responsible in law for the local group's actions and finances.

#### **Why did we choose this model for now?**

The majority of local groups fed back to us that this is their preferred option.

In our experience, the local groups need time to 'form' and work together before embarking on the process of applying for a bank account, agreeing a constitution etc. which can be very time consuming and a distraction given how much there is to do in order to run an exhibition programme.

This model fits and strengthens JtoJ's aim and ethos of creating networks and partnership under one umbrella but does not stop local groups focusing on their own priorities. We can work using one agreed vision, mission and charitable purposes/aims and set of policies, values and agreed outcomes making 'success' and impact easier to assess and more likely.

One common insurance policy. The local JtoJ group is covered by our Public Liability Insurance policy with Zurich Insurance. **If a thriving local group that lasts well beyond the time of the exhibition wants to consider moving to become a separate entity** e.g. an unincorporated organisation (as JtoJ was from 2013-2017) or a charity with their own insurance we'd be happy to explore this using a 'licence agreement'.