

Thursday 16 July 2026

00:00:00.573 --> 00:00:04.668

-Just to say hi and thanks
so much for joining us.

00:00:04.692 --> 00:00:08.028

This evening's event is titled

00:00:08.052 --> 00:00:11.828

Industry Insider – A
collective noun for writers.

00:00:11.852 --> 00:00:14.588

I'm super happy to
be here with three

00:00:14.612 --> 00:00:17.868

writers and organizers
whose work I respect a lot.

00:00:17.892 --> 00:00:22.946

We have Mai-Anh Vu Peterson,
Noreen Masud and Mohamed Tonsy.

00:00:22.946 --> 00:00:26.548

They each bring so much
experience and insight,

00:00:26.572 --> 00:00:29.468

not only as writers, but also

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as organizers, collaborators,

00:00:29.492 --> 00:00:31.068

and active union members.

00:00:31.092 --> 00:00:33.148

So I couldn't imagine

00:00:33.172 --> 00:00:35.946

a better group to have

this conversation with.

00:00:35.946 --> 00:00:39.468

And just for some admin,

00:00:39.492 --> 00:00:41.428

I'm Tom Jeffreys.

00:00:41.452 --> 00:00:43.946

I'm a writer and I

live in Edinburgh.

00:00:43.946 --> 00:00:46.628

My work is mostly

creative non-fiction

00:00:46.652 --> 00:00:50.946

and I regularly collaborate with

artists and cultural organisations.

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00:00:50.946 --> 00:00:52.268

And for my audio description,

00:00:52.292 --> 00:00:54.588

I'm a white man

with short brown hair

00:00:54.612 --> 00:00:57.028

and I'm wearing a dark T-shirt.

00:00:57.052 --> 00:00:58.946

Um...

00:00:58.946 --> 00:01:01.308

This event is part of the SoA's

00:01:01.332 --> 00:01:04.028

#SoAatHome

Spring/Summer 26 programme

00:01:04.052 --> 00:01:07.508

and is in conjunction with the
Society of Authors in Scotland.

00:01:07.532 --> 00:01:12.548

And me and Mohamed are
on the committee of the SOAiS.

00:01:12.572 --> 00:01:14.628

Um...

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00:01:14.946 --> 00:01:16.946

Yeah.

00:01:16.946 --> 00:01:19.108

The session will
last 90 minutes.

00:01:19.132 --> 00:01:21.828

There's going to be a five
minute comfort break at about

00:01:21.852 --> 00:01:25.148

seven or maybe a little bit after,
and then we have 20 minutes for Q&A.

00:01:25.172 --> 00:01:28.946

And I think Lilly is going
to post in the chat. But...

00:01:28.946 --> 00:01:30.868

If you have questions,

00:01:30.892 --> 00:01:31.988

and hopefully you will,

00:01:32.012 --> 00:01:34.428

please post them in the Q&A bit

00:01:34.452 --> 00:01:37.468

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of the webinar rather
than the chat, ideally.

00:01:37.492 --> 00:01:41.108

Although I will try
and monitor both.

00:01:42.946 --> 00:01:45.988

For captions, please do turn
on the closed captions option

00:01:46.012 --> 00:01:47.946

if you would
like live subtitles.

00:01:47.946 --> 00:01:50.068

And the recording for the event

00:01:50.092 --> 00:01:53.228

will be available on
the SoA's website.

00:01:53.252 --> 00:01:54.946

And also on the
Vimeo channel, I think.

00:01:54.946 --> 00:01:57.258

And that can be accessed

00:01:57.282 --> 00:01:59.946

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by logging into the members area
and going to our resources page.

00:01:59.946 --> 00:02:03.946

And it should also
be emailed to you.

00:02:03.946 --> 00:02:05.308

Um...

00:02:05.332 --> 00:02:07.748

Cool. I think maybe we can start

00:02:07.772 --> 00:02:09.946

before I intro.

00:02:09.946 --> 00:02:12.548

Maybe would each
of you like to give

00:02:12.572 --> 00:02:14.508

an audio description?

00:02:15.692 --> 00:02:17.696

Mai-Anh, do you
want to go first?

00:02:17.721 --> 00:02:18.828

-Sure.

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00:02:18.852 --> 00:02:22.068

My audio description

is as follows.

00:02:22.092 --> 00:02:25.028

I am a Southeast Asian woman

00:02:25.052 --> 00:02:28.708

with long dark hair and

I'm wearing a grey cardigan.

00:02:29.946 --> 00:02:31.988

-Mohamed, would

you like to go next?

00:02:32.946 --> 00:02:35.428

-Sure. So my

audio description is

00:02:35.452 --> 00:02:39.108

I'm a brown person

with short black hair,

00:02:39.132 --> 00:02:41.268

short stubble, glasses,

00:02:41.292 --> 00:02:44.708

and I'm wearing a purple shirt.

00:02:46.613 --> 00:02:47.613

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-Noreen?

00:02:47.946 --> 00:02:49.628

-Hi, I'm Noreen.

00:02:49.652 --> 00:02:53.628

I'm a brown woman with
rounded acetate glasses.

00:02:53.652 --> 00:02:56.228

I have dark hair and a
fringe, and I'm wearing

00:02:56.252 --> 00:03:00.708

a sort of checked
brown and blue shirt.

00:03:01.946 --> 00:03:03.628

-Fab. Thanks, everyone.

00:03:03.652 --> 00:03:05.628

Great, okay.

00:03:05.652 --> 00:03:08.108

So yeah, I wanted to put this

00:03:08.132 --> 00:03:10.348

panel together to think
through different ways of

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00:03:10.372 --> 00:03:11.946

working together as writers.

00:03:11.946 --> 00:03:15.508

At a personal level, my own

00:03:15.532 --> 00:03:17.948

practice within the

collective fields of working

00:03:17.972 --> 00:03:19.948

has grown out of collaborating

00:03:19.972 --> 00:03:22.108

mostly with visual artists.

00:03:22.132 --> 00:03:25.988

I've also been involved in collective
organising with various different groups,

00:03:26.012 --> 00:03:27.946

including Fossil Free Books.

00:03:27.946 --> 00:03:29.550

And since

00:03:29.575 --> 00:03:31.908

2024, 2025...

00:03:31.932 --> 00:03:33.548

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I think it's last year.

Since last year,

00:03:33.572 --> 00:03:35.946

as a member of the Scotland
Committee for the SoA.

00:03:35.946 --> 00:03:37.946

Um...

00:03:37.946 --> 00:03:39.548

In terms of
introducing the panel,

00:03:39.572 --> 00:03:43.028

Mai-Anh Vu Peterson is
an Edinburgh based writer,

00:03:43.052 --> 00:03:44.946

facilitator and
community organiser.

00:03:44.946 --> 00:03:47.028

She's been active
in community building

00:03:47.052 --> 00:03:48.668

and organizing
spaces for several years

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00:03:48.692 --> 00:03:52.946

with a focus on East and Southeast
Asian communities in the UK.

00:03:52.946 --> 00:03:54.668

Her new book, Beyond Belonging:

00:03:54.692 --> 00:03:58.588

East and Southeast Asian Presence,
Identity and Activism in the UK,

00:03:58.612 --> 00:04:01.352

co-authored with David
Kam and Amy Phung,

00:04:01.377 --> 00:04:03.948

examines how
organizers can move past

00:04:03.972 --> 00:04:06.388

identity politics
and anti-racism work

00:04:06.412 --> 00:04:09.468

that operates in isolation
among different communities

00:04:09.492 --> 00:04:13.946

towards sustainable
action and solidarity.

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00:04:13.946 --> 00:04:16.388

Noreen Masud is an
Associate Professor

00:04:16.412 --> 00:04:19.188

in Creative and Critical Writing
at the University of Bristol

00:04:19.212 --> 00:04:23.946

and an AHRC BBC New
Generation Thinker 2020.

00:04:23.946 --> 00:04:27.828

Her memoir travelogue,
A Flat Place, 2023,

00:04:27.852 --> 00:04:30.268

was shortlisted for the
Women's Prize for Non-Fiction,

00:04:30.292 --> 00:04:32.788

The Sunday Times Young
Writer of the Year Award,

00:04:32.812 --> 00:04:34.788

The Books Are My Bag Award,

00:04:34.812 --> 00:04:39.946

the RSL Ondaatje Prize,

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and the Jhalak Prize.

00:04:39.946 --> 00:04:43.308

Mohamed Tonsy is an
Egyptian writer and ceramicist.

00:04:43.332 --> 00:04:46.388

Their writing has appeared
in Mizna and Epoch Press.

00:04:46.412 --> 00:04:48.668

They have won a
quarterly John Byrne Award

00:04:48.692 --> 00:04:52.946

and been shortlisted for MFest's
2021 Short Story Competition.

00:04:52.946 --> 00:04:54.628

In 2023,

00:04:54.652 --> 00:04:58.712

Tonsy was the Jameel Ceramics
Fellow at the V&A in London.

00:04:58.746 --> 00:05:01.268

And their debut novel,
You Must Believe in Spring,

00:05:01.292 --> 00:05:04.746

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was published in
2022 by Hajar Press.

00:05:04.746 --> 00:05:06.308

And also, just on
a personal note,

00:05:06.332 --> 00:05:08.688

I've read everybody's books
here and they're all brilliant.

00:05:08.712 --> 00:05:11.548

So, big recommendation there.

00:05:11.572 --> 00:05:13.548

If you're looking for
books to purchase.

00:05:13.572 --> 00:05:17.746

Yeah, so the focus this evening
is about working together.

00:05:17.746 --> 00:05:20.668

We'll be moving
across a range of fields

00:05:20.692 --> 00:05:23.188

from collaborative writing
to collective organising

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00:05:23.212 --> 00:05:24.931

to the function of unions.

00:05:24.955 --> 00:05:29.628

We'll be talking about roles,
relationships, difficulties, and joys.

00:05:29.652 --> 00:05:34.228

And for me, I guess one underlying aim
of putting this together is to challenge

00:05:34.252 --> 00:05:37.548

some of the narratives of
individualism and competition

00:05:37.572 --> 00:05:39.028

that have been dominant

00:05:39.052 --> 00:05:41.305

for too long in the
publishing industry.

00:05:41.330 --> 00:05:44.746

As in the publishing industry, as in

00:05:44.746 --> 00:05:46.746

capitalist society as a whole.

00:05:46.746 --> 00:05:49.708

Before I start asking

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questions of everybody,

00:05:49.732 --> 00:05:52.148

I wanted to preface this
evening with two things.

00:05:52.172 --> 00:05:54.748

The first is a
quotation from poet

00:05:54.772 --> 00:05:56.028

Jason Allen-Paisant

00:05:56.052 --> 00:05:58.588

from an essay called On
Blackness and Landscape,

00:05:58.612 --> 00:06:02.148

which was published in PN
Review Magazine in 2021.

00:06:02.172 --> 00:06:05.188

And it was also
republished in an anthology

00:06:05.212 --> 00:06:07.788

on walking in
contemporary art that I edited

00:06:07.812 --> 00:06:09.746

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for the Whitechapel
Gallery in 2023.

00:06:09.746 --> 00:06:12.708

And this I will read
the quotation from

00:06:12.732 --> 00:06:15.746

Jason Allen-Paisant.

00:06:15.746 --> 00:06:19.988

Art offers to racialized
people an alternative space

00:06:20.012 --> 00:06:22.746

(a counter-analytic) to Babylon.

00:06:22.746 --> 00:06:24.588

And art for us must be

00:06:24.612 --> 00:06:26.746

togetherness, community.

00:06:26.746 --> 00:06:31.746

A way in which humanness
becomes a matter of connection again.

00:06:31.746 --> 00:06:35.348

We must form connection
around the type of consciousness

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00:06:35.372 --> 00:06:37.746

that frees us from the System,

00:06:37.746 --> 00:06:40.668

from the consciousness
of the capitalist machinery

00:06:40.692 --> 00:06:42.868

that seeks to devour us.

00:06:44.746 --> 00:06:47.468

The second thing I wanted
to say before we start

00:06:47.492 --> 00:06:49.948

is that although I
have mentioned my role

00:06:49.972 --> 00:06:52.746

on the SoA and
Scotland Committee,

00:06:52.746 --> 00:06:56.188

for this event, I'm
here as a writer, as me.

00:06:56.212 --> 00:06:58.468

So when I say
that I believe that

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00:06:58.492 --> 00:07:02.028

a fossil fuel and genocide-free
books industry is possible,

00:07:02.052 --> 00:07:05.746

my opinions do not
represent those of the SoA.

00:07:05.746 --> 00:07:07.746

Not yet, anyway.

00:07:07.746 --> 00:07:10.788

Okay, so let's start
with some questions

00:07:10.812 --> 00:07:12.868

and maybe some examples.

00:07:12.892 --> 00:07:14.746

Um...

00:07:14.746 --> 00:07:17.108

Yeah, so while there are
learnings that can be shared

00:07:17.132 --> 00:07:19.628

across contexts and inform
ways of working together,

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00:07:19.652 --> 00:07:21.868

and I hope that this evening

00:07:21.892 --> 00:07:24.038

will be part of that process
of learning and sharing,

00:07:24.063 --> 00:07:28.746

one thing I feel is that every
collaboration is different.

00:07:28.746 --> 00:07:30.188

Growing out of a unique

00:07:30.212 --> 00:07:32.988

combination of people
and purposes within

00:07:33.012 --> 00:07:34.746

different contexts.

00:07:34.746 --> 00:07:37.548

So I'd like to ask
each of our panellists

00:07:37.572 --> 00:07:39.468

to start by talking about

00:07:39.492 --> 00:07:42.746

a particular collaboration

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or collective relationship,

00:07:42.746 --> 00:07:44.948

and saying a

little bit about why

00:07:44.972 --> 00:07:47.788

it has been

important or inspiring.

00:07:47.812 --> 00:07:49.468

Um...

00:07:49.492 --> 00:07:50.708

So...

00:07:50.732 --> 00:07:53.188

To start with,

let's start with...

00:07:53.212 --> 00:07:55.746

I think I'm going to do this

in alphabetical order. So...

00:07:55.746 --> 00:07:58.268

Let's start with

Noreen, if that's all right.

00:07:58.746 --> 00:08:01.228

-Hello, everyone.

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00:08:01.252 --> 00:08:06.068

I think of myself instinctively
as a bad collaborator.

00:08:06.092 --> 00:08:08.308

As someone... Like
all of my instincts

00:08:08.332 --> 00:08:10.788

are to sort of take
myself off into a corner

00:08:10.812 --> 00:08:12.498

and be on my own and

00:08:12.522 --> 00:08:15.428

angrily reject any
kind of interference in...

00:08:15.452 --> 00:08:17.028

in my work.

00:08:17.052 --> 00:08:20.748

And I've had a
series of difficulties

00:08:20.772 --> 00:08:22.628

in collaboration through my

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00:08:22.652 --> 00:08:26.746

academic life, my writing life.

00:08:26.746 --> 00:08:30.388

And I'm afraid that

the collaboration that

00:08:30.412 --> 00:08:34.068

changed everything for me

was organizing Fossil Free Books.

00:08:34.092 --> 00:08:36.746

Fossil Free Books showed me

00:08:36.746 --> 00:08:40.746

how it was possible for

a collaboration to feel.

00:08:40.746 --> 00:08:44.788

What sort of affective

and connective possibilities

00:08:44.812 --> 00:08:47.988

were available in collaboration

that I had had no idea about.

00:08:48.012 --> 00:08:51.988

And how... Yeah, how good it

was possible for collaboration to feel.

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00:08:52.012 --> 00:08:54.294

And I don't want to... I can
go into more detail about it,

00:08:54.318 --> 00:08:56.746

but yeah, I mean, the short
answer is Fossil Free Books.

00:08:56.746 --> 00:08:59.308

And subsequently I've
taken some of the lessons

00:08:59.332 --> 00:09:01.628

I've learned from Fossil
Free Books into other

00:09:01.652 --> 00:09:05.868

spaces with varying
degrees of success, I think.

00:09:07.746 --> 00:09:10.628

-Thank you, Noreen. Um...

00:09:10.652 --> 00:09:12.746

Mai-Anh, would
you like to go next?

00:09:12.746 --> 00:09:17.028

Sure, I was just furiously
scribbling some notes already

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00:09:17.052 --> 00:09:18.805

from what Noreen said.

00:09:18.829 --> 00:09:22.028

The thing that you said about
feeling good in collaboration

00:09:22.052 --> 00:09:23.628

is a really important
one because

00:09:23.652 --> 00:09:27.028

in organizing, as anyone
who's done any kind of

00:09:27.052 --> 00:09:29.308

community building or
community organizing knows,

00:09:29.332 --> 00:09:30.548

it is really hard work.

00:09:30.572 --> 00:09:34.108

There's a lot of burnout.
And any kind of unpaid

00:09:34.132 --> 00:09:36.668

labour like that
that's voluntary

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00:09:36.692 --> 00:09:40.188

involves a lot of burnout
and a lot of challenges.

00:09:40.212 --> 00:09:42.908

And while I am
wary of the sort of,

00:09:42.932 --> 00:09:47.148

you know, joy as
resistance, kind of co-opting.

00:09:47.172 --> 00:09:49.746

I do think it's really
important to find joy

00:09:49.746 --> 00:09:52.948

in organizing to sustain you.

00:09:52.972 --> 00:09:55.746

So I really liked
that you said that.

00:09:55.746 --> 00:09:57.746

I suppose

00:09:57.746 --> 00:10:01.868

my example that I'd like to focus
on is the book that's just come out,

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00:10:01.892 --> 00:10:06.308

Beyond Belonging, which Tom has
already explained a little bit about.

00:10:06.332 --> 00:10:10.027

Yeah, it's about East
and Southeast Asian

00:10:10.051 --> 00:10:13.746

identity and heritage
exploration in the UK.

00:10:13.746 --> 00:10:16.908

The ways that that's been
co-opted and politicized,

00:10:16.932 --> 00:10:19.788

and how we might
use that exploration

00:10:19.812 --> 00:10:22.348

to actually reach across
multiple different communities

00:10:22.372 --> 00:10:26.348

and work towards sustainable
everyday solidarities.

00:10:26.372 --> 00:10:29.308

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And that's a book that
was written collectively

00:10:29.332 --> 00:10:31.045
by myself and two
other co-authors,

00:10:31.069 --> 00:10:32.425
Amy Phung, David Kam,

00:10:32.450 --> 00:10:35.308
who are also two
of my closest friends,

00:10:35.332 --> 00:10:39.468
using years of
knowledge and histories.

00:10:39.492 --> 00:10:41.988
Not only from our own...

00:10:42.012 --> 00:10:43.548
That is to say,

00:10:43.572 --> 00:10:45.788
the co-authors experiences,

00:10:45.812 --> 00:10:48.746
but also those of different
community organisers that we've

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00:10:48.746 --> 00:10:50.468

worked with, rubbed
shoulders with,

00:10:50.492 --> 00:10:53.746

encountered, read about, learned
about across the last few decades.

00:10:53.746 --> 00:10:55.988

And so we had this

00:10:56.012 --> 00:10:58.188

decision not to own

00:10:58.212 --> 00:11:00.708

particular sections of the
book right from the beginning.

00:11:00.732 --> 00:11:02.746

And it was really about

00:11:02.746 --> 00:11:06.028

questioning this idea of
ownership and words and ideas.

00:11:06.052 --> 00:11:08.388

Which is interesting,
because in our world,

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00:11:08.412 --> 00:11:11.588

credit and appropriation
and exploitation are

00:11:11.612 --> 00:11:14.028

quite often
weaponized against us.

00:11:14.052 --> 00:11:15.948

So I don't know,
maybe we were trying to,

00:11:15.972 --> 00:11:18.468

like, reclaim something
collectively there, I'm not sure.

00:11:18.492 --> 00:11:20.868

And this idea of leaving

00:11:20.892 --> 00:11:22.428

egos at the door,

00:11:22.452 --> 00:11:26.746

not least because so much
of the book comes from

00:11:26.746 --> 00:11:30.708

knowledge that was kind
of bestowed on us, like,

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00:11:30.732 --> 00:11:33.748

by the grace and experience

00:11:33.772 --> 00:11:35.468

of other organisers

and thinkers,

00:11:35.492 --> 00:11:38.988

and particularly elders

throughout our years of organizing.

00:11:39.012 --> 00:11:40.828

So who are we to say,

00:11:40.852 --> 00:11:42.746

you know, that these

are our ideas. And

00:11:42.746 --> 00:11:46.746

I think the choice to write

collectively was also like a way of

00:11:46.746 --> 00:11:49.428

challenging this idea of what,

00:11:49.452 --> 00:11:50.746

um...

00:11:50.746 --> 00:11:54.348

the author of the authority in what it

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means to be asked to write a book, and

00:11:54.372 --> 00:11:56.708

even the idea of
academic writing,

00:11:56.732 --> 00:11:58.308

because it's an academic press,

00:11:58.332 --> 00:11:59.746

and the sort of...

00:11:59.746 --> 00:12:02.788

the status that's laid at
the feet of anyone who is

00:12:02.812 --> 00:12:06.746

sort of chosen to be an
author of a non-fiction book.

00:12:06.746 --> 00:12:10.650

Yeah, and we had a
very solid writing plan.

00:12:10.675 --> 00:12:12.835

I think that's what saved us
when there were challenges

00:12:12.859 --> 00:12:14.028

later down the road.

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00:12:14.052 --> 00:12:16.908

Our publishing house
allowed us to commission

00:12:16.932 --> 00:12:20.828

a fantastic writer, community
organizer and journalist,

00:12:20.852 --> 00:12:21.852

Suyin Haynes.

00:12:21.876 --> 00:12:25.746

And her workshop facilitation
skills really helped us to kind of

00:12:25.746 --> 00:12:28.388

map out the book that
we really wanted to write

00:12:28.412 --> 00:12:30.868

and the people that
we wanted to include.

00:12:30.892 --> 00:12:33.788

And it was 3 years of

00:12:33.812 --> 00:12:36.868

Zoom calls, voice notes,
WhatsApp messages.

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00:12:36.892 --> 00:12:38.868

There was, like,
late night takeaways,

00:12:38.892 --> 00:12:41.589

virtual writing,
together writing.

00:12:41.614 --> 00:12:43.298

There was definitely
an element of, like,

00:12:43.323 --> 00:12:45.748

15 layers of paint on
so many of the chapters,

00:12:45.772 --> 00:12:49.108

but overall, I'm really, really proud
of what we managed to achieve,

00:12:49.132 --> 00:12:51.108

even if it did take us 3 years.

00:12:55.099 --> 00:12:56.294

-Thanks, Mai-Anh.

00:12:56.318 --> 00:13:00.383

And just to say, yeah, I mean, you
should be super proud. I've read, like,

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00:13:00.408 --> 00:13:01.948

all of the book, and it is

00:13:01.972 --> 00:13:04.063

really brilliant and

feels like such a...

00:13:04.088 --> 00:13:07.328

It's a beautiful piece of writing, but

also feels like a really important resource

00:13:07.352 --> 00:13:09.746

that I think will continue to inform

00:13:09.746 --> 00:13:11.988

the work that a lot

of people are doing.

00:13:12.012 --> 00:13:13.556

Um...

00:13:13.581 --> 00:13:15.468

Cool, there's already

lots I want to ask about.

00:13:15.492 --> 00:13:17.746

So I'm gonna have to make

sure I'm good and stick to the

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00:13:17.746 --> 00:13:20.068

questions that
I've... I've planned.

00:13:20.092 --> 00:13:21.628

But anyway, um...

00:13:21.652 --> 00:13:24.265

Mohamed, would
you like to go next?

00:13:25.746 --> 00:13:27.108

-Sure. Thank you so much.

00:13:27.132 --> 00:13:30.708

And yeah, I've also just kind of
been furiously scribbling notes.

00:13:30.732 --> 00:13:34.748

I think something that you were
especially kind of like saying there.

00:13:34.772 --> 00:13:38.508

Not owning kind of like
potential sections of books,

00:13:38.532 --> 00:13:40.746

I think that's something
that I really feel.

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00:13:40.746 --> 00:13:42.628

Because I think
for a lot of writers,

00:13:42.652 --> 00:13:45.428

we kind of, like, get this sense

00:13:45.452 --> 00:13:48.468

instilled in us that we kind
of, like, we own the work.

00:13:48.492 --> 00:13:52.588

But also kind of by the time that something
actually kind of, like, meets readers,

00:13:52.612 --> 00:13:55.468

it's passed through so many
other hands that it's kind of, like,

00:13:55.492 --> 00:13:58.428

it is an absolute kind of
like a collective collaboration.

00:13:58.452 --> 00:14:00.228

And as Noreen was pointing out,

00:14:00.252 --> 00:14:02.268

I feel like organizing
with Fossil Free Books

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00:14:02.292 --> 00:14:03.908

is something that
has kind of, like,

00:14:03.932 --> 00:14:06.348

really reaffirmed that.
Not just kind of like...

00:14:06.372 --> 00:14:09.068

Not just all of the paid labour,
but all of the unpaid labour

00:14:09.092 --> 00:14:10.746

that goes into
actually kind of, like,

00:14:10.746 --> 00:14:14.148

making books and writing possible
and to actually reach readers.

00:14:14.172 --> 00:14:17.085

But yeah, but the other
collaboration that I wanted to talk about

00:14:17.109 --> 00:14:20.868

was one that I did
a few years ago.

00:14:20.892 --> 00:14:22.746

So it was in collaboration with

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00:14:22.746 --> 00:14:24.747

Social Action Inquiry,

00:14:24.771 --> 00:14:27.228

which is a charity

based in Scotland,

00:14:27.252 --> 00:14:30.308

and they were essentially

kind of like looking at

00:14:30.332 --> 00:14:32.751

various marginalized groups

00:14:32.775 --> 00:14:34.748

across Scotland, and just

00:14:34.772 --> 00:14:37.228

trying to team them

up with the storytellers

00:14:37.252 --> 00:14:39.548

to get, essentially,

kind of, like,

00:14:39.572 --> 00:14:41.708

stories of what they

have gone through

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00:14:41.732 --> 00:14:43.508

across to wider public,

00:14:43.532 --> 00:14:45.651

parliamentarians

and other folks.

00:14:45.675 --> 00:14:48.746

And kind of like

in a way, that's...

00:14:48.746 --> 00:14:52.468

accessible, but also kind of, like, is

reflective of the communities themselves.

00:14:52.492 --> 00:14:55.628

And the community

that I collaborated with

00:14:55.652 --> 00:14:56.948

was based in Glasgow.

00:14:56.972 --> 00:14:58.988

It was a community

of asylum seekers

00:14:59.012 --> 00:15:02.148

from the Democratic

Republic of the Congo,

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00:15:02.172 --> 00:15:05.746

who had set up a mutual
aid collective, essentially.

00:15:05.746 --> 00:15:09.548

To support each other and
they wanted to collate stories

00:15:09.572 --> 00:15:12.548

of what they went through
during the initial lockdowns.

00:15:12.572 --> 00:15:15.751

Because, obviously, kind of,
like, as a marginalized group,

00:15:15.775 --> 00:15:17.828

they were kind of like
marginalized even further.

00:15:17.852 --> 00:15:19.108

First as asylum seekers

00:15:19.132 --> 00:15:20.746

and as people kind of, like,

00:15:20.746 --> 00:15:24.228

whose primary
language was French.

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00:15:24.252 --> 00:15:25.948

And for whom kind
of, like, there was...

00:15:25.972 --> 00:15:28.228

there wasn't that much
access to information

00:15:28.252 --> 00:15:30.652

as to what was actually kind
of, like, happening around them.

00:15:30.676 --> 00:15:33.905

So, yeah, just, they wanted
to get across, essentially,

00:15:33.929 --> 00:15:36.028

kind of, like, what
happened during that time.

00:15:36.052 --> 00:15:39.148

Especially, they had lost 30
members of their community.

00:15:39.172 --> 00:15:44.388

And yeah, so I collaborated
with Simon, who is

00:15:44.412 --> 00:15:45.878

a core member of the group

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00:15:45.902 --> 00:15:48.746

and was the
community storyteller.

00:15:48.746 --> 00:15:53.428

And essentially kind of like
put together kind of like a wee

00:15:53.452 --> 00:15:54.908

short story collection

00:15:54.932 --> 00:15:57.708

that was eventually kind
of like published online,

00:15:57.732 --> 00:16:00.588

telling stories from
within the community.

00:16:00.612 --> 00:16:03.428

But yeah, it was quite tricky

00:16:03.452 --> 00:16:05.892

because it was one of those
situations where obviously kind of

00:16:05.916 --> 00:16:08.228

had to keep the community
members safe as well.

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00:16:08.252 --> 00:16:11.868

So there were kind of, like, a lot of
safeguards that were put in place.

00:16:11.892 --> 00:16:13.748

But yeah, I think I'll

00:16:13.772 --> 00:16:14.868

leave that there for now.

00:16:14.892 --> 00:16:17.648

I feel like we'll get to the rest
of it, kind of, like, in due time.

00:16:19.746 --> 00:16:21.388

-Thanks, everyone.

00:16:21.412 --> 00:16:23.868

Just a couple of things
that have come up already.

00:16:23.892 --> 00:16:25.748

One is that,

00:16:25.772 --> 00:16:28.908

yeah, as Mohammed
alluded to, like all books,

00:16:28.932 --> 00:16:31.068

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whether they are explicitly
collaborative or not,

00:16:31.092 --> 00:16:33.051
involve lots of people.

00:16:33.075 --> 00:16:36.068
I think we're not super
planning to focus on the kind of

00:16:36.092 --> 00:16:37.428
nitty gritty of

00:16:37.452 --> 00:16:39.748
how publishing
works in that sense.

00:16:39.772 --> 00:16:42.576
But I think if people are
interested in that, I'm...

00:16:42.601 --> 00:16:44.401
I don't want to speak
for everyone, but, like,

00:16:44.425 --> 00:16:47.708
I'm sure some of us are happy to
chat about that in the Q&A section,

00:16:47.732 --> 00:16:50.748

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if that feels like something
people want to chat to...

00:16:50.772 --> 00:16:52.746
ask about in a bit more detail.

00:16:52.746 --> 00:16:56.748
The other thing was just thank
you, Bonnie, for your question.

00:16:56.772 --> 00:16:59.748
I think I can probably

00:16:59.772 --> 00:17:01.548
send you an email
after this, actually.

00:17:01.572 --> 00:17:04.385
And I'm happy to chat
about that if that is helpful.

00:17:04.409 --> 00:17:05.746
Um...

00:17:05.746 --> 00:17:08.314
And also for the panellists,

00:17:08.338 --> 00:17:10.746
I know I said this before, but

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00:17:10.746 --> 00:17:13.021

feel free to butt in

00:17:13.045 --> 00:17:14.708

and ask each other
questions and sort of

00:17:14.732 --> 00:17:17.082

write me out of this conversation.
That is absolutely fine.

00:17:17.106 --> 00:17:18.308

[laughs]

00:17:18.332 --> 00:17:21.094

If there's stuff that's, like, coming
up that you just want to kind of

00:17:21.118 --> 00:17:22.888

dive in and speak to
or ask each other about.

00:17:22.912 --> 00:17:25.988

And we... I have a bit of a script,
but we really don't have to stick to it.

00:17:26.012 --> 00:17:27.362

Um...

00:17:27.923 --> 00:17:29.065

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Fab.

00:17:29.090 --> 00:17:30.548

Um...

00:17:30.572 --> 00:17:32.711

Okay, so the next thing

I wanted to ask about,

00:17:32.735 --> 00:17:35.098

and we've already kind of
started to allude to it, I think,

00:17:35.123 --> 00:17:36.746

is that because

00:17:36.746 --> 00:17:38.746

every collaboration

00:17:38.746 --> 00:17:40.227

is quite different.

00:17:40.251 --> 00:17:44.948

The roles that we might have
to take on can also be different.

00:17:44.972 --> 00:17:47.908

They might be
unfamiliar or new to us,

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00:17:47.932 --> 00:17:50.188

and they might be
continually shifting

00:17:50.212 --> 00:17:53.388

as the nature of the collaboration
or the wider context also shifts.

00:17:54.746 --> 00:17:56.428

I was thinking,

00:17:56.452 --> 00:17:58.068

Mai-Anh, when reading

00:17:58.092 --> 00:18:01.428

in Beyond Belonging, that you and
your co-writers cite several different

00:18:01.452 --> 00:18:04.788

frameworks for thinking about
roles within collective movements.

00:18:04.812 --> 00:18:06.746

There's... In one
framework, there's

00:18:06.746 --> 00:18:10.746

activators,
supporters, and critics.

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00:18:10.746 --> 00:18:12.628

And then there's another

00:18:12.652 --> 00:18:14.271

framework you

mentioned, which is

00:18:14.295 --> 00:18:17.268

Deepa Iyer's Social

Changes Ecosystem Map.

00:18:17.292 --> 00:18:18.988

And that includes

00:18:19.012 --> 00:18:22.746

a sort of broader

spectrum of kind of roles,

00:18:22.746 --> 00:18:24.746

which includes guides,

00:18:24.746 --> 00:18:27.746

weavers, experimenters,

00:18:27.746 --> 00:18:30.108

frontline responders,

00:18:30.132 --> 00:18:32.468

visionaries, builders,

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00:18:32.492 --> 00:18:35.588

disruptors, healers,
and storytellers.

00:18:36.746 --> 00:18:39.746

I really like this list. It
feels very generative.

00:18:39.746 --> 00:18:41.948

So I wanted to ask
if you could each

00:18:41.972 --> 00:18:43.388

speak a little about

00:18:43.412 --> 00:18:46.746

the roles that you found
yourself playing in collaboration...

00:18:46.746 --> 00:18:49.228

Yeah, and whether they
felt familiar or unfamiliar.

00:18:49.252 --> 00:18:51.148

Whether they were
expected or unexpected,

00:18:51.172 --> 00:18:53.746

and also how you kind of

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00:18:53.746 --> 00:18:55.068

found those roles,

00:18:55.092 --> 00:18:57.268

and how you saw what
you felt was needed,

00:18:57.292 --> 00:18:59.746

and stepped into
those particular roles.

00:18:59.746 --> 00:19:02.868

Yeah, I think maybe we could
just go in the same order again.

00:19:02.892 --> 00:19:04.348

And, so, Mai--

00:19:04.372 --> 00:19:06.068

I've forgotten which
order it was now.

00:19:06.092 --> 00:19:07.468

Who spoke first? Was it Noreen?

00:19:08.746 --> 00:19:10.428

Yeah, okay, thanks.

00:19:11.746 --> 00:19:13.428

-I really love that list.

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00:19:13.452 --> 00:19:14.721

It's absolutely amazing.

00:19:14.745 --> 00:19:15.748

And as I was listening...

00:19:15.772 --> 00:19:17.828

And I'm so excited to
read your book, Mai-Anh,

00:19:17.852 --> 00:19:19.228

and learn from it,

00:19:19.252 --> 00:19:21.508

because I feel like I don't...

00:19:21.532 --> 00:19:22.828

It's so interesting, like...

00:19:22.852 --> 00:19:25.748

Collaboration is something we
feel like we should know how to do.

00:19:25.772 --> 00:19:28.408

Like, we should have, like, learned
at nursery school in some way.

00:19:28.432 --> 00:19:30.746

Like, how to share our

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toys, and I definitely feel like

00:19:30.746 --> 00:19:33.748

I don't know how to share my toys or
collaborate on any level, and I'm just...

00:19:33.772 --> 00:19:35.542

And yeah, of course
there are books about it.

00:19:35.566 --> 00:19:37.908

I didn't... Like, how
dim of me to not...

00:19:37.932 --> 00:19:41.228

to not... Like, of course, I should
read a book about collaboration.

00:19:41.252 --> 00:19:42.788

Anyway, so that's
homework for me.

00:19:42.812 --> 00:19:45.245

And it's also

00:19:45.269 --> 00:19:47.948

so nice to hear that list, Tom.

00:19:47.972 --> 00:19:49.988

And you've shared in

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the chat, which is beautiful.

00:19:50.012 --> 00:19:53.908

Guides, readers, experimenters, frontline
responders, visionaries, builders.

00:19:53.932 --> 00:19:57.788

I felt myself sitting up
when you said critics.

00:19:57.812 --> 00:19:59.248

And I'm like, that's
so interesting,

00:19:59.272 --> 00:20:00.746

because I often think of

00:20:00.746 --> 00:20:03.428

critics as the threats
to collaboration

00:20:03.452 --> 00:20:05.188

or the underminers
of collaboration.

00:20:05.212 --> 00:20:08.865

And what a paradigm change
happened just for me there listening.

00:20:08.889 --> 00:20:11.148

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Oh, no, the critic is
integral to the collaboration.

00:20:11.172 --> 00:20:13.508

That's good. That's
wonderful food for thought.

00:20:13.532 --> 00:20:15.748

One of the things I find...

00:20:15.772 --> 00:20:18.588

I find... There's
one thing I find

00:20:18.612 --> 00:20:20.748

really difficult
for a few reasons.

00:20:20.772 --> 00:20:24.748

One of the things that I really
struggle to do in collaboration

00:20:24.772 --> 00:20:28.746

is having and sharing ideas.

00:20:28.746 --> 00:20:31.388

Because I feel that my
ideas are probably bad

00:20:31.412 --> 00:20:34.228

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and nobody else should have to
be responsible for my bad ideas.

00:20:34.252 --> 00:20:36.348

Or the flip side of it
is, I don't really know.

00:20:36.372 --> 00:20:39.668

I should probably think about this.
And I'm so fundamentally egotistical

00:20:39.692 --> 00:20:42.548

that I'm like, I... If my idea
is not gone forward with,

00:20:42.572 --> 00:20:45.828

I will simply perish and I will
not be able to respect anyone.

00:20:45.852 --> 00:20:48.746

So that's again work
I have to do on myself.

00:20:48.746 --> 00:20:50.708

Um, the...

00:20:50.732 --> 00:20:53.428

And yet... And the
role that I often find

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00:20:53.452 --> 00:20:56.068

most sustainable

in collaborations,

00:20:56.092 --> 00:20:57.428

and has been in

Fossil Free Books,

00:20:57.452 --> 00:21:00.108

is that of a facilitator.

00:21:00.132 --> 00:21:01.988

And I mean this in a... I don't...

00:21:02.012 --> 00:21:04.108

I mean this in a

very practical way.

00:21:04.132 --> 00:21:05.988

I think as writers,

we often think

00:21:06.012 --> 00:21:08.388

that the best thing that

we can do for the world

00:21:08.412 --> 00:21:10.268

is more of our wonderful writing

00:21:10.292 --> 00:21:11.625

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and more of our wonderful ideas.

00:21:11.649 --> 00:21:13.828

But actually, it's something
that you said, Mai-Anh,

00:21:13.852 --> 00:21:16.902

in a previous conversation, the revolution
will be done through spreadsheets.

00:21:16.926 --> 00:21:19.068

And I think that is
just absolutely spot on.

00:21:19.092 --> 00:21:21.388

Like, honestly, the
most important work

00:21:21.412 --> 00:21:23.348

that is often most needed

00:21:23.372 --> 00:21:25.628

is to be the person who
fills out the spreadsheet,

00:21:25.652 --> 00:21:28.748

is to be the person who
chases up the rota, or whatever.

00:21:28.772 --> 00:21:31.028

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And I've actually found

00:21:31.052 --> 00:21:33.618

that a really wonderful way
to contribute to a collaboration.

00:21:33.642 --> 00:21:35.307

My day job means that I'm

00:21:35.332 --> 00:21:39.468

very over-peopled a lot
of the time, and I have no...

00:21:39.492 --> 00:21:41.828

I have no ideas.

I have no ideas.

00:21:41.852 --> 00:21:44.668

So it's nice to not
have to have any ideas

00:21:44.692 --> 00:21:45.988

and to be able to help

00:21:46.012 --> 00:21:47.746

in a very ordinary human way.

00:21:47.746 --> 00:21:49.748

And I really love that.

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00:21:49.772 --> 00:21:52.828

That's been a very
rewarding part of collaboration,

00:21:52.852 --> 00:21:54.748

but I'd like to be able to

00:21:54.772 --> 00:21:58.668

explore the option of contributing
in other ways to collaboration,

00:21:58.692 --> 00:22:01.218

just in terms of an
ongoing project that I have

00:22:01.242 --> 00:22:02.988

to be a full human
with other humans.

00:22:03.012 --> 00:22:05.748

But, you know, that
sort of thing takes time.

00:22:05.772 --> 00:22:08.746

Yeah, I'll pass on to Mai-Anh.

00:22:08.746 --> 00:22:13.746

-Oh, I love that you've
just made me think about

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00:22:13.746 --> 00:22:16.228

a sort of burnout experience

00:22:16.252 --> 00:22:18.776

that I had last year

or the year before.

00:22:18.801 --> 00:22:20.408

Must have been the

year before, I think.

00:22:20.432 --> 00:22:22.228

Right when I was in the...

00:22:22.252 --> 00:22:24.428

Like, the depths of book writing

00:22:24.452 --> 00:22:26.148

and I was really struggling.

00:22:26.172 --> 00:22:28.348

And I think I've always...

00:22:28.372 --> 00:22:30.388

So, just to backtrack a second.

00:22:30.412 --> 00:22:33.028

One of the frameworks

that Tom mentioned

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00:22:33.052 --> 00:22:35.508

has these three
components in it.

00:22:35.532 --> 00:22:36.628

Activators,

00:22:36.652 --> 00:22:40.108

observers or critics,
and supporters.

00:22:40.132 --> 00:22:42.668

And this is a framework
that myself and my co-authors

00:22:42.692 --> 00:22:45.746

developed called the
Matrix of Collective Agency.

00:22:45.746 --> 00:22:46.748

And it is...

00:22:46.772 --> 00:22:50.508

It's inspired by a Japanese
symbol called the mitsudomoe,

00:22:50.532 --> 00:22:52.468

which is kind of three

00:22:52.492 --> 00:22:56.746

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comma shapes, and they
sort of lock together in a very

00:22:56.746 --> 00:22:58.988
sort of cyclical,
eternal kind of way.

00:22:59.012 --> 00:23:01.828
And it's designed to
help us understand

00:23:01.852 --> 00:23:04.708
that actually you need to
be able to have role fluidity.

00:23:04.732 --> 00:23:08.228
I, myself, I think
I'm quite prone to

00:23:08.252 --> 00:23:09.988
the activator role.

00:23:10.012 --> 00:23:12.492
Like, I like to get stuff done,
and I'll just do things, and I...

00:23:12.516 --> 00:23:14.797
But the downside of that is
that I'm very prone to saying,

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00:23:14.821 --> 00:23:16.111

"Oh, it's fine,
I'll just do it."

00:23:16.135 --> 00:23:19.388

And taking on quite a lot of
that, taking a lot on my shoulders,

00:23:19.412 --> 00:23:21.948

which obviously means I
get tired and burnt out and

00:23:21.972 --> 00:23:24.108

can sometimes resent
other people as well.

00:23:24.132 --> 00:23:25.976

And similarly to you, Noreen,

00:23:26.001 --> 00:23:28.051

I'd always thought, "Oh,
critics can be really bad",

00:23:28.075 --> 00:23:30.228

because critics can
derail a movement,

00:23:30.252 --> 00:23:31.548

but we also need critics.

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00:23:31.572 --> 00:23:32.746

We need to be...

00:23:32.746 --> 00:23:34.261

We need things to be observable.

00:23:34.285 --> 00:23:37.948

We need to have constructive
ways of stepping back and thinking.

00:23:37.972 --> 00:23:40.068

But of course, then
you do that too much

00:23:40.092 --> 00:23:43.148

and you could be prone to inaction
and not actually activating enough.

00:23:43.172 --> 00:23:45.228

And of course, every
movement needs supporters.

00:23:45.252 --> 00:23:47.068

So you need that critical mass.

00:23:47.092 --> 00:23:48.746

Um... But...

00:23:48.746 --> 00:23:51.188

Sometimes you need to be able to

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00:23:51.212 --> 00:23:53.338

do or to think, as
well as support.

00:23:53.362 --> 00:23:56.908

And so there's this idea of knowing
when you can step into a role.

00:23:56.932 --> 00:24:01.339

And during this period of
burnout a couple of years ago,

00:24:01.364 --> 00:24:03.508

I was feeling kind
of complete inertia

00:24:03.532 --> 00:24:04.628

from the writing portion,

00:24:04.652 --> 00:24:08.188

which was supposed to be me
learning to step into this critic role,

00:24:08.212 --> 00:24:10.548

which I did find very
helpful, ultimately.

00:24:10.572 --> 00:24:13.428

But I was just

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thinking, I'm so...

00:24:13.452 --> 00:24:15.508

kind of overloaded

00:24:15.532 --> 00:24:18.188

with ideas, and digitally
overloaded as well.

00:24:18.212 --> 00:24:19.828

And just over peopled.

00:24:19.852 --> 00:24:21.868

I just... I want to do
something helpful,

00:24:21.892 --> 00:24:23.948

but I just want someone
to tell me what to do.

00:24:23.972 --> 00:24:25.868

And I want it to be,
like, manual labour.

00:24:25.892 --> 00:24:28.705

I want to, you
know, stand in a field

00:24:28.729 --> 00:24:30.948

and someone just say,

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right, pick up all that rubbish.

00:24:30.972 --> 00:24:34.868

And then, you know, and just cut
back all these weeds, and that's it.

00:24:34.892 --> 00:24:36.668

And to just kind of,
blissful-- And I think,

00:24:36.692 --> 00:24:39.508

sometimes you need to be
able to have more simplified,

00:24:39.532 --> 00:24:42.748

paired-back versions of
helping, or volunteering,

00:24:42.772 --> 00:24:44.828

or organizing, or
building, whatever it is,

00:24:44.852 --> 00:24:46.548

because nobody can run

00:24:46.572 --> 00:24:49.428

at activator pace all the time.

00:24:49.452 --> 00:24:51.668

And sometimes activating

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looks very different,

00:24:51.692 --> 00:24:53.948

depending on

what the situation is.

00:24:53.972 --> 00:24:57.188

So this process

of collective writing

00:24:57.212 --> 00:24:59.746

really challenged

my understanding of

00:24:59.746 --> 00:25:01.965

roles, not only in

social movements,

00:25:01.989 --> 00:25:05.746

but also just sort of generally what

it means to live among other people.

00:25:05.746 --> 00:25:08.148

And a lot of the book is about

00:25:08.172 --> 00:25:10.108

digital or online organising,

00:25:10.132 --> 00:25:12.748

and the kind of the

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challenges that come with that.

00:25:12.772 --> 00:25:14.988

And using

00:25:15.012 --> 00:25:18.268

frameworks specific to kind
of role fluidity and stuff like that,

00:25:18.292 --> 00:25:21.588

as well as challenging, like,
the processes and models

00:25:21.612 --> 00:25:23.628

that do cause burnout
and disillusionment,

00:25:23.652 --> 00:25:25.746

that very much helped
me to understand

00:25:25.746 --> 00:25:28.308

that we need to be able to

00:25:28.332 --> 00:25:29.858

move through different roles,

00:25:29.882 --> 00:25:31.228

but also kind of
remove ourselves

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00:25:31.252 --> 00:25:35.348

when it might be better
for us and for the community

00:25:35.372 --> 00:25:38.548

that we're in, whether
permanently or temporarily.

00:25:38.572 --> 00:25:42.308

But also that it's not helpful to look
at the roles that other people play

00:25:42.332 --> 00:25:44.268

and then compare
them to what you're doing

00:25:44.292 --> 00:25:46.746

and criticize without tolerance

00:25:46.746 --> 00:25:48.746

of what

00:25:48.746 --> 00:25:51.828

the fantastic writer

Adrienne Maree Brown

00:25:51.852 --> 00:25:54.028

calls the messiness
of organising.

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00:25:54.052 --> 00:25:56.988

So while I get the
need for kind of

00:25:57.012 --> 00:25:59.468

sustained targeted action
if you're trying to achieve

00:25:59.492 --> 00:26:01.746

a very particular thing in
a social movement, I also

00:26:01.746 --> 00:26:05.068

don't think that we
achieve anything by kind of,

00:26:05.092 --> 00:26:06.190

um...

00:26:06.215 --> 00:26:09.095

tearing each other down and thinking,
"Oh, well, you're doing that wrong.

00:26:09.119 --> 00:26:10.768

"There's a particular
way of doing this."

00:26:10.792 --> 00:26:12.428

I really do think

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that we need, kind of,

00:26:12.452 --> 00:26:14.028

people everywhere.

00:26:14.052 --> 00:26:15.252

Um...

00:26:15.276 --> 00:26:17.588

And that this idea
of kind of tending...

00:26:17.612 --> 00:26:20.383

Being a farm, everyone's a
farmer that has their own plot,

00:26:20.408 --> 00:26:22.028

and they can tend to that.

00:26:22.052 --> 00:26:25.748

It's this idea that's advocated
for by Dr. Ruha Benjamin,

00:26:25.772 --> 00:26:29.548

because she wrote this book called *Viral
Justice*, and she says everyone has a plot.

00:26:29.572 --> 00:26:31.588

So, you might be a teacher

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00:26:31.612 --> 00:26:33.868

who is really passionate
about making a difference

00:26:33.892 --> 00:26:36.911

in the lives of the young
people who are in your charge.

00:26:36.935 --> 00:26:38.285

Great, go and do that.

00:26:38.309 --> 00:26:40.508

Or maybe you're really
good with numbers,

00:26:40.532 --> 00:26:43.588

so you lend your, you
know, your numerical skills

00:26:43.612 --> 00:26:45.746

to whatever

00:26:45.746 --> 00:26:48.508

community centre, organisation
social movement, whatever it is

00:26:48.532 --> 00:26:50.782

that you're trying to do. Maybe
you can build a database.

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00:26:50.806 --> 00:26:53.068

Who knows? It's better to do...

00:26:53.092 --> 00:26:55.348

To choose one thing
and do it really well,

00:26:55.372 --> 00:26:57.748

and find ways that
you can be an activator,

00:26:57.772 --> 00:27:00.428

or a supporter, or an
observer for other things.

00:27:00.452 --> 00:27:03.085

Because you just can't do
everything at the same time.

00:27:08.746 --> 00:27:10.908

-Yeah, I...

00:27:10.932 --> 00:27:13.148

Sorry, just immediately
kind of like jumping in,

00:27:13.172 --> 00:27:14.172

if that's okay?

00:27:14.196 --> 00:27:17.668

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Yeah, I think so much
of what you were saying

00:27:17.692 --> 00:27:19.788
really resonated, and
I'm so glad that you

00:27:19.812 --> 00:27:22.428
were talking about
Adrienne Maree Brown,

00:27:22.452 --> 00:27:24.508
because Emergent Strategy

00:27:24.532 --> 00:27:27.428
was a book that, for me,
kind of like was very formative

00:27:27.452 --> 00:27:29.391
in the collaborative
relationship

00:27:29.416 --> 00:27:31.508
that I had with Simon,

00:27:31.532 --> 00:27:34.746
who is the kind of, like, the core
storyteller from the... from the group.

00:27:34.746 --> 00:27:36.936

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And yeah,

00:27:36.961 --> 00:27:39.448

that was something that was
also kind of, like... To go back to

00:27:39.472 --> 00:27:41.268

kind of like Noreen's
point about, like,

00:27:41.292 --> 00:27:44.828

people who really help these
collaborative relationships along.

00:27:44.852 --> 00:27:47.028

The facilitator of
that relationship,

00:27:47.052 --> 00:27:49.388

because there was also
a facilitator, kind of, from

00:27:49.412 --> 00:27:52.148

the organization that helped
us kind of, like, move along.

00:27:52.172 --> 00:27:54.588

Who essentially kind of like
at the very beginning was like,

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00:27:54.612 --> 00:27:56.548

you know, take it very slow.

00:27:56.572 --> 00:27:58.268

You need to get

to know each other,

00:27:58.292 --> 00:28:00.108

find out how you both work,

00:28:00.132 --> 00:28:02.468

and kind of like figure

your way through that.

00:28:02.492 --> 00:28:04.708

And Noreen, when you were saying

00:28:04.732 --> 00:28:08.308

kind of like at that point about

feeling like everything that you do

00:28:08.332 --> 00:28:11.132

is kind of, like, just a little bit

rubbish, and that you don't want to

00:28:11.156 --> 00:28:13.868

contribute at all, because

what if my ideas are terrible?

00:28:13.892 --> 00:28:17.428

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I feel like that was
where my head was at.

00:28:17.452 --> 00:28:19.548

And I ended up, for example,

00:28:19.572 --> 00:28:21.308

kind of like in that
specific relationship,

00:28:21.332 --> 00:28:22.908

um...

00:28:22.932 --> 00:28:25.205

I would constantly kind of,
like, ask Simon questions,

00:28:25.229 --> 00:28:26.229

just to be, like,

00:28:26.253 --> 00:28:27.708

"Am I getting this detail right?"

00:28:27.732 --> 00:28:29.028

"Does this sound okay?"

00:28:29.052 --> 00:28:31.348

And at one point,
he was also like,

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00:28:31.372 --> 00:28:32.746

"You know what?

00:28:32.746 --> 00:28:33.988

"I do trust you.

00:28:34.012 --> 00:28:36.708

"Like, you're also kind
of like here to do this job.

00:28:36.732 --> 00:28:39.308

"It's like, and I'm giving
you kind of like the space

00:28:39.332 --> 00:28:42.228

"to actually kind of, like,
explore and do your thing.

00:28:42.252 --> 00:28:45.068

"And we will get back to it, like,
if there's something that's off.

00:28:45.092 --> 00:28:48.068

"Also, trust me to
tell you, kind of, like,

00:28:48.092 --> 00:28:49.748

"yeah, when... when something...

00:28:49.772 --> 00:28:51.188

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"when something feels...

00:28:51.212 --> 00:28:53.508

"Yeah, when
something isn't right."

00:28:53.532 --> 00:28:58.588

But yeah, and I think just
to go back to also the...

00:28:58.612 --> 00:29:01.748

collective...
collective organizing.

00:29:01.772 --> 00:29:04.188

Yeah, I think
you do kind of like

00:29:04.212 --> 00:29:05.748

need everyone to step in.

00:29:05.772 --> 00:29:07.746

But something that
I also kind of really

00:29:07.746 --> 00:29:09.548

appreciate, for example,

00:29:09.572 --> 00:29:11.068

on Fossil Free Book spaces,

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00:29:11.092 --> 00:29:13.068

is when...

00:29:13.092 --> 00:29:15.628

at the beginning of meetings,
when we kind of like check in

00:29:15.652 --> 00:29:17.746

and ask about people's capacity,

00:29:17.746 --> 00:29:19.028

"How is everyone feeling?"

00:29:19.052 --> 00:29:21.228

I think just that
kind of like...

00:29:21.252 --> 00:29:23.828

very sort of, like,
human sort of check-in

00:29:23.852 --> 00:29:26.308

when you're actually kind
of, like, approaching others

00:29:26.332 --> 00:29:28.948

that you're collaborating with
and asking them to show up

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00:29:28.972 --> 00:29:31.228

as humans, as kind of,
like, complete humans,

00:29:31.252 --> 00:29:33.746

kind of like with all of the
flaws and all of their ideas.

00:29:33.746 --> 00:29:36.268

I think it's so important
because it just helps

00:29:36.292 --> 00:29:39.031

slow everything down and
just for us to realize that,

00:29:39.055 --> 00:29:40.888

you know what, this is
going to take a moment.

00:29:40.912 --> 00:29:43.548

And it's fine for this
collaborative relationship

00:29:43.572 --> 00:29:45.908

to take as long as
it takes, and we will...

00:29:45.932 --> 00:29:47.548

we will just get there together.

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00:29:48.746 --> 00:29:50.428

-If I... Can I...?

00:29:50.452 --> 00:29:52.868

Can I jump in, Tom?

00:29:53.746 --> 00:29:55.428

That... I love that.

00:29:55.452 --> 00:29:56.988

I think it...

00:29:57.012 --> 00:29:59.108

It's made me think a lot about,

00:29:59.132 --> 00:30:01.948

and I also appreciate that
kind of really empathetic,

00:30:01.972 --> 00:30:06.108

very inclusive drive that we
have at Fossil Free Books.

00:30:06.132 --> 00:30:09.746

But I think it does
a lot to break down

00:30:09.746 --> 00:30:12.028

ideas of what

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00:30:12.052 --> 00:30:15.388

people should be when
they're in a role for work.

00:30:15.412 --> 00:30:16.548

And it is work, what we...

00:30:16.572 --> 00:30:18.908

What we're doing is
work. It may be unpaid,

00:30:18.932 --> 00:30:20.628

but it is labour.

00:30:20.652 --> 00:30:21.746

And...

00:30:21.746 --> 00:30:23.148

what we

00:30:23.172 --> 00:30:25.746

maybe have been
led to believe of

00:30:25.746 --> 00:30:28.428

as professionalism

00:30:28.452 --> 00:30:31.068

is actually... should

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actually be just rooted in

00:30:31.092 --> 00:30:33.228

empathy and human connection

00:30:33.252 --> 00:30:36.108

and understanding of the
messiness of people's lives.

00:30:36.132 --> 00:30:37.746

And also just...

00:30:37.746 --> 00:30:40.868

Genuinely, even if you're not
close friends with somebody

00:30:40.892 --> 00:30:43.746

or you don't know them
that well, just caring about,

00:30:43.746 --> 00:30:46.268

you know, their...
their wellbeing

00:30:46.292 --> 00:30:49.108

and their right to
have wellbeing.

00:30:49.132 --> 00:30:50.746

And...

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00:30:50.746 --> 00:30:52.668

Yeah, I think

00:30:52.692 --> 00:30:55.628

that sometimes we
do need that kind of

00:30:55.652 --> 00:30:57.748

human connection and bonding

00:30:57.772 --> 00:31:01.108

in order to then
mobilize together.

00:31:01.132 --> 00:31:04.188

I'm not saying that everybody
has to be best friends in movements,

00:31:04.212 --> 00:31:06.746

but I think that, um...

00:31:06.746 --> 00:31:10.548

We sometimes, you
know, run the risk of sort of

00:31:10.572 --> 00:31:13.828

like professionalizing
organizing.

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00:31:13.852 --> 00:31:15.988

And that's, you know... I...

00:31:16.012 --> 00:31:18.348

I won't go into it now

but, for various reasons,

00:31:18.372 --> 00:31:21.708

I don't think that's a direction
of travel that will be helpful for

00:31:21.732 --> 00:31:24.058

community movements
and community building.

00:31:24.082 --> 00:31:26.828

And the other thing that I
wanted to say, Mohamed, is

00:31:26.852 --> 00:31:29.388

when you were talking about
the project that you worked on

00:31:29.412 --> 00:31:31.308

with asylum seekers,

00:31:31.332 --> 00:31:33.188

it made me think
of another role that's

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00:31:33.212 --> 00:31:35.746

very, very important and, um...

00:31:35.746 --> 00:31:38.388

may sometimes feel a bit

helpless, but is also very necessary.

00:31:38.412 --> 00:31:40.148

And that is one of, kind of,

00:31:40.172 --> 00:31:41.548

witness-bearing.

00:31:41.572 --> 00:31:45.988

And the idea of the community,

like, community as witness.

00:31:46.012 --> 00:31:49.668

And this idea of

collaborating for testimony.

00:31:49.692 --> 00:31:52.746

And we think about some of the atrocities

of the world today, and think about

00:31:52.746 --> 00:31:54.268

you know, the genocide in Gaza,

00:31:54.292 --> 00:31:57.348

how important it is to

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mobilize as a community for

00:31:57.372 --> 00:32:00.468

bearing witness on what's
happening to make sure that

00:32:00.492 --> 00:32:02.548

the archive and the
history doesn't forget

00:32:02.572 --> 00:32:05.868

what is happening in this
critical, critical moment.

00:32:06.746 --> 00:32:09.148

-Could I just jump
in on... on that?

00:32:09.172 --> 00:32:10.828

[inaudible] Mai-Anh?

00:32:10.852 --> 00:32:12.468

It was...

00:32:12.492 --> 00:32:14.908

Just from what you just said
about a friendship and care,

00:32:14.932 --> 00:32:17.588

like both Mohamed and

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Mai-Anh was saying about...

00:32:17.612 --> 00:32:19.228

about care for one another.

00:32:19.252 --> 00:32:20.348

It's so...

00:32:20.372 --> 00:32:23.188

One of the things that

Fossil Free Books organizing

00:32:23.212 --> 00:32:25.746

has helped me understand

about any kind of collaboration

00:32:25.746 --> 00:32:30.868

is what is, I guess, partly the

difference between care and friendship.

00:32:30.892 --> 00:32:32.948

And I found that

really revelatory.

00:32:32.972 --> 00:32:34.308

One of the things I

00:32:34.332 --> 00:32:36.828

thought you had to

do to work well together

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00:32:36.852 --> 00:32:39.188

was to be kind of enmeshed,

00:32:39.212 --> 00:32:41.148

or kind of incredibly close,

00:32:41.172 --> 00:32:43.908

or very sort of intimate, or really
understand each other, or really...

00:32:43.932 --> 00:32:46.845

And one of the things I love so much
about Fossil Free Books organizing,

00:32:46.869 --> 00:32:49.746

not to be gushy, is... is, um...

00:32:49.746 --> 00:32:54.708

The way there is kind of
warmth without intrusion.

00:32:54.732 --> 00:32:57.188

There is care without,

00:32:57.212 --> 00:32:58.746

um...

00:32:58.746 --> 00:33:00.828

We all have the same goal.

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00:33:00.852 --> 00:33:02.828

You know, and the way
that we read the manifesto

00:33:02.852 --> 00:33:06.228

at the start of every meeting helps
reconnect us with that goal, you know?

00:33:06.252 --> 00:33:07.828

And any kind of disagreement

00:33:07.852 --> 00:33:09.628

that happens in those spaces

00:33:09.652 --> 00:33:12.388

is so completely not personal.

00:33:12.412 --> 00:33:15.388

I've never organised in a
space, and I don't know...

00:33:15.412 --> 00:33:17.746

I've never done any
kind of collaboration,

00:33:17.746 --> 00:33:20.668

where I am not aware of any ego,

00:33:20.692 --> 00:33:22.271

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any behind-the-scenes bitching.

00:33:22.295 --> 00:33:23.588

I'm not saying it doesn't go on,

00:33:23.612 --> 00:33:26.502

it's just I'm just not aware of any
of it, and there's nothing in the way

00:33:26.526 --> 00:33:28.628

things happen that
makes me think it happens.

00:33:28.652 --> 00:33:29.746

There's just

00:33:29.746 --> 00:33:33.068

patience and care and focus.

00:33:33.092 --> 00:33:35.068

And that makes it...

00:33:35.092 --> 00:33:37.908

You know, the care makes
one thing possible, and the la--

00:33:37.932 --> 00:33:41.151

But also the way
that the care is...

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00:33:41.176 --> 00:33:43.548

I'm not expressing
myself very well.

00:33:43.572 --> 00:33:45.268

The way that it's not a kind of

00:33:45.292 --> 00:33:47.508

over enmeshed close relationship

00:33:47.532 --> 00:33:50.188

makes it possible
for me to participate.

00:33:50.212 --> 00:33:51.868

I can't... Like, the...

00:33:51.892 --> 00:33:55.746

The terrified thing in me
would run from anything that felt

00:33:55.746 --> 00:33:58.588

like I was getting caught
up in a personality cult

00:33:58.612 --> 00:34:01.988

or a sort of love-in.

00:34:02.012 --> 00:34:03.268

Yeah.

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00:34:03.292 --> 00:34:06.188

And I realize this is maybe at odds
with all the gushing I'm doing now,

00:34:06.212 --> 00:34:09.548

but yeah, it makes-- Again, that's
something that makes it sustainable,

00:34:09.572 --> 00:34:11.748

the way that it's not
about liking each other.

00:34:11.772 --> 00:34:13.228

You can... And this is like...

00:34:13.252 --> 00:34:15.348

Édouard Glissant
writes about, like,

00:34:15.372 --> 00:34:18.468

how we can be in
coalition without... I do!

00:34:18.492 --> 00:34:21.188

I like everyone I've mixed
with in Fossil Free Books,

00:34:21.212 --> 00:34:23.428

but it wouldn't

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matter if I did or not.

00:34:23.452 --> 00:34:25.148

And that is very empowering.

00:34:25.172 --> 00:34:26.388

That's a big load off me.

00:34:26.412 --> 00:34:28.892

I don't have to make this
personal, individuated decision about

00:34:28.916 --> 00:34:30.948

whether I like this
person or that person.

00:34:30.972 --> 00:34:33.868

My job is to just work with them

00:34:33.892 --> 00:34:36.468

and show care for them,
like basic human care.

00:34:36.492 --> 00:34:37.748

Yeah, sorry.

00:34:39.746 --> 00:34:41.148

-I...

00:34:41.172 --> 00:34:43.268

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Yeah, I love that so much

00:34:43.292 --> 00:34:46.188

and it kind of makes
me think of another thing,

00:34:46.212 --> 00:34:49.428

also kind of like related
to Adrienne Maree Brown,

00:34:49.452 --> 00:34:52.468

because one of the
people that she really

00:34:52.492 --> 00:34:54.708

kind of like talks about
quite a bit is Octavia Butler

00:34:54.732 --> 00:34:56.348

and Octavia Butler's writing.

00:34:56.372 --> 00:34:58.428

And of course, kind of
like Parable of the Sower

00:34:58.452 --> 00:35:00.348

is almost kind of,
like, all about that,

00:35:00.372 --> 00:35:02.268

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the limits of empathy.

00:35:02.292 --> 00:35:05.536

It's kind of, of course, kind of like
you can empathize with people's pain.

00:35:05.561 --> 00:35:07.151

Kind of like what
they're going through,

00:35:07.176 --> 00:35:09.896

but in the end, you do kind of,
like, need that collective organizing

00:35:09.920 --> 00:35:10.920

and kind of, like...

00:35:10.944 --> 00:35:13.988

Not as kind of
like a will to action,

00:35:14.012 --> 00:35:15.746

but actually kind of

00:35:15.746 --> 00:35:19.461

a framework that can sustain
it and that can keep it going.

00:35:19.462 --> 00:35:20.721

-Yeah.

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00:35:20.746 --> 00:35:22.746

I like to, um...

00:35:22.746 --> 00:35:24.746

I like to liken

00:35:24.746 --> 00:35:28.746

collective work in
organizing circles to

00:35:28.746 --> 00:35:30.908

preparing a big meal.

00:35:30.932 --> 00:35:33.868

So obviously one
person can cook. Right?

00:35:33.892 --> 00:35:36.788

And take over the kitchen and
make an amazing meal, right?

00:35:36.812 --> 00:35:37.868

But... But you

00:35:37.892 --> 00:35:39.908

compare that to

00:35:39.932 --> 00:35:43.868

making a meal in a sort of big like

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multi-generational group of people.

00:35:43.892 --> 00:35:45.388

Maybe it's...

Maybe it's a family

00:35:45.412 --> 00:35:46.746

and maybe it's a group of people.

00:35:46.746 --> 00:35:49.625

You know, there are going to be
people that you don't get on with

00:35:49.649 --> 00:35:51.668

or you've got
historical beef with.

00:35:51.692 --> 00:35:52.746

Um...

00:35:52.746 --> 00:35:55.908

But, you know, when you
just have a sort of solo effort,

00:35:55.932 --> 00:35:59.708

what you do miss out on is so
much generational knowledge.

00:35:59.732 --> 00:36:01.832

Different experiences,

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the techniques.

00:36:01.857 --> 00:36:04.768

Like, people arguing, "Oh, well, I
do it this way, or "I do it this way."

00:36:04.792 --> 00:36:06.548

You get that
knowledge passed down.

00:36:06.572 --> 00:36:09.188

And also, like, the gossip that
goes along with that experience

00:36:09.212 --> 00:36:12.828

of physically working together,
actually producing something together.

00:36:12.852 --> 00:36:14.485

Passing the time.

00:36:14.509 --> 00:36:15.746

Um...

00:36:15.746 --> 00:36:19.628

You know, especially with what can
be very sort of long and laborious work.

00:36:19.652 --> 00:36:22.988

And you know, if you think about, kind of,

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multi-generational families, for example,

00:36:23.012 --> 00:36:25.108

there's, like, the grunt

work for the youngers,

00:36:25.132 --> 00:36:27.988

there's maybe a couple

of bossy aunties who are

00:36:28.012 --> 00:36:30.732

elbowing you out of the way or

telling you that you're doing it wrong

00:36:30.756 --> 00:36:32.756

which is probably quite

annoying, or maybe they're,

00:36:32.780 --> 00:36:35.068

you know, criticizing you.

00:36:35.092 --> 00:36:37.803

And that can be

frustrating in the moment

00:36:37.828 --> 00:36:40.648

and it can be difficult, and people

probably get annoyed at each other,

00:36:40.672 --> 00:36:43.136

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but what gets produced in
the end is this huge meal,

00:36:43.161 --> 00:36:45.961
and what you retain from that, and
the memories that you get from that,

00:36:45.985 --> 00:36:48.351
and the experiences, and kind
of intergenerational knowledge

00:36:48.375 --> 00:36:49.746
that you get in the long term

00:36:49.746 --> 00:36:51.748
that will stay with you forever

00:36:51.772 --> 00:36:54.668
makes the kind of, like,
the small resentments

00:36:54.692 --> 00:36:57.548
and the frustrations
all worth it in the end.

00:36:58.746 --> 00:37:01.746
Like you don't have to like
everyone to break bread with them.

00:37:01.746 --> 00:37:03.188

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-Yeah.

00:37:03.212 --> 00:37:05.748

Friction can be very
generative in that way.

00:37:05.772 --> 00:37:08.138

And kind of like, as you were
saying, the role of the critic

00:37:08.162 --> 00:37:09.434

is very important as well.

00:37:09.459 --> 00:37:10.459

-Mmm.

00:37:10.483 --> 00:37:13.028

Yeah, and being...

00:37:13.052 --> 00:37:16.108

Kind of putting myself
into critic mode when I was

00:37:16.132 --> 00:37:18.828

working on this book
with my two co-authors,

00:37:18.852 --> 00:37:20.746

it was actually
like the... the...

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00:37:20.746 --> 00:37:23.643

the evaluation and the
processing of the ideas

00:37:23.668 --> 00:37:26.108

that I was doing
through long-form writing,

00:37:26.132 --> 00:37:27.868

particularly at a
moment of kind of

00:37:27.892 --> 00:37:31.405

intensified, heightened
digital click sharing

00:37:31.429 --> 00:37:33.068

in response to
all of these kind of

00:37:33.092 --> 00:37:35.268

poly-crises going on around us,

00:37:35.292 --> 00:37:38.188

that was really
helpful to the me

00:37:38.212 --> 00:37:40.496

that's organizing when

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I'm in activator mode.

00:37:40.521 --> 00:37:41.521

So...

00:37:41.545 --> 00:37:44.108

Helping me to be less reactive,

00:37:44.132 --> 00:37:47.068

more measured, less stressed.

00:37:47.092 --> 00:37:50.068

Less, you know, likely to
sort of jump to a conclusion

00:37:50.092 --> 00:37:51.412

based on something
that I've seen,

00:37:51.436 --> 00:37:53.268

because you have to
respond to everything.

00:37:53.292 --> 00:37:56.034

So it was really helpful
in that way, and I've...

00:37:56.059 --> 00:37:59.708

Yeah, you just learn that you
don't have capacity to be anything

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00:37:59.732 --> 00:38:02.068

more than what you're
able to do right now,

00:38:02.092 --> 00:38:03.188

whatever that looks like.

00:38:03.212 --> 00:38:06.428

And sometimes that's a supporter, and
sometimes it's a, you know, facilitator.

00:38:06.452 --> 00:38:08.908

Sometimes it's a healer,
sometimes you're sort of just helping

00:38:08.932 --> 00:38:10.746

to minimize harms
that are being done.

00:38:10.746 --> 00:38:14.388

Sometimes you're just
connecting people to other people.

00:38:14.412 --> 00:38:18.508

And you have to be okay with
what you're able to do right now.

00:38:20.746 --> 00:38:23.308

-Yeah, and because

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00:38:23.332 --> 00:38:26.228

I think that was something that
I also really had to reckon with

00:38:26.252 --> 00:38:28.748

when it came to the...

00:38:28.772 --> 00:38:30.628

the collaborative project

00:38:30.652 --> 00:38:34.746

with a group of asylum
seekers because

00:38:34.746 --> 00:38:36.588

I think in the beginning,

00:38:36.612 --> 00:38:39.468

it was that kind of... I really
had to reckon with, like,

00:38:39.492 --> 00:38:41.925

well, what is the role of,
kind of, like, what I'm doing?

00:38:41.949 --> 00:38:43.349

What am I actually,
kind of, like...

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00:38:43.373 --> 00:38:45.508

What kind of change
am I hoping to achieve

00:38:45.532 --> 00:38:46.868

through the writing of this?

00:38:46.892 --> 00:38:49.428

And then I had to
really realize that,

00:38:49.452 --> 00:38:50.746

oh, well, there is...

00:38:50.746 --> 00:38:52.908

There is obviously
kind of like a limit to

00:38:52.932 --> 00:38:56.108

what writing just kind of
like off the page can do.

00:38:56.132 --> 00:38:58.071

At one point,
kind of like you do

00:38:58.095 --> 00:39:01.228

just have to trust that
people will take this on

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00:39:01.252 --> 00:39:03.372

and actually kind of, like,
do something else with it.

00:39:03.396 --> 00:39:06.108

But kind of, like, the role
of the writer in that sense,

00:39:06.132 --> 00:39:09.178

I almost kind
of, like, had to...

00:39:09.203 --> 00:39:11.988

Yeah, because I think people can

00:39:12.012 --> 00:39:15.748

sometimes kind of like
conflate writing with activism.

00:39:15.772 --> 00:39:17.348

That sort of thing,
where it's like

00:39:17.372 --> 00:39:19.948

this will kind of like produce
the necessary change.

00:39:19.972 --> 00:39:21.746

Where it's like...

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00:39:21.746 --> 00:39:24.428

It might ignite
people to action.

00:39:24.452 --> 00:39:26.868

It might kind of like help
support in some way,

00:39:26.892 --> 00:39:29.348

but that won't be the
change making thing.

00:39:29.372 --> 00:39:32.788

And that's when kind of like
it really landed that, oh, yes,

00:39:32.812 --> 00:39:34.108

I'm here to bear witness.

00:39:34.132 --> 00:39:36.746

I'm here to kind of like
get these stories across.

00:39:36.746 --> 00:39:40.268

But also kind of like these are
the limits within which I'm working.

00:39:40.292 --> 00:39:42.668

And I'm very happy to
do that, because also

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00:39:42.692 --> 00:39:43.988

it just means that

00:39:44.012 --> 00:39:47.348

I also respect the community
that I am working with,

00:39:47.372 --> 00:39:51.268

because they've... they've done
kind of like all of the hard work

00:39:51.292 --> 00:39:53.548

to actually kind of like
build up the the framework.

00:39:53.572 --> 00:39:56.588

And kind of, like, produce a
mutual aid support network

00:39:56.612 --> 00:39:58.628

where they can
rely on each other,

00:39:58.652 --> 00:40:02.148

because the state wasn't
supporting them and kind of, like,

00:40:02.172 --> 00:40:04.191

helping them in the

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way that they should.

00:40:04.216 --> 00:40:05.988

So, yeah.

00:40:11.119 --> 00:40:14.508

-Thanks, everyone. This is a very
beautiful conversation. I'm very happy.

00:40:14.532 --> 00:40:15.746

Um...

00:40:15.746 --> 00:40:17.668

I'm gonna

00:40:17.692 --> 00:40:19.268

ask another question,

00:40:19.292 --> 00:40:20.348

um...

00:40:20.372 --> 00:40:22.188

Which is about

00:40:22.212 --> 00:40:23.628

what we...

00:40:23.652 --> 00:40:26.988

bring to a collaboration
and what we try not to bring.

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00:40:27.012 --> 00:40:30.363

What we leave at the door, which is a phrase Mai-Anh used at the beginning.

00:40:30.388 --> 00:40:33.708

And I guess as creative practice,

00:40:33.732 --> 00:40:36.388

collective organising offers

00:40:36.412 --> 00:40:40.746

opportunities to create new liberated spaces.

00:40:40.746 --> 00:40:42.548

And... But many of us have been socialized

00:40:42.572 --> 00:40:45.748

within the hyper-individualized competitive framework

00:40:45.772 --> 00:40:46.828

of racial capitalism.

00:40:46.852 --> 00:40:49.028

So we, unavoidably,

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00:40:49.052 --> 00:40:51.028

bring with us trailers of

00:40:51.052 --> 00:40:53.188

baggage, assumptions, biases.

00:40:53.212 --> 00:40:55.348

Maybe it's ideas of ownership or

00:40:55.372 --> 00:40:59.323

conceptions of what writing
should look like or should do,

00:40:59.348 --> 00:41:03.428

as well as all the wonderful
aspects of ourselves.

00:41:03.452 --> 00:41:05.751

So the questions are around

00:41:05.775 --> 00:41:08.746

what do you try to
bring to collective work?

00:41:08.746 --> 00:41:11.348

And what do you try
to leave at the door?

00:41:11.372 --> 00:41:14.028

And ego is one thing that's already

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been mentioned, so... So, yeah.

00:41:14.052 --> 00:41:16.746

And have there
been particular...

00:41:16.746 --> 00:41:19.746

I guess cultural
conditionings that

00:41:19.746 --> 00:41:22.743

being involved in collaboration
has helped you unlearn?

00:41:22.768 --> 00:41:23.805

Um...

00:41:23.830 --> 00:41:25.468

And I guess maybe
also any frameworks

00:41:25.492 --> 00:41:27.228

that have sort of helped this

00:41:27.252 --> 00:41:30.111

learning, unlearning process?

00:41:30.136 --> 00:41:31.348

Um...

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00:41:31.372 --> 00:41:33.325

I think we can just keep
going in the same order.

00:41:33.349 --> 00:41:36.081

Noreen, would you
like to speak to that at all?

00:41:36.106 --> 00:41:38.228

-Well, there's so much
to say about this, isn't it?

00:41:38.252 --> 00:41:39.628

And then there
were things that I

00:41:39.652 --> 00:41:42.808

managed to leave at the door, and
things that I aspire to leave at the door

00:41:42.832 --> 00:41:45.028

and haven't yet figured
out how to leave at the door.

00:41:45.052 --> 00:41:46.098

Um...

00:41:46.123 --> 00:41:48.988

And I think a lot
again about how...

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00:41:49.012 --> 00:41:52.468

Yeah, absolutely, leaving ego at the
door, leaving perfectionism at the door,

00:41:52.492 --> 00:41:54.388

but also not
falling into the trap.

00:41:54.412 --> 00:41:56.128

This is something I'm
working very hard on.

00:41:56.152 --> 00:41:58.348

Again, varying
degrees of success,

00:41:58.372 --> 00:42:02.508

to not leave caring about
the outcome at the door.

00:42:02.532 --> 00:42:06.228

Like to not be
invested in particular...

00:42:06.252 --> 00:42:08.508

The outcome looking
particular ways,

00:42:08.532 --> 00:42:10.788

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but at the same
time not to let me...

00:42:10.812 --> 00:42:14.228
not to fall into the trap that I often
inhabit as someone who's full...

00:42:14.252 --> 00:42:17.428
My full-time job, my day job
is teaching at the university.

00:42:17.452 --> 00:42:20.228
And in those situations,
my job is to hold people

00:42:20.252 --> 00:42:23.868
as they work towards
an outcome of their own.

00:42:23.892 --> 00:42:26.428
Like, to figure out
how present to be.

00:42:26.452 --> 00:42:28.746
To not just be...

00:42:28.746 --> 00:42:31.668
Yeah, pure... pure
background, pure holding space,

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00:42:31.692 --> 00:42:34.708

which can be quite a
patronizing posture to hold as well.

00:42:34.732 --> 00:42:37.258

Because again, that...

So that's, like, a work...

00:42:37.282 --> 00:42:40.308

That's a gear change for me that
I'm in the process of working on.

00:42:40.332 --> 00:42:41.508

And, you know, I don't...

00:42:41.532 --> 00:42:45.054

So I'm gonna go off on a tangent
and then see where it lands me on.

00:42:45.079 --> 00:42:46.148

It's so...

00:42:46.172 --> 00:42:48.268

I remember I did a
six week internship

00:42:48.292 --> 00:42:50.788

in the Civil Service
when I was about 22.

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00:42:50.812 --> 00:42:53.268

And I think it was the
worst six weeks of my life.

00:42:53.292 --> 00:42:56.708

Like, I'm not a civil service
person. Like, the whole...

00:42:56.732 --> 00:42:59.428

I'm not capable of
not having an opinion.

00:42:59.452 --> 00:43:03.178

And one of the things I remember,
the tasks that threw me most of all,

00:43:03.202 --> 00:43:05.788

was something on paper
looked really collaborative, right?

00:43:05.812 --> 00:43:08.108

You'd be asked to write
a first draft of a document

00:43:08.132 --> 00:43:10.413

and then send it around to
other people in the department,

00:43:10.437 --> 00:43:12.287

and they'd add bits,

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and they'd take away bits,

00:43:12.311 --> 00:43:14.525

and they'd change words

and phrases, whatever,

00:43:14.549 --> 00:43:15.549

until at the end,

00:43:15.573 --> 00:43:17.388

what came out of it was...

00:43:17.412 --> 00:43:20.828

was something completely

unrecognizable as what you'd started with.

00:43:20.852 --> 00:43:24.746

And what was... What's interesting to me

now, looking back, is I experienced that...

00:43:24.746 --> 00:43:26.668

And that's, you

know, to an extent,

00:43:26.692 --> 00:43:28.908

that's the experience of

everyone's first draft, right?

00:43:28.932 --> 00:43:30.632

That you write some

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sort of bad first draft

00:43:30.656 --> 00:43:33.388

and then it gets better and
hopefully you end up with something

00:43:33.412 --> 00:43:35.468

that is unrecognizable
because it's so much better.

00:43:35.492 --> 00:43:37.588

But I experienced that

00:43:37.612 --> 00:43:39.746

sort of collaboration
at the civil service

00:43:39.746 --> 00:43:41.983

as dehumanizing.

00:43:42.008 --> 00:43:43.748

Whereas at Fossil...

00:43:43.772 --> 00:43:46.628

When I do... We do similar
things in Fossil Free Books.

00:43:46.652 --> 00:43:47.988

So if we need to write

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00:43:48.012 --> 00:43:50.228

copy, say, for an
Instagram post,

00:43:50.252 --> 00:43:53.908

it'll be like, can someone write
copy for this kind of date, for this idea?

00:43:53.932 --> 00:43:56.951

And you'll write a first draft and
other people will jump in and edit it.

00:43:56.975 --> 00:43:59.285

That doesn't feel
like dehumanisation.

00:43:59.309 --> 00:44:00.746

That feels like freedom.

00:44:00.746 --> 00:44:03.228

That feels like being
freed from the perfectionism

00:44:03.252 --> 00:44:04.948

that often occupies
the blank page,

00:44:04.972 --> 00:44:07.068

because you know
somebody is coming

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00:44:07.092 --> 00:44:08.908

completely free of...

00:44:08.932 --> 00:44:13.148

Nobody is coming, "Oh, silly
Noreen, why did she write it like that?"

00:44:13.172 --> 00:44:14.628

It's just like, you know,

00:44:14.652 --> 00:44:17.268

"Oh, there's words on a page and
they're good, and I can help them

00:44:17.292 --> 00:44:19.391

"to be better in service
of our common goal."

00:44:19.416 --> 00:44:20.545

I guess that was going...

00:44:20.569 --> 00:44:23.468

what was going on really
at the civil service, too, but I...

00:44:23.492 --> 00:44:28.228

Yeah, maybe it's a change in me, maybe it's
just a change in how that practice is done,

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00:44:28.252 --> 00:44:29.668

or the way that
we feel about it.

00:44:29.692 --> 00:44:32.948

So yeah, that's... I guess that's
a piece of cultural conditioning

00:44:32.972 --> 00:44:35.746

that working in
collaboration has helped me

00:44:35.746 --> 00:44:38.708

to unlearn, and it's something
that's familiar to any writer.

00:44:38.732 --> 00:44:42.548

I think the kind of the horror of the first
draft and the shame of the first draft,

00:44:42.572 --> 00:44:45.028

the shame of
the bad first draft.

00:44:45.052 --> 00:44:47.228

And it's just been extraordinary

00:44:47.252 --> 00:44:50.628

to have the experience of
other people's eyes on it.

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00:44:50.652 --> 00:44:51.708

Not in kind of...

00:44:51.732 --> 00:44:53.746

And just not in kind of

00:44:53.746 --> 00:44:56.228

judgement, not in kind
of kind encouragement.

00:44:56.252 --> 00:44:57.252

None of those.

00:44:57.276 --> 00:44:58.918

Encouragement
would be devastating.

00:44:58.942 --> 00:45:02.628

As devastating as critique,
but in pure neutrality.

00:45:02.652 --> 00:45:05.348

Just like, okay, we've got
some words on a page in... in...

00:45:05.372 --> 00:45:07.948

as a starting point in the
direction we're trying to go in.

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00:45:07.972 --> 00:45:09.165

Let's work on them.

00:45:09.190 --> 00:45:12.746

Oh, it's a joy to be

held in a kind of neutral

00:45:12.746 --> 00:45:14.148

feeling.

00:45:14.172 --> 00:45:16.885

Neither too positive

or too negative,

00:45:16.909 --> 00:45:18.608

because both are

shaming in their own way.

00:45:18.632 --> 00:45:21.348

So, yeah, that's what I

think. I'll hand on to Mai-Anh.

00:45:23.746 --> 00:45:26.548

What do I bring

to collective work?

00:45:26.572 --> 00:45:27.708

Um...

00:45:27.732 --> 00:45:29.388

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This is really uncool,

00:45:29.412 --> 00:45:30.748

but, like,

00:45:30.772 --> 00:45:32.746

project management.

00:45:32.746 --> 00:45:33.948

[laughs]

00:45:33.972 --> 00:45:36.351

No, I am somebody who's...

00:45:36.375 --> 00:45:40.228

I'm very organized, and I
do think that, you know...

00:45:40.252 --> 00:45:42.228

When, I don't know,
when the world burns,

00:45:42.252 --> 00:45:44.046

and, you know,
we're building, like...

00:45:44.070 --> 00:45:46.268

My husband and
I often talk about

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00:45:46.292 --> 00:45:49.238

building this commune
in the north of Scotland,

00:45:49.263 --> 00:45:50.543

and it's going to be our refuge.

00:45:50.567 --> 00:45:52.487

And I'm
just thinking, what will I bring to that?

00:45:52.511 --> 00:45:54.068

You know, I don't
have survival skills,

00:45:54.092 --> 00:45:56.188

but I am a really
good project manager.

00:45:56.212 --> 00:45:57.588

I'm really good at

00:45:57.612 --> 00:46:01.508

admin and organization and
facilitation and sort of herding people.

00:46:01.532 --> 00:46:02.746

Um...

00:46:02.746 --> 00:46:05.348

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But that's not very interesting.

00:46:05.372 --> 00:46:06.388

Um...

00:46:06.412 --> 00:46:07.828

What I do think is interesting

00:46:07.852 --> 00:46:10.868

is what I've had

to kind of learn

00:46:10.892 --> 00:46:13.988

in order to deal with some of the
frictions of organising over the years,

00:46:14.012 --> 00:46:17.746

and collaborative
work over the years.

00:46:17.746 --> 00:46:21.708

And that is really... To
return to this idea of care

00:46:21.732 --> 00:46:23.108

is

00:46:23.132 --> 00:46:24.746

the, um...

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00:46:24.746 --> 00:46:27.828

To try and nurture, and...

00:46:27.852 --> 00:46:30.348

a reflex to remember,

00:46:30.372 --> 00:46:33.228

Even when something
really bad happens,

00:46:33.252 --> 00:46:34.868

that in this work

00:46:34.892 --> 00:46:38.746

a lot of the people at
the forefront of it are

00:46:38.746 --> 00:46:40.948

often people who have themselves

00:46:40.972 --> 00:46:43.268

been very... really
burned in life.

00:46:43.292 --> 00:46:45.388

The marginalized.

00:46:45.412 --> 00:46:48.588

Those who may have
a direct experience

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00:46:48.612 --> 00:46:51.188

of whatever it is that
they're organising against,

00:46:51.212 --> 00:46:52.746

and so on. So...

00:46:52.746 --> 00:46:55.748

A lot of this work is being done
by really traumatized people

00:46:55.772 --> 00:46:57.113

who haven't had any...

00:46:57.137 --> 00:46:59.348

You know, a lot of people
who come to community work

00:46:59.372 --> 00:47:01.628

haven't had any kind
of formalized training.

00:47:01.652 --> 00:47:04.746

And there is, you know, we talk
about this in the book, there is

00:47:04.746 --> 00:47:06.508

kind of a lack of mentorship

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00:47:06.532 --> 00:47:09.108

or sort of structure

in that way.

00:47:09.132 --> 00:47:12.588

And yes, we have things like,
you know, knowledge share, and

00:47:12.612 --> 00:47:14.788

there are things like
teach-ins and stuff. But...

00:47:14.812 --> 00:47:18.388

if not organized in an
inclusive way that is rooted in,

00:47:18.412 --> 00:47:19.908

sort of, access and care

00:47:19.932 --> 00:47:22.228

for the most marginalized first,

00:47:22.252 --> 00:47:23.708

which then benefits everybody,

00:47:23.732 --> 00:47:27.236

then, you know, often those spaces
often feel quite exclusive as well.

00:47:27.261 --> 00:47:28.546

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And like, oh, I can't go to that

00:47:28.570 --> 00:47:30.788

because I don't know enough
about this social movement,

00:47:30.812 --> 00:47:32.328

or I haven't read
enough books, and...

00:47:32.352 --> 00:47:35.068

Trust me when I say we're not
going to read ourselves out of

00:47:35.092 --> 00:47:37.068

this dumpster fire

00:47:37.092 --> 00:47:40.908

that we're all in doesn't diminish
the importance of knowledge,

00:47:40.932 --> 00:47:43.431

but I don't think we'll get
anywhere by staying in the kind of

00:47:43.455 --> 00:47:44.948

listening and learning stage.

00:47:44.972 --> 00:47:47.388

So yeah, I tried to bring

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00:47:47.412 --> 00:47:50.428

grace and empathy into
a lot of collective action,

00:47:50.452 --> 00:47:53.348

including towards
myself or my past self.

00:47:53.372 --> 00:47:55.708

So even if I'm frustrated or

00:47:55.732 --> 00:47:58.028

if things aren't
going the way that I...

00:47:58.052 --> 00:48:01.108

Again, ego, like, the way
that I think that they should go.

00:48:01.132 --> 00:48:02.268

Um...

00:48:02.292 --> 00:48:04.188

So yeah, leaving your
ego behind is very hard.

00:48:04.212 --> 00:48:05.428

I don't always manage it.

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00:48:05.452 --> 00:48:09.308

And like I said, sometimes it's about
knowing when to remove yourself

00:48:09.332 --> 00:48:11.508

from the community,

00:48:11.532 --> 00:48:13.228

even if it's just temporarily.

00:48:13.252 --> 00:48:15.948

Like, for the good of yourself
and for the good of everyone else,

00:48:15.972 --> 00:48:17.988

and for the good of
the goal, the movement,

00:48:18.012 --> 00:48:19.788

the thing that you're
trying to achieve.

00:48:19.812 --> 00:48:20.812

Um...

00:48:20.836 --> 00:48:23.148

And I'll end here

00:48:23.172 --> 00:48:25.428

by referencing

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another amazing writer

00:48:25.452 --> 00:48:26.948

who's really...

00:48:26.972 --> 00:48:28.908

Like, her work has been

00:48:28.932 --> 00:48:31.268

life-changing for me, honestly.

00:48:31.292 --> 00:48:32.668

And that's Evie Muir,

00:48:32.692 --> 00:48:35.028

who wrote an amazing

book called Radical Rest,

00:48:35.052 --> 00:48:39.108

which really challenges a lot

of what I understood about work

00:48:39.132 --> 00:48:41.588

and about act-- activism work,

00:48:41.612 --> 00:48:45.085

and about organising,

and the labour of organising.

00:48:45.109 --> 00:48:48.286

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Challenges ideas, or
sort of, you know, these

00:48:48.311 --> 00:48:50.178
capitalist modes of production

00:48:50.202 --> 00:48:52.548
that we've been conditioned
into that we need to be kind of

00:48:52.572 --> 00:48:55.028
producing and working, we
need to be productive, and we...

00:48:55.052 --> 00:48:56.868
Even in organizing spaces.

00:48:56.892 --> 00:48:59.868
And she really advocates for

00:48:59.892 --> 00:49:01.788
emotions in this work,

00:49:01.812 --> 00:49:04.468
because, those sort
of modes of production

00:49:04.492 --> 00:49:06.746
don't know how to deal with...

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00:49:06.746 --> 00:49:10.228

rage, collective rage
and collective grief,

00:49:10.252 --> 00:49:12.508

and emotional outpouring.

00:49:12.532 --> 00:49:15.028

Typically in spaces of work,

00:49:15.052 --> 00:49:16.268

we've been taught to

00:49:16.292 --> 00:49:17.908

squash those things down

00:49:17.932 --> 00:49:19.588

and to put them aside

00:49:19.612 --> 00:49:22.350

and not to bring
them into the work

00:49:22.375 --> 00:49:23.750

because it's
complicated and messy.

00:49:23.774 --> 00:49:25.348

But the work is
complicated and messy.

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00:49:25.372 --> 00:49:27.468

So I think by having spaces,

00:49:27.492 --> 00:49:29.948

structure that allows

for some of that

00:49:29.972 --> 00:49:33.148

emotion to come together,

especially collectively,

00:49:33.172 --> 00:49:36.028

you can harness it rather than

00:49:36.052 --> 00:49:38.468

be burdened by it.

00:49:44.746 --> 00:49:45.788

-I love that.

00:49:45.812 --> 00:49:47.941

Like, yeah, I love...

00:49:47.965 --> 00:49:50.548

yeah, both of your

contributions so much.

00:49:50.572 --> 00:49:52.746

I... I think...

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00:49:52.746 --> 00:49:55.290

I think for me, what I...

00:49:55.315 --> 00:49:56.668

What I bringing into a space,

00:49:56.692 --> 00:49:59.028

or what I at least kind of,
like, try to bring into a space

00:49:59.052 --> 00:50:01.028

is also kind of, like, just a...

00:50:01.052 --> 00:50:03.828

excitement for the
thing that's happening.

00:50:03.852 --> 00:50:08.746

I think kind of like,
yeah, and just...

00:50:08.746 --> 00:50:11.588

Yeah, excitement for
the thing that's happening

00:50:11.612 --> 00:50:13.988

because I feel like I
can almost sometimes

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00:50:14.012 --> 00:50:16.905

be a bit differential
kind of like to others.

00:50:16.929 --> 00:50:18.468

Again, it's that
thing of kind of like

00:50:18.492 --> 00:50:20.228

just coming in
with a bit of fear.

00:50:20.252 --> 00:50:22.308

And I think always,
always, always,

00:50:22.332 --> 00:50:24.291

there's always a bit
of imposter syndrome

00:50:24.316 --> 00:50:26.908

that we're kind of,
like, be happening

00:50:26.932 --> 00:50:28.428

there somewhere.

00:50:28.452 --> 00:50:29.908

But yeah, I think...

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00:50:29.932 --> 00:50:31.428

So yeah, excitement.

00:50:31.452 --> 00:50:33.746

And I think,
like, I try to be...

00:50:33.746 --> 00:50:37.868

I find myself kind of, like,
jumping at random tasks

00:50:37.892 --> 00:50:40.765

that may be kind of, like,
not a lot of other people

00:50:40.789 --> 00:50:42.588

kind of, like, want to take on.

00:50:42.612 --> 00:50:45.268

Or especially kind of,
like, any last-minute thing.

00:50:45.292 --> 00:50:47.548

Especially as someone whose

00:50:47.572 --> 00:50:50.746

energy levels can really
fluctuate and who has

00:50:50.746 --> 00:50:51.988

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struggled with burnout.

00:50:52.012 --> 00:50:55.068

And especially kind of, like,

Mai-Anh, what you were talking about

00:50:55.092 --> 00:50:58.628

at the end there, the

point about collective grief

00:50:58.652 --> 00:51:03.108

and kind of, like, actually kind of

how to hold that as a group as well

00:51:03.132 --> 00:51:05.628

really resonated,

because sometimes...

00:51:05.652 --> 00:51:08.228

Also, the thing that

you are trying to work on

00:51:08.252 --> 00:51:10.308

will bring up things for you

00:51:10.332 --> 00:51:12.348

and will almost, kind of...

00:51:12.372 --> 00:51:15.131

Yeah, will put you out of

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commission for a little bit.

00:51:15.155 --> 00:51:19.628

But then you just know that
other people are there to hold you

00:51:19.652 --> 00:51:21.868

as you are there to hold
them kind of when they need it.

00:51:21.892 --> 00:51:24.348

So it's that kind of like, yeah,

00:51:24.372 --> 00:51:25.746

a circular sense of

00:51:25.746 --> 00:51:27.746

care and...

00:51:27.746 --> 00:51:29.908

Yeah, holding each other.

00:51:33.746 --> 00:51:35.868

-Thanks, everyone,

00:51:35.892 --> 00:51:40.031

for these incredibly thoughtful,
insightful, and beautiful answers so far.

00:51:40.055 --> 00:51:41.748

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We've got... We're
coming up to, kind of,

00:51:41.772 --> 00:51:44.578
the pausing point,
whatever it's called.

00:51:44.602 --> 00:51:45.602
Comfort break.

00:51:45.626 --> 00:51:49.028
After which, there's
some Q&A time.

00:51:49.052 --> 00:51:51.788
So if people in the audience

00:51:51.812 --> 00:51:54.908
want to have a think about questions
to ask people, that would be fab.

00:51:54.932 --> 00:51:56.388
I also have quite a few more,

00:51:56.412 --> 00:51:58.988
so I don't think we're going to
be short of things to chat about

00:51:59.012 --> 00:52:02.746
in the next half if people

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are not feeling very...

00:52:02.746 --> 00:52:04.468

Whatever the word is.

00:52:04.492 --> 00:52:06.268

Creative when it
comes to questions.

00:52:06.292 --> 00:52:10.748

So I'm going to ask
another question now,

00:52:10.772 --> 00:52:11.988

and then we can maybe, like,

00:52:12.012 --> 00:52:13.508

answer quite briefly,

00:52:13.532 --> 00:52:16.548

then have a little bit of a pause and
then come back either to the questions

00:52:16.572 --> 00:52:19.348

that I've already got or to
whatever people want to bring.

00:52:19.372 --> 00:52:20.746

Um...

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00:52:20.746 --> 00:52:23.746

I thought...

00:52:23.746 --> 00:52:26.388

I feel like maybe we've
sort of touched on that one.

00:52:26.412 --> 00:52:29.228

One of the next two, I don't
know if anyone has a preference,

00:52:29.252 --> 00:52:33.588

but there was one about sort of
collaboration as a kind of nourishing thing

00:52:33.612 --> 00:52:35.746

and then there's one
about collaboration being

00:52:35.746 --> 00:52:37.708

also really difficult
and challenging.

00:52:37.732 --> 00:52:39.228

Um...

00:52:39.252 --> 00:52:40.765

Do...

00:52:40.789 --> 00:52:42.746

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Do you have a
preference, you guys?

00:52:42.746 --> 00:52:45.628

Maybe let's keep it upbeat

00:52:45.652 --> 00:52:48.588

and go with nourishment.

00:52:48.612 --> 00:52:49.746

Um...

00:52:49.746 --> 00:52:51.748

Yeah, so I...

00:52:51.772 --> 00:52:54.068

I don't want to, like,
frame collaboration

00:52:54.092 --> 00:52:55.868

as in some way
transactional. Like,

00:52:55.892 --> 00:52:58.746

this is what I bring and
this is what I get in return.

00:52:58.746 --> 00:53:00.668

But, having said
that,

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00:53:00.692 --> 00:53:02.746

there are many

00:53:02.746 --> 00:53:05.468

very beautiful

things that I think

00:53:05.492 --> 00:53:08.228

we've all experienced from being

involved in collaborative projects

00:53:08.252 --> 00:53:10.746

or collective organizing.

00:53:10.746 --> 00:53:12.748

And that might be, like,

00:53:12.772 --> 00:53:15.452

connection with the community or

some of the things that people have

00:53:15.476 --> 00:53:17.092

already touched on

around, like, holding

00:53:17.116 --> 00:53:18.982

intense emotions.

00:53:19.007 --> 00:53:20.228

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Um...

00:53:20.252 --> 00:53:22.425

And maybe feeling
supported through those

00:53:22.449 --> 00:53:23.868

by being part of the collective.

00:53:23.892 --> 00:53:25.746

And maybe there's lessons

00:53:25.746 --> 00:53:27.596

that you've learned, or...

00:53:27.621 --> 00:53:29.988

Well, I was going to
say friendships, but,

00:53:30.012 --> 00:53:31.746

yeah, Noreen's
already sort of...

00:53:31.746 --> 00:53:33.748

I don't know, like, spoken to

00:53:33.772 --> 00:53:36.508

friendship not being a
necessary part of collaboration,

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00:53:36.532 --> 00:53:38.528

which I think is really
interesting and important.

00:53:38.552 --> 00:53:40.746

But yeah, maybe a little bit on

00:53:40.746 --> 00:53:43.746

collaboration as a
kind of nourishing

00:53:43.746 --> 00:53:45.746

thing to be involved with.

00:53:45.746 --> 00:53:48.068

And we can keep
going in the same order.

00:53:48.092 --> 00:53:49.365

So Noreen, yeah, thanks.

00:53:49.390 --> 00:53:50.508

Oh, I mean, I...

00:53:50.532 --> 00:53:52.708

It's too many things
to list, honestly.

00:53:52.732 --> 00:53:56.548

I think the thing that is pushing

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itself most consistently on my mind

00:53:56.572 --> 00:53:58.746

to say at this point,

00:53:58.746 --> 00:54:01.746

it's just how...

00:54:01.746 --> 00:54:05.725

I live with a sort of
lifelong pessimism

00:54:05.749 --> 00:54:08.748

and a lifelong
sort of lack of belief

00:54:08.772 --> 00:54:10.868

in the goodness of other people,

00:54:10.892 --> 00:54:14.868

that I work constantly
to rewrite in my head.

00:54:14.892 --> 00:54:18.228

And the collaborations
that I've done at their best

00:54:18.252 --> 00:54:21.148

have just been
evidence again and again

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00:54:21.172 --> 00:54:23.746

of how brilliant and...

00:54:23.746 --> 00:54:26.068

How brilliant other people are

00:54:26.092 --> 00:54:28.268

and how little I know
in comparison to them.

00:54:28.292 --> 00:54:32.051

And it is... It's not just
nourishing, it's life...

00:54:32.075 --> 00:54:33.668

I think it's life saving.

00:54:33.692 --> 00:54:37.705

It's life-saving to be faced again
and again and again without evidence.

00:54:37.729 --> 00:54:39.746

And it is the antidote
to pessimism.

00:54:39.746 --> 00:54:42.105

Yeah, and that
collaborations I've...

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00:54:42.129 --> 00:54:44.668

You know, I did a
collaboration with

00:54:44.692 --> 00:54:46.828

a colleague in Fossil
Free Books, Martin Reed.

00:54:46.852 --> 00:54:49.428

We did an article together
for Wasafiri, and that was just

00:54:49.452 --> 00:54:52.308

an extraordinary
example of that.

00:54:52.332 --> 00:54:54.908

You know, the collaborations
we did in Fossil Free Books.

00:54:54.932 --> 00:54:56.228

So, you know, someone will ask...

00:54:56.252 --> 00:54:58.988

One of the experiences I have
again and again in Fossil Free Books

00:54:59.012 --> 00:55:01.388

is someone will ask a question
or say something challenging

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00:55:01.412 --> 00:55:03.068

in the WhatsApp chat.

00:55:03.092 --> 00:55:05.548

And I will have a moment of
panic, as I imagine, gosh, I can't

00:55:05.572 --> 00:55:08.228

imagine how any human
being could respond to that.

00:55:08.252 --> 00:55:10.225

And one of these
brilliant organizers

00:55:10.249 --> 00:55:12.868

will come in with
exactly the right thing.

00:55:12.892 --> 00:55:15.708

Or one of the many things that
could be exactly the right thing, right?

00:55:15.732 --> 00:55:16.746

Which is

00:55:16.746 --> 00:55:19.388

humane and has a backbone

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00:55:19.412 --> 00:55:23.268

and non-stigmatizing and just...

00:55:23.292 --> 00:55:26.228

Oh, you just... It's so

easy to forget how brilliant

00:55:26.252 --> 00:55:27.746

other people are. And so

00:55:27.746 --> 00:55:31.188

transformative to be

constantly reminded of it.

00:55:31.212 --> 00:55:34.428

And yeah, for me, that mostly happened
through collaborative experiences.

00:55:34.452 --> 00:55:35.588

Difficult as they may be.

00:55:35.612 --> 00:55:38.228

And yeah, maybe we'll talk a
bit about that after the break.

00:55:39.746 --> 00:55:42.468

Yeah, other

people are brilliant,

00:55:42.492 --> 00:55:46.828

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especially some of the people that we've
all had the privilege of working with.

00:55:46.852 --> 00:55:50.308

Like, people have brilliant
and beautiful minds, yes,

00:55:50.332 --> 00:55:53.028

but they also have
integrity and bravery.

00:55:53.052 --> 00:55:55.348

And I think that,

00:55:55.372 --> 00:55:57.868

yes, it's sometimes easy
to look at other people

00:55:57.892 --> 00:55:59.388

and think, wow, I
could never do that,

00:55:59.412 --> 00:56:01.908

but actually, when you
start thinking about it as

00:56:01.932 --> 00:56:04.468

they help me be better as well.

00:56:04.492 --> 00:56:07.028

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You know, and most of us have
probably been in situations where

00:56:07.052 --> 00:56:08.428

Somebody puts an idea out

00:56:08.452 --> 00:56:10.928

and then you say something
because something that they've said

00:56:10.952 --> 00:56:12.718

has helped you
formulate your idea,

00:56:12.742 --> 00:56:14.388

and that is how
things are generated.

00:56:14.412 --> 00:56:16.746

And I love that, and
that's what I wanted to...

00:56:16.746 --> 00:56:19.388

We wanted to take into
the book that we wrote.

00:56:19.412 --> 00:56:20.412

Um...

00:56:20.436 --> 00:56:22.746

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And in that book,

00:56:22.746 --> 00:56:24.748

we talk about a lot

of ways that we...

00:56:24.772 --> 00:56:27.598

Yes, practice for

an alternative future,

00:56:27.622 --> 00:56:31.285

but also how do we reduce

the harms of the present systems

00:56:31.309 --> 00:56:32.595

that we're forced to live in?

00:56:32.620 --> 00:56:33.620

Um...

00:56:33.644 --> 00:56:35.428

And a lot of those

00:56:35.452 --> 00:56:38.108

ways of harm reduction,

00:56:38.132 --> 00:56:42.548

for me and for my co-authors

00:56:42.572 --> 00:56:46.308

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and other organizing
colleagues, peers, I suppose,

00:56:46.332 --> 00:56:47.746
they've involved things like

00:56:47.746 --> 00:56:51.308
eating communally,
sharing stories and food.

00:56:51.332 --> 00:56:53.848
And I think a lot can happen
when you break bread with people,

00:56:53.872 --> 00:56:58.685
singing together, practising
creatively together,

00:56:58.709 --> 00:57:01.948
or even just kind of
moving our bodies in nature.

00:57:01.972 --> 00:57:05.265
I know that to some people
that might all sound like a bit

00:57:05.289 --> 00:57:07.148
Kumbaya-y.

00:57:07.172 --> 00:57:08.483

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And it's also,

00:57:08.508 --> 00:57:11.325

you know, sounds like a bit of a
cliche, but these things are basic.

00:57:11.349 --> 00:57:12.529

Our needs are actually basic.

00:57:12.553 --> 00:57:16.108

The dynamics of the organizing
spaces are very complex,

00:57:16.132 --> 00:57:18.308

but our needs are
quite straightforward.

00:57:18.332 --> 00:57:21.105

You know, most of
us are social creatures,

00:57:21.129 --> 00:57:24.289

and some of us have been sort of socially
conditioned to believe that we're not.

00:57:24.313 --> 00:57:26.746

And maybe it's because
we're burnt out from these

00:57:26.746 --> 00:57:29.068

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systems that we're
forced to live in.

00:57:29.092 --> 00:57:31.668

But yeah, maybe not
everybody wants to

00:57:31.692 --> 00:57:33.068

touch grass or whatever,

00:57:33.092 --> 00:57:36.028

but I have found those
things especially nourishing.

00:57:36.052 --> 00:57:37.908

And sometimes I have been

00:57:37.932 --> 00:57:40.668

kind of physically, like,
very well nourished.

00:57:40.692 --> 00:57:42.308

Like, really well fed

00:57:42.332 --> 00:57:43.751

by community.

00:57:47.746 --> 00:57:51.468

-I feel like I'm gonna
be a bit cheeky

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00:57:51.492 --> 00:57:55.388

and just say that I think the thing that I
actually find nourishing in collaboration

00:57:55.412 --> 00:57:58.028

is how hard it can be sometimes,

00:57:58.052 --> 00:58:01.746

but you still do find
a way through it.

00:58:01.746 --> 00:58:04.228

Because that's the thing, and

00:58:04.252 --> 00:58:06.738

I think when you enter into
a collaborative relationship,

00:58:06.762 --> 00:58:09.148

especially kind
of a creative one,

00:58:09.172 --> 00:58:12.858

you're trying to come up with
almost a whole new framework,

00:58:12.882 --> 00:58:15.748

a whole new way of thinking
about a certain kind of like a

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00:58:15.772 --> 00:58:17.788

subject or a topic

00:58:17.812 --> 00:58:20.746

that aligns with what

you both want, which...

00:58:20.746 --> 00:58:24.746

It necessitates kind of

like both of you really...

00:58:24.746 --> 00:58:28.845

Yeah, kind of like stating

what you need to work well,

00:58:28.869 --> 00:58:32.028

and kind of like the collective

goal that you're working towards.

00:58:32.052 --> 00:58:34.746

But also kind of

00:58:34.746 --> 00:58:38.988

needing to show up. Yeah, as both

of you kind of like have pointed out,

00:58:39.012 --> 00:58:40.228

as complete humans

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00:58:40.252 --> 00:58:43.358

with all of its imperfections,

00:58:43.382 --> 00:58:45.468

because obviously kind

of like, yeah, we can have

00:58:45.492 --> 00:58:49.788

stated goals, but the way we show

up day-to-day can very much differ.

00:58:49.812 --> 00:58:51.908

And kind of like our ideas

of what we might want

00:58:51.932 --> 00:58:53.325

can differ as well.

00:58:53.350 --> 00:58:56.685

And it's kind of like how

you actually deal with that

00:58:56.709 --> 00:58:58.748

and find a way to make it work

00:58:58.772 --> 00:59:01.108

and find a way to keep

that relationship going,

00:59:01.132 --> 00:59:03.988

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which I feel like can be

00:59:04.012 --> 00:59:08.231

both very challenging, but
very rewarding at the end.

00:59:08.255 --> 00:59:11.748

-Yeah, I think it's very
easy to look at people

00:59:11.772 --> 00:59:14.028

who do any kind of collective
organizing and think, gosh,

00:59:14.052 --> 00:59:16.588

that sounds so hard.
Why would you do that?

00:59:16.612 --> 00:59:18.483

Because it feels good to care

00:59:18.508 --> 00:59:19.668

about something.

00:59:19.692 --> 00:59:22.628

And like Tom said, it's
not a transactional thing.

00:59:22.652 --> 00:59:25.140

You shouldn't do something just

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because it makes you feel good.

00:59:25.164 --> 00:59:29.348

But, you know, especially when
there are so many things happening

00:59:29.372 --> 00:59:31.788

that we just feel
helpless about,

00:59:31.812 --> 00:59:35.818

it feels good to channel that
helplessness into doing something.

00:59:35.842 --> 00:59:37.788

It makes you feel better,
and if you feel better,

00:59:37.812 --> 00:59:39.946

it makes you more inclined
to carry on doing something

00:59:39.970 --> 00:59:41.148

Which is how

00:59:41.172 --> 00:59:42.746

changes happen.

00:59:42.746 --> 00:59:44.724

-And I might just chip

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in, if that's all right?

00:59:44.748 --> 00:59:46.991

Just quickly on something
you said there, Mai-Anh,

00:59:47.015 --> 00:59:50.548

about the eating and the kind of
feeling that we have of needing to defend,

00:59:50.572 --> 00:59:52.468

you know, doing these
basic things together.

00:59:52.492 --> 00:59:57.496

It reminded me of a course I
did with Sarah Stein Lubrano,

00:59:57.521 --> 01:00:00.201

who's just written a brilliant book
called Don't Talk About Politics

01:00:00.225 --> 01:00:01.788

with Max Haiven.

01:00:01.812 --> 01:00:06.308

And she's very interested in how
people change one another's minds.

01:00:06.332 --> 01:00:08.908

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And we thought a lot about how,

01:00:08.932 --> 01:00:12.508

you know, the right
wing and big sort of

01:00:12.532 --> 01:00:15.578

evangelical right-wing
churches in the US, for instance,

01:00:15.602 --> 01:00:18.758

one of the main things
they do is big meals together.

01:00:18.782 --> 01:00:20.668

Like, the focus
is always on these

01:00:20.692 --> 01:00:23.071

basic needs and meeting
each other's needs.

01:00:23.095 --> 01:00:24.428

And it's within...

01:00:24.452 --> 01:00:26.588

And once that's in place,

01:00:26.612 --> 01:00:30.098

that's when the kind of bringing

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people into community happens.

01:00:30.122 --> 01:00:33.378

And the right wing is incredibly
good, incredibly effective

01:00:33.402 --> 01:00:37.148

at bringing people into
ideological community.

01:00:37.172 --> 01:00:40.148

And that's something
that I think we should steal

01:00:40.172 --> 01:00:42.965

from... from the right.

01:00:42.989 --> 01:00:44.268

You know, the...

01:00:44.292 --> 01:00:47.308

It's... Its interest in meeting

01:00:47.332 --> 01:00:50.478

or performing a meeting
of basic needs in that way,

01:00:50.502 --> 01:00:52.862

because obviously, yeah, I
have suspicions about it as well.

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01:00:52.886 --> 01:00:54.531

But no, that seems
so important to me.

01:00:57.746 --> 01:00:59.548

-Thank you, everyone.

01:00:59.572 --> 01:01:01.708

So we're gonna take

01:01:01.732 --> 01:01:03.748

a five minute comfort break now.

01:01:03.772 --> 01:01:06.172

Or we can make it six minutes,
depending how long I talk for.

01:01:06.196 --> 01:01:08.868

So we can come back at 10 past 7

01:01:08.892 --> 01:01:12.068

and either we can
have audience Q&A

01:01:12.092 --> 01:01:14.818

or I've got a couple
more questions.

01:01:14.842 --> 01:01:16.788

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One about the
challenges of collaboration

01:01:16.812 --> 01:01:18.688
and one about the kind
of spaces and structures

01:01:18.712 --> 01:01:21.746
that we would like
to see to enable

01:01:21.746 --> 01:01:23.828
more better collaboration,

01:01:23.852 --> 01:01:25.828
but better phrase than that.

01:01:25.852 --> 01:01:27.028
Um...

01:01:27.052 --> 01:01:29.148
Yeah, okay, so...

01:01:29.172 --> 01:01:31.748
Panellists, if you would like to

01:01:31.772 --> 01:01:33.428
turn your videos off.

01:01:33.452 --> 01:01:35.948

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And I will turn my video off.

01:01:35.972 --> 01:01:38.268

And, yeah, I will

see everyone back at

01:01:38.292 --> 01:01:40.069

10 past 7.

01:01:57.879 --> 01:01:59.068

Um...

01:01:59.092 --> 01:02:00.508

Welcome back, everybody.

01:02:00.532 --> 01:02:04.628

We do not have any

questions in the Q&A

01:02:04.652 --> 01:02:06.468

chat function thing,

01:02:06.492 --> 01:02:08.348

which is totally fine.

01:02:08.372 --> 01:02:10.548

I've got things that

I'm going to ask about.

01:02:10.572 --> 01:02:12.188

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Um...

01:02:12.212 --> 01:02:15.628

But yeah, if anyone suddenly is like,
"Oh yeah, I really want to ask about that",

01:02:15.652 --> 01:02:19.325

then please do pop it
in the Q&A box thing,

01:02:19.349 --> 01:02:20.945

or just in the chat.

01:02:20.969 --> 01:02:22.268

Um...

01:02:22.292 --> 01:02:25.708

I am going to continue with the
questions that we haven't got to yet.

01:02:25.732 --> 01:02:27.508

Um...

01:02:27.532 --> 01:02:31.108

Yeah, so as threatened,

01:02:31.132 --> 01:02:32.708

we're going to discuss some of the

01:02:32.732 --> 01:02:35.268

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difficulties of collaboration.

01:02:35.292 --> 01:02:36.348

Um...

01:02:36.372 --> 01:02:37.908

Yeah, I think

01:02:37.932 --> 01:02:43.041

something that what none of us
want to do is to over-romanticize

01:02:43.065 --> 01:02:46.481

collaboration as some kind of

01:02:46.505 --> 01:02:50.188

sort of, yeah, some kind of
solution to all the world's problems.

01:02:50.212 --> 01:02:53.308

And being collaborative
doesn't make something

01:02:53.332 --> 01:02:55.188

intrinsically progressive.

01:02:55.212 --> 01:02:56.505

Um...

01:02:56.505 --> 01:02:58.668

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And in terms of
the process itself,

01:02:58.692 --> 01:03:02.228
like anything that involves close
relationships with other people,

01:03:02.252 --> 01:03:04.548
collaboration can
be complicated,

01:03:04.572 --> 01:03:06.348
difficult to navigate,

01:03:06.372 --> 01:03:08.598
frustrating, disappointing.

01:03:08.623 --> 01:03:10.588
There's a
quotation I really like

01:03:10.612 --> 01:03:12.868
from feminist scholar
Astrida Neimanis,

01:03:12.892 --> 01:03:16.508
and she describes
collaboration as sweaty work,

01:03:16.532 --> 01:03:20.505

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replete with tense negotiations.

01:03:20.505 --> 01:03:23.028

I like the allusion to sweaty,

01:03:23.052 --> 01:03:24.612

because I think it

also speaks to, like,

01:03:24.636 --> 01:03:27.948

an embodied approach

to collaboration,

01:03:27.972 --> 01:03:30.308

as well as, yeah,

01:03:30.332 --> 01:03:33.885

just something on a screen like this,

which is also embodied, but whatever.

01:03:33.909 --> 01:03:36.668

Yeah, so can each

of you maybe speak to

01:03:36.692 --> 01:03:39.108

some of the things you have

found difficult in collaboration,

01:03:39.132 --> 01:03:40.468

or in collective working,

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01:03:40.492 --> 01:03:43.931

and maybe how you've been
able to navigate these difficulties.

01:03:43.955 --> 01:03:45.955

And anything you may have learnt

01:03:45.955 --> 01:03:47.955

during that process.

01:03:47.955 --> 01:03:50.628

And yeah, we can stick
with the same order.

01:03:50.652 --> 01:03:52.548

So Noreen, if you would
like to speak to that,

01:03:52.572 --> 01:03:53.955

that would be fab.

01:03:53.955 --> 01:03:55.868

-I've had so many
bad collaborations.

01:03:55.892 --> 01:03:58.348

The only reason I haven't
had more bad collaborations

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01:03:58.372 --> 01:04:00.588

is that I've went
through a period

01:04:00.612 --> 01:04:03.955

of trying very hard not to
collaborate with anyone.

01:04:03.955 --> 01:04:06.468

I think maybe one of
my worst collaborations

01:04:06.492 --> 01:04:09.225

was in my academic life with

01:04:09.249 --> 01:04:11.955

another academic, and

01:04:11.955 --> 01:04:14.948

we co-organized a
conference together.

01:04:14.972 --> 01:04:17.628

We co-edited a special
issue of a journal together.

01:04:17.652 --> 01:04:19.308

Both were hell.

01:04:19.332 --> 01:04:23.268

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And the only reason I went on to
edit the journal with the other academic

01:04:23.292 --> 01:04:25.292

was that she said, "I'll
do most of the work for it

01:04:25.316 --> 01:04:27.955

"and, you know, I just need your
name to co-badge it." And then

01:04:27.955 --> 01:04:30.708

it didn't didn't pan
out that way at all.

01:04:30.732 --> 01:04:32.868

And I think what... what that...

01:04:32.892 --> 01:04:35.068

It was a bad collaboration,

01:04:35.092 --> 01:04:37.148

I realize in hindsight,

01:04:37.172 --> 01:04:38.955

um...

01:04:38.955 --> 01:04:41.955

Because I think what my...

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01:04:41.955 --> 01:04:44.828

Because we were interested
in achieving different goals,

01:04:44.852 --> 01:04:46.628

essentially. My...

01:04:46.652 --> 01:04:49.148

And I don't know really
deep down that any of us,

01:04:49.172 --> 01:04:52.318

either of us were really
interested in the outcomes,

01:04:52.342 --> 01:04:53.668

which were ostensibly

01:04:53.692 --> 01:04:55.428

a conference and
a special issue.

01:04:55.452 --> 01:04:58.530

I was interested in having
something for my CV.

01:04:58.555 --> 01:05:01.748

And I think that she
was interested in

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01:05:01.772 --> 01:05:03.955

feeling like she mattered.

01:05:03.955 --> 01:05:06.468

That would be.... Like, she...

01:05:06.492 --> 01:05:08.372

I think what she wanted

out of the collaboration

01:05:08.396 --> 01:05:10.955

was to feel like she

was good at something.

01:05:10.955 --> 01:05:12.428

And

01:05:12.452 --> 01:05:16.188

to have somebody make her feel

better about what she was doing.

01:05:16.212 --> 01:05:18.548

And both of those

are really bad reasons

01:05:18.572 --> 01:05:20.408

to do a collaboration,

like, terrible reasons.

01:05:20.432 --> 01:05:22.668

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It was inevitable this
collaboration would fail.

01:05:22.692 --> 01:05:25.428
And it made me really frightened

01:05:25.452 --> 01:05:27.228
of collaboration for
a while afterwards,

01:05:27.252 --> 01:05:30.708
because I felt that I was
so burned by the feeling that

01:05:30.732 --> 01:05:33.308
my job and any
collaboration would be

01:05:33.332 --> 01:05:36.111
to reassure, to prop up,

01:05:36.135 --> 01:05:38.428
to console.

01:05:38.452 --> 01:05:40.188
Above all.

01:05:40.212 --> 01:05:42.508
And that, yeah, like, talk...

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01:05:42.532 --> 01:05:44.828

But it... I mean, it was
all... It was my fault.

01:05:44.852 --> 01:05:47.138

Like, as all dynamics are
two people's fault, right?

01:05:47.162 --> 01:05:48.428

It was my fault for...

01:05:48.452 --> 01:05:49.548

Um...

01:05:49.572 --> 01:05:52.748

For catching the ball
that she threw to me.

01:05:52.772 --> 01:05:55.955

It was my fault for...

01:05:55.955 --> 01:05:58.828

Yeah, for not being more

01:05:58.852 --> 01:06:00.955

decisive and clear

01:06:00.955 --> 01:06:02.788

about what I could
or couldn't do,

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01:06:02.812 --> 01:06:05.108

and not successfully
redirecting the focus

01:06:05.132 --> 01:06:07.348

of what we were doing
together onto the outcome.

01:06:07.372 --> 01:06:10.851

So, you know, and I think
about that collaboration often.

01:06:10.875 --> 01:06:11.955

Um...

01:06:11.955 --> 01:06:14.348

Both in a sort of, like, sort of

01:06:14.372 --> 01:06:16.588

horror way, but also in a...

01:06:16.612 --> 01:06:18.468

I'm never going to
let that happen again.

01:06:18.492 --> 01:06:20.628

Never going to let that
happen in that form again.

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01:06:20.652 --> 01:06:23.025

And yeah, I did learn an
awful lot about doing it.

01:06:23.049 --> 01:06:26.128

And about... You know, I've just gushed
about how brilliant other people are.

01:06:26.152 --> 01:06:27.955

Other people are also
sometimes disappointing.

01:06:27.955 --> 01:06:31.348

And that's just...
that's just a fact as well.

01:06:31.372 --> 01:06:33.068

Yeah, that was...

01:06:33.092 --> 01:06:35.955

That's my worst collaboration.
I'll pass to Mai-Anh.

01:06:35.955 --> 01:06:37.691

-No, Noreen, you're so right.

01:06:37.715 --> 01:06:40.068

Other people can be
extremely disappointing,

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01:06:40.092 --> 01:06:41.965

whether that's because of

01:06:41.989 --> 01:06:44.148

expectations that

we've put on them

01:06:44.172 --> 01:06:48.468

or miscommunication or just

maybe they're not a very nice person.

01:06:48.492 --> 01:06:49.668

[laughs]

01:06:49.692 --> 01:06:51.955

Which, you know, there's

always a possibility, right?

01:06:51.955 --> 01:06:53.908

And... And...

01:06:53.932 --> 01:06:57.748

While alignment on the

objective or the thing that you're...

01:06:57.772 --> 01:07:00.531

believing in the thing that

you're trying to do, having that

01:07:00.555 --> 01:07:03.308

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clear, common

goal is a really critical

01:07:03.332 --> 01:07:05.616

starting point for

any collaboration.

01:07:05.641 --> 01:07:07.641

Um... But...

01:07:07.665 --> 01:07:09.029

Yeah, similarly,

01:07:09.053 --> 01:07:14.548

sometimes people who have the most

beautiful beliefs and end goals can be...

01:07:14.572 --> 01:07:16.948

They can treat

people very horribly.

01:07:16.972 --> 01:07:18.548

And I have direct

experience of that.

01:07:18.572 --> 01:07:22.468

I'm sure also I've treated

people badly along the way.

01:07:22.492 --> 01:07:27.068

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And I also don't ever want to
romanticize collective works.

01:07:27.092 --> 01:07:30.388

It's really easy to say things like, "Yeah,
community is the answer to everything."

01:07:30.412 --> 01:07:32.668

We're not used to being
in community, most of us.

01:07:32.692 --> 01:07:34.398

We are socialized.

01:07:34.423 --> 01:07:36.628

And particularly,
you know, we all

01:07:36.652 --> 01:07:40.588

either have grown up in
or are currently working in,

01:07:40.612 --> 01:07:43.948

have been educated in whatever
it is, we are all currently in

01:07:43.972 --> 01:07:46.955

the UK where we don't have this

01:07:46.955 --> 01:07:52.108

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sort of socialized
communal way of living.

01:07:52.132 --> 01:07:55.948

There is conflict, and I
don't want to put anyone off,

01:07:55.972 --> 01:07:57.828

but I also think it's
important to be prepared,

01:07:57.852 --> 01:07:59.955

because you will
come up against conflict.

01:07:59.955 --> 01:08:02.210

And the more
people talk about it,

01:08:02.234 --> 01:08:04.515

the more you can actually
put in place sort of frameworks.

01:08:04.539 --> 01:08:06.525

I keep talking about frameworks,

01:08:06.549 --> 01:08:08.828

but mechanisms,
ways of... processes,

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01:08:08.852 --> 01:08:12.028

things that you use to
cope and to make decisions.

01:08:12.052 --> 01:08:13.955

You know, it's emotional work.

01:08:13.955 --> 01:08:16.468

And it should be emotional work.

01:08:16.492 --> 01:08:18.405

We need to have, you know,

01:08:18.429 --> 01:08:20.428

an ability to kind
of collectively

01:08:20.452 --> 01:08:22.588

feel emotion about the
stuff that we're doing,

01:08:22.612 --> 01:08:23.868

the stuff that we care about.

01:08:23.892 --> 01:08:25.708

But similarly,

01:08:25.732 --> 01:08:28.955

some decisions shouldn't be
made when you are feeling especially

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01:08:28.955 --> 01:08:33.828

rageful or feelings of grief,
or, you know, something...

01:08:33.852 --> 01:08:35.068

a panic is happening.

01:08:35.092 --> 01:08:38.148

So I do think it's important
for collaborators to have,

01:08:38.172 --> 01:08:40.068

while they're, you know,

01:08:40.092 --> 01:08:43.308

in a sort of rational decision-making
frame of mind, to have

01:08:43.332 --> 01:08:44.955

agreed processes,

01:08:44.955 --> 01:08:46.908

workflows, logic trees.

01:08:46.932 --> 01:08:48.750

Whatever it is that
we can defer to

01:08:48.774 --> 01:08:52.348

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when it's an emotive time.

We need to make a decision.

01:08:52.372 --> 01:08:54.068

What... What did our

01:08:54.092 --> 01:08:56.628

calm, rational thinking selves

01:08:56.652 --> 01:09:00.068

put in place for

this very moment?

01:09:00.092 --> 01:09:01.438

Being prepared is...

01:09:01.463 --> 01:09:02.845

It's really important.

01:09:02.869 --> 01:09:03.988

Um...

01:09:04.012 --> 01:09:05.955

I also like to

01:09:05.955 --> 01:09:10.508

turn to the words of others who have
been doing that long, long before me.

01:09:10.532 --> 01:09:13.955

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I will never forget, um...

01:09:13.955 --> 01:09:17.531

In part of the work
in writing the book,

01:09:17.555 --> 01:09:20.108

there was a lot of
reckoning with a past self

01:09:20.132 --> 01:09:22.468

and with previous
work that's been done

01:09:22.492 --> 01:09:25.348

and trying to kind
of come to terms with

01:09:25.372 --> 01:09:28.858

maybe things that I don't believe any more
and work that I put out into the world.

01:09:28.882 --> 01:09:31.068

And I think most writers
have this experience, right?

01:09:31.092 --> 01:09:33.055

Work that I put out into
the world that I just...

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01:09:33.079 --> 01:09:34.428

[breathes in sharply] Ugh...

01:09:34.452 --> 01:09:37.955

I wince a little bit

when I think about it and

01:09:37.955 --> 01:09:40.268

I was in a panic

01:09:40.292 --> 01:09:44.348

about some things that had

been written about my work online

01:09:44.372 --> 01:09:46.428

by a critic,

01:09:46.452 --> 01:09:48.955

not a particularly helpful one.

01:09:48.955 --> 01:09:51.628

And my co-author,

01:09:51.652 --> 01:09:53.988

she sent me

01:09:54.012 --> 01:09:56.955

a paragraph from Adrienne

Maree Brown's book.

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01:09:56.955 --> 01:10:00.605

And she said, other people
have been doing this before,

01:10:00.629 --> 01:10:02.028

long before us.

01:10:02.052 --> 01:10:05.258

There is, you know,
particularly like this kind of...

01:10:05.283 --> 01:10:09.148

There's this black
radical feminist tradition

01:10:09.172 --> 01:10:13.508

of the Angela Davises and the newer
visionaries like Adrienne Maree Brown,

01:10:13.532 --> 01:10:16.955

that people have come up
against this conflict in the past.

01:10:16.955 --> 01:10:18.071

Um...

01:10:18.095 --> 01:10:19.348

And, you know,

01:10:19.372 --> 01:10:21.028

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people who've been
dealing with much

01:10:21.052 --> 01:10:24.108
grittier stuff than I've
ever had to deal with.

01:10:24.132 --> 01:10:27.955
So, I'll never forget that
she sent me some words that

01:10:27.955 --> 01:10:31.228
are really... were
so helpful to me.

01:10:31.252 --> 01:10:33.988
So I love this idea of
looking to the work of others,

01:10:34.012 --> 01:10:36.588
and of looking into the archive,

01:10:36.612 --> 01:10:41.955
looking to the past for ways out
of the present and into the future.

01:10:41.955 --> 01:10:44.388
Yeah, and knowing

01:10:44.412 --> 01:10:45.828

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how to nourish yourself,

01:10:45.852 --> 01:10:47.668

how to make space
for the messiness.

01:10:47.692 --> 01:10:50.807

Like, having a dedicated
time and a space

01:10:50.831 --> 01:10:54.405

to rant and rage and
physically process or cry,

01:10:54.429 --> 01:10:56.868

or whatever it is, so that
when you do need to kind of

01:10:56.892 --> 01:10:59.955

suck it up and buckle down,
because I do believe that

01:10:59.955 --> 01:11:03.588

in this kind of work, you do
need to commit to show up.

01:11:03.612 --> 01:11:05.588

You know, it's hard

01:11:05.612 --> 01:11:09.588

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when the work is unpaid and
when people have complicated lives,

01:11:09.612 --> 01:11:12.868
but sometimes you do
need to just show up.

01:11:12.892 --> 01:11:14.588
It's a hard reflex.

01:11:14.612 --> 01:11:16.378
Again, we're not
taught how to do that.

01:11:16.403 --> 01:11:18.188
So that when you do

01:11:18.212 --> 01:11:20.188
buckle down and
show up, you're not

01:11:20.212 --> 01:11:23.668
pushing down waves of built-up
messiness in order to do that.

01:11:23.692 --> 01:11:25.148
You've made space for it,

01:11:25.172 --> 01:11:27.788
you've kind of been able to

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compartmentalize a little bit better.

01:11:27.812 --> 01:11:30.955

Having said that, I also
think it's important to

01:11:30.955 --> 01:11:34.468

like, know when to accept the
signs that something isn't working.

01:11:34.492 --> 01:11:36.228

Whether that's, okay,

01:11:36.252 --> 01:11:38.108

clearly, if people
aren't showing up

01:11:38.132 --> 01:11:40.108

or if people are
finding this difficult,

01:11:40.132 --> 01:11:42.148

or if people are... this
is upsetting people,

01:11:42.172 --> 01:11:44.308

maybe we need to change tack

01:11:44.332 --> 01:11:46.028

or maybe we need to stop,

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01:11:46.052 --> 01:11:47.955

or maybe we need a break.

01:11:47.955 --> 01:11:49.988

During the book writing process,

01:11:50.012 --> 01:11:51.472

there was a really
challenging period

01:11:51.496 --> 01:11:53.705

where we all just kind of looked at each
other and said,

01:11:53.729 --> 01:11:54.779

"Do we just need to stop?"

01:11:54.803 --> 01:11:57.168

So we actually asked for a nine
month extension on our book,

01:11:57.192 --> 01:11:58.852

which was kind of
unthinkable at the time.

01:11:58.876 --> 01:12:00.148

But as soon as we did it,

01:12:00.172 --> 01:12:01.788

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we realized it was
the right thing to do

01:12:01.812 --> 01:12:03.955
and we all just took
two months off to

01:12:03.955 --> 01:12:06.548
process what we were going through.

01:12:06.572 --> 01:12:09.758
And yeah, knowing
when to just say

01:12:09.782 --> 01:12:11.788
enough was really
important as well.

01:12:14.955 --> 01:12:16.868
-So many good points.

01:12:16.892 --> 01:12:19.428
Yeah, because I think

01:12:19.452 --> 01:12:22.955
both of you sort of
touched on, um...

01:12:22.955 --> 01:12:24.198
Uh...

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01:12:24.222 --> 01:12:26.308

Yeah, touched on was
essentially kind of like

01:12:26.332 --> 01:12:28.308

what I'm going to talk
about, which is, yeah,

01:12:28.332 --> 01:12:31.468

negotiating boundaries
and plans and kind of...

01:12:31.492 --> 01:12:34.748

Yeah, again, as
you both mentioned,

01:12:34.772 --> 01:12:37.628

processes of what to do
when things do go wrong.

01:12:37.652 --> 01:12:40.955

I think something that I really

01:12:40.955 --> 01:12:44.228

always try to bring to any
collaborative relationship now,

01:12:44.252 --> 01:12:46.955

is to almost kind of, like...

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01:12:46.955 --> 01:12:49.268

Timelines that can
be quite detailed

01:12:49.292 --> 01:12:52.548

and kind of like when people
can expect things of me

01:12:52.572 --> 01:12:55.188

and when kind of like I
expect responses in return.

01:12:55.212 --> 01:12:56.825

Especially kind of
like when it comes to

01:12:56.849 --> 01:12:59.392

creative submissions,
because there can...

01:12:59.416 --> 01:13:03.388

As people who are kind
of like working as writers,

01:13:03.412 --> 01:13:06.028

you're going to be juggling
quite a few different projects.

01:13:06.052 --> 01:13:07.525

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So, if you're kind of...

01:13:07.549 --> 01:13:11.348

So, if all of a sudden something
is going to take a little bit longer,

01:13:11.372 --> 01:13:14.388

you kind of need to
know that quite early on

01:13:14.412 --> 01:13:16.955

just to be able to make it work.

01:13:16.955 --> 01:13:20.788

And yeah, because as
Mai-Anh was just saying,

01:13:20.812 --> 01:13:23.398

like at one point
you will sort of

01:13:23.422 --> 01:13:27.988

go past your boundaries of what you're able
to reasonably do to make a project work.

01:13:28.012 --> 01:13:29.268

And that's something that

01:13:29.292 --> 01:13:31.965

I think everyone kind of like

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at one point just has to do,

01:13:31.989 --> 01:13:35.708

especially if it's... Because you will
only get into a collaborative relationship

01:13:35.732 --> 01:13:39.498

and embark on a project,

01:13:39.522 --> 01:13:41.988

especially a creative project,
if you really do care about it.

01:13:42.012 --> 01:13:44.148

So you will kind of,
like, go out of your way

01:13:44.172 --> 01:13:46.308

and really push yourself
to get the thing done.

01:13:46.332 --> 01:13:48.955

But I think it's kind of,
like, also important to...

01:13:48.955 --> 01:13:50.868

Yeah, as Mai-Anh
was mentioning, just to

01:13:50.892 --> 01:13:54.388

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know when to press the brakes,
know when to ask for a bit more time.

01:13:54.412 --> 01:13:57.508

And yeah, again, with the

01:13:57.532 --> 01:14:00.228

various collaborative projects,

01:14:00.252 --> 01:14:02.988

I've been very

lucky to work with

01:14:03.012 --> 01:14:07.308

organizations where whenever

we've needed an extension,

01:14:07.332 --> 01:14:08.428

they've taken that on

01:14:08.452 --> 01:14:11.476

because they've

realized they also kind of...

01:14:11.501 --> 01:14:12.748

We...

01:14:12.772 --> 01:14:15.188

There were organizations who

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01:14:15.212 --> 01:14:21.955

also would try to kind
of like espouse the...

01:14:21.955 --> 01:14:24.868

Ugh, words. What
am I trying to say?

01:14:24.892 --> 01:14:26.018

Uh...

01:14:26.042 --> 01:14:30.428

Like just the values... Yeah, the
values that they're putting out there.

01:14:30.452 --> 01:14:32.268

So they would try to

01:14:32.292 --> 01:14:34.468

make sure that the people
that they're working with

01:14:34.492 --> 01:14:37.955

are okay, that they're
paid well and that

01:14:37.955 --> 01:14:40.068

they're not being asked

01:14:40.092 --> 01:14:41.788

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to do too much.

01:14:41.812 --> 01:14:43.955

Like, way more than...

01:14:43.955 --> 01:14:45.708

Yeah, contracted for.

01:14:49.955 --> 01:14:51.148

-Thanks, everyone.

01:14:51.172 --> 01:14:53.388

This timelines point is
really interesting to me

01:14:53.412 --> 01:14:55.071

because I've done
some collaborations

01:14:55.095 --> 01:14:56.955

that was supposed to
take a few months and then

01:14:56.955 --> 01:14:58.908

gone on for years.

01:14:58.932 --> 01:15:00.868

And as you say, because
you want a good outcome,

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01:15:00.892 --> 01:15:02.652

you just keep working
at it, and you're like,

01:15:02.676 --> 01:15:04.676

I really should have said
no to this some time ago.

01:15:04.700 --> 01:15:07.955

We are getting to the end.

01:15:07.955 --> 01:15:11.308

There is a final question, which I
reckon we could answer maybe, like,

01:15:11.332 --> 01:15:12.868

super briefly each, maybe like

01:15:12.892 --> 01:15:14.955

a sentence each or
something like that.

01:15:14.955 --> 01:15:16.948

And it's about

01:15:16.972 --> 01:15:18.955

space and structure,
making space.

01:15:18.955 --> 01:15:20.228

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Um...

01:15:20.252 --> 01:15:22.308

Yeah, and as we
kind of discussed,

01:15:22.332 --> 01:15:23.628

working together requires

01:15:23.652 --> 01:15:25.108

a space in which
to do that work.

01:15:25.132 --> 01:15:28.955

And that space might be
like online chats, or it might be

01:15:28.955 --> 01:15:30.948

a room or a community hall.

01:15:30.972 --> 01:15:33.108

It might be a trade union.

01:15:33.132 --> 01:15:34.332

Um...

01:15:34.356 --> 01:15:37.955

So just thinking about, um...

01:15:37.955 --> 01:15:40.955

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Yeah, the future of
collective organizing

01:15:40.955 --> 01:15:43.428
that you slash we
are involved with.

01:15:43.452 --> 01:15:44.955
Um...

01:15:44.955 --> 01:15:47.725
Are there particular kinds
of spaces or structures

01:15:47.749 --> 01:15:49.668
that you would like to see?

01:15:49.692 --> 01:15:51.308
Um...

01:15:51.332 --> 01:15:54.308
And I reckon, yeah,
let's just say like

01:15:54.332 --> 01:15:55.948
something super fast each,

01:15:55.972 --> 01:15:58.188
and then we can wrap this up

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01:15:58.212 --> 01:16:00.388

if that it's cool with you.

01:16:01.955 --> 01:16:06.148

-Interpreting the term

space very flexibly,

01:16:06.172 --> 01:16:09.628

one of the things I

really, really crave

01:16:09.652 --> 01:16:12.788

from the book community at large

01:16:12.812 --> 01:16:15.191

or the kind of public face

of the book community,

01:16:15.215 --> 01:16:17.955

which can be a

little bit different,

01:16:17.955 --> 01:16:20.538

is an understanding

01:16:20.562 --> 01:16:23.108

that a writer and

the work of a writer

01:16:23.132 --> 01:16:25.348

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is... is so much more

01:16:25.372 --> 01:16:28.051

than just the books,
the articles, the essays.

01:16:28.075 --> 01:16:30.108

That the work of a
writer is sometimes

01:16:30.132 --> 01:16:32.228

also the work of a citizen,

01:16:32.252 --> 01:16:35.955

the work of somebody working
towards a better world that we are...

01:16:35.955 --> 01:16:39.268

We've talked a little bit about
bringing the whole person

01:16:39.292 --> 01:16:40.988

and bringing the
feelings, and that

01:16:41.012 --> 01:16:43.828

sometimes one of our
biggest jobs as writers

01:16:43.852 --> 01:16:46.548

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is to speak up when
something isn't right.

01:16:46.572 --> 01:16:47.955
And...

01:16:47.955 --> 01:16:50.628
It has... It can
sometimes feel like

01:16:50.652 --> 01:16:52.645
there is no space for that.

01:16:52.669 --> 01:16:57.068
And so that is the kind of
spaciousness that I... I long for

01:16:57.092 --> 01:16:58.551
and I'm excited to see more of.

01:16:58.575 --> 01:17:00.508
And I believe we
will see more of

01:17:00.532 --> 01:17:02.338
in the coming years.

01:17:06.955 --> 01:17:10.028
-I have a lot of thoughts about

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01:17:10.052 --> 01:17:12.331

trade unions and

where they are today,

01:17:12.355 --> 01:17:15.868

but I don't think that will fit the brief
for your one sentence answer, Tom.

01:17:15.892 --> 01:17:17.788

So I'm not going to
talk about trade unions.

01:17:17.812 --> 01:17:18.812

Um...

01:17:18.836 --> 01:17:20.228

Just know that I would like to.

01:17:20.252 --> 01:17:24.955

I would like to see more
radical social centres.

01:17:24.955 --> 01:17:28.748

And I would like
to see a return to...

01:17:28.772 --> 01:17:30.345

So the...

01:17:30.369 --> 01:17:33.098

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The abolitionist
writer Leah Cowan

01:17:33.122 --> 01:17:35.955
has written about

01:17:35.955 --> 01:17:38.868
how a few decades
ago, when there was more

01:17:38.892 --> 01:17:42.788
dedicated council funding
available for community purchases,

01:17:42.812 --> 01:17:44.508
that there were a lot of

01:17:44.532 --> 01:17:48.148
feminist centres in the UK
that were actually owned

01:17:48.172 --> 01:17:52.955
by the groups that operated

01:17:52.955 --> 01:17:55.268
the movements, whatever
it was they were trying to do.

01:17:55.292 --> 01:17:57.228
And that ownership

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has slipped away

01:17:57.252 --> 01:18:00.308

and we now live in
a rentier economy

01:18:00.332 --> 01:18:02.908

where spaces like
that are very hard.

01:18:02.932 --> 01:18:04.268

So I would like to see

01:18:04.292 --> 01:18:07.068

more sustained community action

01:18:07.092 --> 01:18:08.548

in order to...

01:18:08.572 --> 01:18:11.418

You know, community buyouts
are a great example of this,

01:18:11.442 --> 01:18:13.468

but more physical centres

01:18:13.492 --> 01:18:16.028

where coalitions
of different groups

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01:18:16.052 --> 01:18:17.868

can use the space
for whatever it is.

01:18:17.892 --> 01:18:20.268

It doesn't have to be
one particular group,

01:18:20.292 --> 01:18:22.148

but the... the space,

01:18:22.172 --> 01:18:24.628

the physical space
serves a community.

01:18:24.652 --> 01:18:26.588

And I was lucky enough to go to

01:18:26.612 --> 01:18:32.028

a radical social centre ideation
and designing night in Edinburgh

01:18:32.052 --> 01:18:34.428

a few months ago
that was put together.

01:18:34.452 --> 01:18:37.268

It was very exciting and I would
love to see more stuff like that.

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01:18:40.955 --> 01:18:43.228

I think it's always
very interesting

01:18:43.252 --> 01:18:47.108

to think about questions of kind of
like the kind of spaces that we want

01:18:47.132 --> 01:18:48.988

because it feels like

01:18:49.012 --> 01:18:51.348

more likely than not,
those spaces sort of exist

01:18:51.372 --> 01:18:54.588

in certain pockets that we
might not always be aware of.

01:18:54.612 --> 01:18:56.955

But, essentially, kind of...

01:18:56.955 --> 01:19:01.268

I think I want more spaces like
Scottish BPOC Writers Network.

01:19:01.292 --> 01:19:02.911

Like, spaces that

01:19:02.935 --> 01:19:05.825

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actively kind of, like,
support marginalized writers.

01:19:05.849 --> 01:19:09.028

Kind of provide a funding
space and a platform

01:19:09.052 --> 01:19:11.217

that can really help them
find community as well,

01:19:11.241 --> 01:19:14.508

and kind of build a
sense of coalition,

01:19:14.532 --> 01:19:15.908

and who also kind of, like,

01:19:15.932 --> 01:19:19.308

really do stand by
their values as well.

01:19:19.332 --> 01:19:22.228

And, yeah, just,

01:19:22.252 --> 01:19:24.708

spaces that provide

01:19:24.732 --> 01:19:28.955

the basis for more radical forms

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of kind of, like, imagining the world,

01:19:28.955 --> 01:19:30.508

imagining things otherwise.

01:19:30.532 --> 01:19:32.468

There's, um...

01:19:32.492 --> 01:19:35.788

There's a space called

Rumpus Room based in Glasgow,

01:19:35.812 --> 01:19:40.348

which is like an incredible
educational space

01:19:40.372 --> 01:19:42.628

for younger folks
as well that...

01:19:42.652 --> 01:19:45.955

Yeah, so kind of, like,

01:19:45.955 --> 01:19:49.628

engages them kind of like in
various different creative ways,

01:19:49.652 --> 01:19:53.068

and they provide funding for
artists to come in and kind of, like,

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01:19:53.092 --> 01:19:54.508

run workshops for folks.

01:19:54.532 --> 01:19:57.428

And I feel like that

sort of thing is...

01:19:57.452 --> 01:19:59.708

can be a huge

catalyst for change.

01:19:59.732 --> 01:20:01.738

Especially, just kind of, like...

01:20:01.763 --> 01:20:03.948

Again, helps build community

01:20:03.972 --> 01:20:08.788

and helps people kind of

like on their way to building

01:20:08.812 --> 01:20:11.268

sustainable kind of like

collaborative relationships.

01:20:11.292 --> 01:20:14.708

If we kind of like provide

models for how that can exist,

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01:20:14.732 --> 01:20:18.825

people can take that on and
try to emulate it and build upon it.

01:20:18.849 --> 01:20:19.955

Yeah.

01:20:22.955 --> 01:20:25.548

-Thank you, everyone,
and thank you for this

01:20:25.572 --> 01:20:29.828

beautiful and enriching conversation,
and for all your contributions.

01:20:29.852 --> 01:20:32.668

I feel like, in terms of that
question of nourishment earlier,

01:20:32.692 --> 01:20:36.955

I feel very nourished speaking
with you all this evening.

01:20:36.955 --> 01:20:40.508

So that is all
we've got time for.

01:20:40.532 --> 01:20:41.955

Um...

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01:20:41.955 --> 01:20:45.828

I have some things
to wrap up by saying

01:20:45.852 --> 01:20:48.028

thank you. I've said thank you.

01:20:48.052 --> 01:20:52.948

Thank you also to Lilly Brend-Fish
for moderating the event this evening.

01:20:52.972 --> 01:20:55.908

If you've enjoyed this event
and aren't yet a member,

01:20:55.932 --> 01:20:57.955

please consider joining the SoA.

01:20:57.955 --> 01:20:59.708

And there is a

01:20:59.732 --> 01:21:01.508

special offer

01:21:01.532 --> 01:21:02.708

using a code,

01:21:02.732 --> 01:21:04.955

"SOAATHOME20".

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01:21:04.955 --> 01:21:10.348

And I think Lilly's going to pop the link
for that in the chat. Yeah. Fab, thanks.

01:21:10.372 --> 01:21:13.348

The next #SoAatHome event

01:21:13.372 --> 01:21:17.668

is this Saturday with an online
listening session for SoA members.

01:21:17.692 --> 01:21:22.388

And that is on the events page at
the SocietyOfAuthors.org website.

01:21:22.412 --> 01:21:23.412

Um...

01:21:24.955 --> 01:21:27.148

Yes, the event is free,

01:21:27.172 --> 01:21:29.468

but if you would like to,

01:21:29.492 --> 01:21:32.748

you can consider donating to the
Society of Authors Access Funds,

01:21:32.772 --> 01:21:35.748

where we suggest a

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minimum donation of £5.

01:21:35.772 --> 01:21:37.955

Um...

01:21:37.955 --> 01:21:39.308

Oh, there's lots
of things to say.

01:21:39.332 --> 01:21:41.588

You can also help the
Society of Authors Access Fund

01:21:41.612 --> 01:21:45.051

by making a purchase on our
virtual bookstore on [Bookshop.org](https://www.bookshop.org),

01:21:45.075 --> 01:21:46.948

where you can find
books written by writers

01:21:46.972 --> 01:21:49.668

taking part in the SoA's
events programme.

01:21:49.692 --> 01:21:51.845

And I think Lilly will have
links to all these things.

01:21:51.869 --> 01:21:53.711

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Yeah, fab. Thank
you very much, Lilly.

01:21:53.736 --> 01:21:55.908

And that is it from us.

01:21:55.932 --> 01:21:58.031

So thank you so much

01:21:58.055 --> 01:22:00.828

to Mai-Anh and to Noreen
and to Mohamed

01:22:00.852 --> 01:22:03.525

for such a fab conversation.

01:22:03.549 --> 01:22:05.646

I've really enjoyed it and
I've made so many notes

01:22:05.670 --> 01:22:07.165

of things I want to ask you about

01:22:07.190 --> 01:22:08.431

some other time.

01:22:08.455 --> 01:22:09.905

But yeah, thank you so much

01:22:09.929 --> 01:22:12.955

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and thank you, everybody,

01:22:12.955 --> 01:22:14.343

for taking part.

01:22:14.368 --> 01:22:17.668

And I think that

is bang on 19:30.

01:22:17.692 --> 01:22:20.188

And yeah, thank you very much.

01:22:21.348 --> 01:22:24.715

-Thank you, everyone, and thank you, Tom.

-Thank you for the excellent chairing, Tom.

01:22:24.740 --> 01:22:25.868

-Yeah, well done.

01:22:25.892 --> 01:22:27.326

Thank you.