



ALL TOGETHER NOW

ANNUAL REPORT 2021 -2022

All Together Now is a

nationally-focussed charity dedicated to preventing all forms of racism in Australia.

Our vision is for a racially equitable Australia. We seek to achieve this by educating Australians about racism. We do this by imagining and delivering innovative and evidence based projects that promote racial equity. We are community driven, we utilise partnered approaches, and our work is intersectional.

Our organisational strategic pillars are:

- **Innovation:** Driving innovation in the anti-racism field through projects that challenge orthodoxy and deliver alternative community approaches.
- **Financial Sustainability:** Developing new income streams to sustain current and new projects, ensure viability and support independence.
- **Promotion:** Externally positioning ATN as an action-oriented, trusted and informed anti-racism organisation.
- **Workplace Culture:** Ensuring a workplace in which everyone is physically and emotionally safe, where work is collaborative and diverse experience is valued.

All Together Now was formed as a national not-for-profit organisation in June 2010.

OUR APPROACH is based on the

“Building on our Strengths” framework published in 2009 to reduce race-based discrimination in Australia, and is guided by a Reference Group of specialist academics and practitioners.

We use these tactics:

- **Educating** Australian residents about how racism manifests and the effects it has on people subjected to it, thereby increasing personal accountability.
- **Raising awareness** among Australian residents about different cultures, thereby breaking down misconceptions, busting stereotypes, and challenging xenophobia.
- **Increasing empathy** among Australian residents towards people from different cultures, thereby lowering people’s biases against people from other cultures.
- **Promoting values** that underpin cultural diversity such as mutual respect, empathy, insight, compassion and dignity.
- **Empowering** Australian residents to embrace their own culture/s without fear of prejudice or persecution, thereby enabling people to understand the importance of culture.
- **Building positive social norms** through the use of popular culture using different forms of marketing on social media.
- **Measuring as well as learning from our work** and sharing our evaluations with others.



CEO STATEMENT -

Stijn Denayer

This year was undeniably a year of **change** and **challenges** for All Together Now.

After founding All Together Now more than 11 years ago, and leading the organisation ever since, **Priscilla Brice** decided to step down from her role as Managing Director in late 2021.

All Together Now is enormously grateful to Priscilla for her role in furthering its mission of educating Australians about racism, in the pursuit of racial equity. Priscilla will remain involved in the organisation as a Non-Executive Director on the Board.

Like all not-for-profit organisations, the 2021-22 financial year again was a challenging one due to the COVID-19 **pandemic** and extended **lockdowns** across

the country. This impacted some of our work including the roll-out of our Agent C program to young people via NSW schools and youth services in the second half of 2021. All Together Now was able to access some government support including a COVID-19 Business Grant and JobSaver, providing some financial relief to the organisation.

However, this year was also a year of **success** and **resilience** for All Together Now.

All Together Now successfully continued its **Agent C** project in 2021-2022. The project's aim is to develop specialised training with and for young people that will enhance their skills to challenge hateful conspiracy theories and fake news. After a highly positive independent evaluation of the pilot phase, the **project was extended** until June 2022 with funding provided by the NSW Government through Multicultural NSW.

In June 2022 All Together Now successfully applied for **multi-year funding** from Multicultural NSW to continue the Agent C Project. Partnering with Urbis and Headspace Camperdown, this funding will enable us to roll out the Agent C training program throughout NSW until June 2024.

All Together Now was also able to generate significant social impact this year in the space of countering far-right extremism, delivering a record number of our fee-for-service **Countering Far-right Extremism workshops** to more than 240 participants from a broad range of government agencies, private sector and community organisations.

As an organisation that has been working to undermine far-right extremism in Australia since 2012, this year was significant in our ongoing efforts to counter the broad spectrum of hate and violence that is generated by far-right extremism, white supremacy and racism in Australia.

We hope to further scale up our work in this area next year.

All Together Now also continued its first **Reconciliation Action Plan** this year. As an organisation seeking systemic change through its work, All Together Now is passionate about upholding the rights of First Nations people in Australia and ensuring structural barriers to racial equity are addressed and ultimately removed.

During the financial year, the Board farewelled one Non-Executive Director and one Public Fund Committee member, and welcomed one new Non-Executive Director, as well as the appointment of a new Chair of the Board. These new appointments were aligned with All Together Now's strategic priorities.

As a standard policy, All Together Now does not publicly name its Directors, employees or volunteers due to security concerns (these are available upon request by stakeholders). However, I would like to thank every Non-Executive Director, employee, volunteer, Public Fund Committee member, donor, partner and supporter, for their hard work, commitment and invaluable contributions this year. It is thanks to you that All Together Now is able to continue its work towards achieving its vision of a racially equitable Australia.

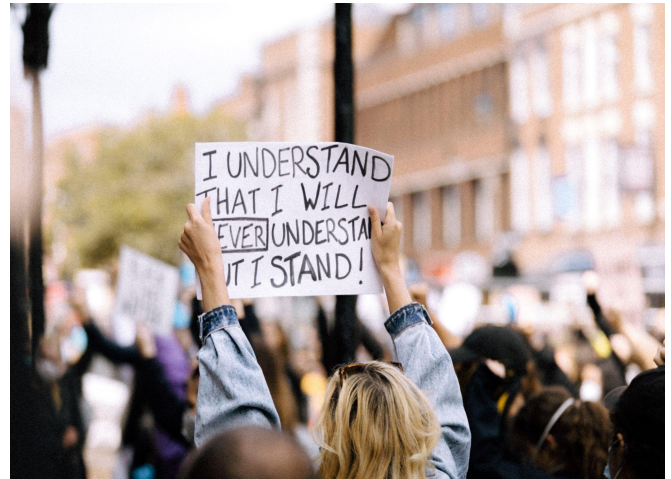
MAJOR ACHIEVEMENTS

During the 2021-22 financial year, All Together Now undertook the following business activities:

- Delivered a total of 10 Countering Far-right Extremism workshops to more than 240 participants from a range of government agencies, private sector and community organisations.
- Delivered 38 evidence-based and co-designed

online training workshops for young people, enhancing their skills to critically engage with hateful conspiracy theories and fake news.

- Launching a new website and publishing two free online guides for parents, caregivers and/or frontline workers to have better conversations with children and young people about the impact of racism and the threat of far-right extremism.



MAJOR BUSINESS ACTIVITIES (AT A GLANCE)

Agent C project

In 2021-2022 All Together Now successfully scaled up its "Agent C" project.

The objective of Agent C is to develop specialised training with and for young people in order to challenge divisive and hateful conspiracy theories and fake news. This includes but is not limited to far-right extremist conspiracy theories and fake news narratives.

Funding for the Agent C project has been provided by the NSW Government through Multicultural NSW.

All Together Now believe this project is necessary as the current COVID-19 pandemic has caused a significant rise in online conspiracy theories and fake news, and has also created the ideal circumstances for racism and right-wing extremism to flourish.

Agent C aims to enhance the confidence and capacity of young people aged 14-21 to unpack and critically engage with hateful conspiracy theories and fake news and to have stimulating conversations with their peers encouraging critical thinking.

The pilot phase of the Agent C project ran from February 2021 to December 2021. Despite the challenges generated by the lockdowns in NSW, the project team successfully rolled out the evidence-based and co-designed training package between July and December 2021, and achieved the following outputs:

- Delivered 14 online training workshops for young people in August-September.
- Trained 39 young people in total, with 34 young people completing the full training program (3 x 1.5 hour workshops).

Our Agent C project partners are Headspace Camperdown (for the recruitment of training participants) and Urbis (for project evaluation). We are also working with a number of informal partners for advice and guidance, including academics and co-design experts.

After a highly positive evaluation of the pilot phase completed by Urbis in December 2021, indicating that the project had successfully achieved all its intended outcomes, the project was extended until June 2022 with funding provided by the NSW Government through Multicultural NSW.

Between January and June 2022, the project achieved the following outputs:

- **Updated** the training package with the latest developments, insights and examples about fake news and conspiracy theories.
- **Promoted** the Agent C program throughout NSW, consulting with schools, youth services, interagencies, frontline workers and young people.
- **Delivered** 24 online workshops of 1.5 hours each to 132 young people aged 14-21.

In June 2022 All Together Now successfully applied for multi-year funding from Multicultural NSW to continue the Agent C Project. This funding will enable us to further scale up the project and roll out the Agent C training program throughout NSW until June 2024.

Countering far-right extremism training

All Together Now currently offers two [Countering Far-right Extremism workshops](#) on a fee-for-service basis. The workshops are available to be booked by organisations or individuals.

In 2021-22 All Together Now delivered a total of 10 Countering Far-right Extremism workshops to more than 240 participants from a broad range of government agencies, private sector and community organisations.

The delivery of these workshops are an important part of All Together Now's ongoing efforts to generate much-needed social impact in this space by countering the broad spectrum of hate and violence that is generated by far-right extremism, white supremacy and racism in Australia.

All Together Now has been working to undermine far-right extremism in Australia since 2012.

Formerly known as EXIT White Power, the CAPE Project (Community Action for Preventing Extremism) has been spearheading All Together Now's ongoing work in promoting resilience and response to far-right extremism by undermining recruitment processes and assisting at-risk individuals.

As mentioned in our previous Annual Report, All Together Now published a [report](#) in early 2021 detailing the results of the final two years of the NSW CAPE project (2018-2020), supported by Multicultural NSW. This report included an independent evaluation by Macquarie University which concluded that the CAPE program had "in all cases met and surpassed" expectations, as well as established "a high degree of institutional expertise, experience, and capacity that is world-leading in the space of countering far-right extremism".

Our countering far-right extremism workshops currently open to the public are based on the independently evaluated CAPE training program but are being constantly updated to reflect the fast-changing landscape of right wing extremism in Australia and internationally.

Our Identifying Far-Right Extremism workshop provides participants with a comprehensive overview of the spectrum of far-right extremist hate and violence, both internationally and in Australia. It looks at the different ideological tendencies within the spectrum and provides a scan of the landscape of the most important far-right extremist groups, networks and channels. Through activity-based learning, participants learn how far-right extremist groups recruit, both online and offline, and who is most at risk of being recruited.

Responding to Far-Right Extremism is a follow-up workshop during which participants learn how to use a range of assessment tools and response models that will allow them to quickly and reliably assess how vulnerable and at-risk a young person in their care

might be in engaging with far-right extremism.

In 2022-23 All Together Now hopes to further scale up our Countering Far-right Extremism training program and deliver more workshops throughout Australia.

Anti-racism resources

All Together Now continued its work this year on educating Australians about racial inequity. We produced a number of resources discussing the impacts of racism across a range of sectors and settings and the ways in which people can effectively challenge the different forms of racism.

As a social impact partner for the ABC series The School That Tried to End Racism, All Together Now produced an online [guide](#) for adults to have better conversations with children about racism.

The School That Tried to End Racism explores a ground-breaking pilot program in schools designed to provide students with the tools to identify racial bias and make positive change. Our free guide is designed for parents, guardians, family members or caregivers to better navigate conversations about race and racism with the children in their life.

In the second half of 2021 All Together Now also implemented the activities planned under the Social Sector Transformation Fund (SSTF) grant it received in June 2021 from NSW Government.

SSTF provides grants to small and medium-sized charities and not-for-profits working in health and social services to help strengthen their operations — with a focus on capacity building, better digital service delivery, and improving business strategies.

All Together Now's SSTF project aimed to improve the efficiency and effectiveness of its online service delivery in providing information to youth workers, social workers, counselors and others who support

young people in NSW. It also aims to strengthen its capacity to better assist frontline workers over the long term so they may help young people challenge right-wing extremism.

This project resulted in All Together Now upgrading its online communications (website; newsletters) and CRM system, as well as allowing it to produce a free online [guide](#) on how to 'Recognise and Prevent Far-right Extremist Behaviour Early'.

The guide may be useful for anyone looking to upskill in identifying when young people are at risk of engaging with hateful or extremist narratives and being recruited by far-right extremist individuals and networks, both offline and online, while improving the safety, belonging, and well-being of all young people.



FINANCIAL HIGHLIGHTS (2021-2022)

Revenue

During this year, All Together Now received a total revenue of \$367,537 (compared with \$614,282 in 2020-2021).

The decrease in revenue compared to last year is largely due to a decrease in government COVID-19 support and help funds available to us.

We have been affected by the COVID-19 pandemic since March 2020. As mentioned in our previous Annual Reports, we were able to access the federal government JobKeeper scheme in previous years. This support was no longer available in 2021-22 but we were able to access some other government support including a COVID-19 Business Grant and JobSaver, providing some financial relief to the organisation.

We received \$227,612 in income from Government grants this year for our Agent C project and the SSTF-funded project.

All Together Now's Net Assets were \$96,390 at the end of the financial year (compared to \$71,159 at the end of last financial year). This comprised Total Assets worth \$335,679 less Total Liabilities \$238,767.

Expenditure

All Together Now's expenses were \$341,767 during the year (compared with \$594,130 in 2020-21).

This year the organisation's employees' expenses have decreased due to the end of our government-funded Media Monitoring project in June 2021.

All Together Now's audited expenses for the year:

Expenses	\$AUD
Audit Fee	3,000.00

Accountancy Services	8,058.00
Computer Software and hardware	3,387.00
Consulting Fees	32,771.00
Insurance	4,382.00
Meetings (Agent C bursaries)	7,704.00
Other Operating and Admin Expenses	10,455.00
Subscriptions	2,082.00
Superannuation	19,748.00
Wages & Leave Entitlements	242,080.00
Website Expenses	6,600.00
Well-being	1,500.00

A copy of our audited financial statement is available to stakeholders upon request.

All Together Now's work online

All Together Now makes use of various online platforms, specifically social media and email marketing, to highlight and share information on the prevention of racism in Australia. This past year it focussed on commentary, sharing of research findings and project updates, promoting our new free online anti-racism guides, conducting surveys on anti-racism education, imparting other anti-racism education resources, and sharing information on Aboriginal and First Nation owned businesses, organisations and initiatives.

All Together Now keeps its finger on the pulse of current trends and issues, and will continue to initiate constructive conversations and build a community

around the issue of racism prevention in contemporary Australia. These discussions can also be found primarily on:

Facebook:

facebook.com/alltogethernow.org.au/

Twitter: twitter.com/alltognow

Instagram:

instagram.com/alltogethernow.org.au

LinkedIn:

<https://www.linkedin.com/company/all-together-now/>

YouTube: youtube.com/alltognow

All Together Now occasionally publishes articles and submissions on its website:

<https://alltogethernow.org.au>

All Together Now also sends regular updates with social commentary, news and information to its newsletter subscribers.

Newsletter Subscription:

<https://alltogethernow.org.au/get-involved/join-the-community/>

Staff and volunteers

All Together Now is grateful for all the support and expertise that its employees, volunteers and Board Directors bring to the organisation. This was especially true in 2021 due to COVID-19 lockdowns and restrictions across the country. A huge thank you to all involved for all the effort you have put into accommodating the difficult situation, thereby helping the organisation thrive.

Due to the nature of this work, All Together Now no longer publicly lists the names of its employees, volunteers or Board Directors.



How you can continue to support this work

You can help All Together Now continue our valuable work by:

- Making a donation
<https://alltogethernow.org.au/donation/>
- Becoming a monthly donor
<https://alltogethernow.org.au/monthly-donation/>
- Subscribing to our email newsletter and forwarding it on to a friend
<https://alltogethernow.org.au/get-involved/join-the-community/>
- Volunteering
<https://alltogethernow.org.au/volunteers/>
- Liking us on Facebook (@alltogethernow.org.au), following us on Twitter (@alltognow), following us on LinkedIn (@all-together-now), following us on Instagram (@alltogethernow.org.au) and sharing our content widely
- Organising a small event with friends to help raise money for our work

<https://alltogethernow.org.au/fundraise-for-us/>

- Asking your employer to work with us to help promote the prevention of racism
<https://alltogethernow.org.au/partnership>

NON-FINANCIAL SUPPORT

In-kind support

We want to thank all ATN's supporters that provided substantial in-kind support throughout the year, it has enabled us to accomplish so much more.

Special thanks to:

- Google for Non-profits: provided All Together Now with Google Business-level access to Google software and email systems.
- Facebook (Meta): provided business-level access to Workplace, our intranet system.
- CANVA: Pro-account - 10 licenses.
- Monday.com: not for profit discount.
- Bustle Studios: not for profit discount.
- Justice Connect: pro bono law firm referral
- Sparke Helmore Lawyers: provided pro bono legal advice
- Unsplash, (<https://unsplash.com>) and the photographers / artists who provided the photos used in this report (in order of appearance)
 - Priscilla Du Preez
 - Humphrey Muleba
 - Jon Tyson
 - Clay Banks