



ALL TOGETHER NOW

ANNUAL REPORT 2022 -2023

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.

We are registered with the Australian Charities and Not-for-profits Commission (ACNC) and have Deductible Gift Recipient (DGR) status.

OUR APPROACH

We use these tactics to achieve our mission:

- **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

The intersections of racism, hate and technology-enabled online misinformation are creating significant adverse impacts for many individuals, groups and communities across Australia.

All Together Now is responding to this challenge.

For many years, we have been active in fostering community resilience to racism, online hate, far-right extremism, and divisive and hateful misinformation. Since 2012, we've designed a number of innovative, preventive programs aimed at enhancing the skills of young people, frontline workers and parents to respond to this growing challenge.

This year we were able to further **diversify and grow** our work in this important space.

By rolling out and scaling up our existing Agent C project and Countering Far-right Extremism workshops, and by developing a brand new Challenging Hateful Misinformation training program for Australian educators, All Together Now was able to generate significant and much-needed social impact, helping young people, frontline workers and teachers successfully unpack and challenge racism and hate.

After receiving multi-year funding from the NSW Government through Multicultural NSW in June 2022, All Together Now successfully continued its **Agent C** project in 2022-2023. Partnering with Urbis and Headspace Camperdown, the project delivers co-designed workshops to young people enhancing their skills to challenge hateful conspiracy theories and fake news.

In 2022-2023, our project team delivered 36 online training workshops to 300 young people in NSW. We also published a report which included an independent evaluation of the pilot phase of the project, indicating Agent C is "a highly impactful project" that is successfully building community resilience against hateful online misinformation.

All Together Now was also able to generate significant social impact this year in the space of countering far-right extremism, delivering a record thirteen of our **Countering Far-right Extremism workshops** to more than 220 participants from a broad range of government agencies, private sector and community organisations across Australia.

As an organisation that has been working to undermine far-right extremism in Australia since 2012, we continue to increase our efforts to counter the broad and complex spectrum of hate and violence that is generated by far-right extremism, white supremacy and racism in Australia.

This year All Together Now also developed a **brand new training program** aimed at enhancing the skills of Australian educators to unpack and challenge online misinformation with their students, including divisive and hateful forms.

Research shows that children and young people are increasingly vulnerable to engaging with divisive online misinformation and disinformation, which can have serious consequences. Dealing with the complex intersections of hate, misinformation and AI-enabled technology can also be overwhelming for parents, caregivers, teachers and other frontline workers.

Our new **Challenging Hateful Misinformation** training program is a response to this.

The new program is specifically designed for Australian educators. Developed in cooperation with academic learning design experts, we have incorporated methodologies and approaches aimed at enhancing racial and intersectional literacy, resulting in a comprehensive training program that builds core skills and capacity for its participants to deal with the complex intersection of online misinformation and hate in an increasingly AI-powered world.

In 2023-2024 we plan to build on this momentum by developing similar programs and resources tailored to people working in the non-educational sector (e.g. youth workers), as well as parents and caregivers.

All Together Now also continued its first **Reconciliation Action Plan** this year. As an organisation seeking systemic change through its anti-racism work, All Together Now is passionate about furthering 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 Public Fund Committee member. The new appointment was

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 may be 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 2022-23 financial year, All Together Now undertook the following major business activities:

- Delivered 36 evidence-based and co-designed online training workshops to young people in NSW, enhancing their skills to critically engage with hateful conspiracy theories and fake news.
- Delivered a total of 13 Countering Far-right Extremism workshops to more than 220 participants from a range of government agencies, private sector and community organisations across Australia.
- Developed and launched a brand new, evidence-based full-day training program for Australian educators aimed at enhancing their skills to unpack and challenge online misinformation with their students.
- Published a report and a peer-refereed article about our work and the social impact it generates.

MAJOR BUSINESS ACTIVITIES (AT A GLANCE)

Agent C project

In June 2022 All Together Now successfully applied for multi-year funding from the NSW Government through Multicultural NSW to continue the Agent C Project. This funding enabled us to further scale up the project and roll out the Agent C training program throughout NSW in 2022-2023.

Led by All Together Now and in partnership with Headspace Camperdown and Urbis, the main objective of the Agent C Project is to co-design, develop and deliver specialised training with and for young people in order to enhance their confidence and capacity to unpack and critically engage with divisive, hateful and possibly violent conspiracy theories and fake news.

All Together Now believe this project is necessary as the 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. Children and young people are particularly vulnerable to engaging with fake news and conspiracy theories online, including divisive and hateful forms.

As reported in our previous Annual Report, the pilot phase of the Agent C project ended in December 2021. Despite the challenges generated by the lockdowns in NSW in this period, this pilot developed an evidence-based and co-designed training package with young people, and successfully tested and delivered the training program (consisting of 3 x 1.5 hour online workshops) with young people in NSW.

Following the successful pilot, the main objectives of the Agent C Project in 2022-2023 period were:

- To promote the program to NSW schools, youth services, interagencies, frontline workers and young people.
- To roll out the program to young people in NSW (aged 14-21).
- To keep the evidence-based and co-designed training package (3 modules) up to date with the latest developments, insights and examples regarding fake news and conspiracy theories.

Overall, the Agent C Pilot Project produced the following main outputs in between July 2022 and June 2023:

- Delivered 36 online training workshops for young people.
- Trained 300 young people in total.

In February 2023, All Together Now published a [report](#) detailing the result of the Agent C Project Pilot, as independently evaluated by Urbis.

According to Urbis the Agent C Pilot was “a highly impactful project” as it had “successfully achieved all four of its intended outcomes, through delivering highly topical and applied content to young people in an engaging way.”



With the majority of participants, survey results consistently in the high 80% to 90% range, All Together Now was very pleased with the results of the Agent C Project Pilot evaluation. As a result, we are very confident that the Agent C program is creating real social impact by enhancing community resilience against hateful misinformation, fake news, and conspiracy theories.

Based on our Pilot Project evaluation, All Together Now also published an [article](#) in SCAN, a peer-refereed online journal offering articles about quality learning, teaching ideas, research, and emerging trends published by the NSW Department of Education. The article was published in February 2023 and focuses on the results and impact of the Agent C program in schools across NSW to date.

One of the most important developments for the project this year was the uptake within NSW schools. In 2022-2023 the Agent C Project received a growing number of requests directly from schools to provide the workshops exclusively to their students, indicating a strong need for the program. During consultations with Agent C project staff, teachers, principals, school counselors, librarians and other school staff mentioned the growing engagement of their students with online misinformation, including divisive and hateful forms. This can have significant effects in the school or classroom for students, including disengagement from the curriculum, bullying and mental health impacts.

Thanks to multi-year funding provided by the NSW Government through Multicultural NSW, All Together Now will continue to roll out the Agent C project to NSW schools until June 2024.

Countering far-right extremism workshops

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 2022-23 All Together Now delivered a total of 13 Countering Far-right Extremism workshops to more than 220 participants from a broad range of government agencies, private sector and community organisations from all over Australia.

The delivery of these workshops are an important part of All Together Now's ongoing efforts to counter 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 responding to far-right extremism by undermining recruitment processes and assisting at-risk individuals.

As mentioned in previous Annual Reports, All Together Now published a [report](#) in 2021 detailing the results of the final two years of the NSW CAPE project, 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 2023-24 All Together Now is aiming to further scale up its Countering Far-right Extremism training program and deliver more workshops throughout Australia. We are also planning to undertake a major review and update of the training program in cooperation with academic experts.

Challenging hateful misinformation training

In 2022-2023 All Together Now developed a brand new training program aimed at enhancing the skills of Australian educators to unpack and challenge online misinformation with their students, including divisive and hateful forms.

As a charity registered with the Australian Charities and Not-for-profits Commission (ACNC) that has Deductible Gift Recipient (DGR) status, All Together Now has funded the development of this new training program thanks to generous [donations](#) from many individuals and organisations. These donations help us to build evidence-based programs that promote racial

equity in Australia.

All Together Now developed the new program because research shows that people are increasingly vulnerable to engaging with divisive online misinformation and disinformation. This includes hateful fake news and conspiracy theories and other deliberately misleading content spread via social media. With the advent of artificial intelligence (AI) and its increasingly broad application, including AI-generated deepfake videos that can fuel online misinformation and hate, the challenges have only increased.

Masked as sensationalist “news”, all-revealing “truths” or seemingly credible “facts”, online hate these days is often communicated in subtle and casual ways in the form of highly curated and tech-enabled mis/disinformation. Children and young people are particularly vulnerable.

Engagement with online misinformation negatively impacts young people’s mental health. This can have serious consequences including radicalisation, disengagement from school or in the classroom, a disconnect from friends, family and other social connections, and experiencing/perpetrating bullying.

At All Together Now, we acknowledge that dealing with the complex intersections of hate, misinformation and technology is not easy and can be overwhelming, especially for parents, caregivers, educators and other frontline workers.

In response, we developed the [Challenging Hateful Misinformation](#) training program.

The new program builds on our existing work in this space, including our Agent C project, and our significant expertise in designing innovative projects addressing online hate, racism, far-right extremism, fake news and conspiracy theories.

The new program is specifically designed for Australian educators working in secondary education as well as in tertiary education. This includes teachers/lecturers, school counselors, principals and assistant principals, librarians, support officers, pastoral support staff, and other school/educational staff, as well as public service professionals working in departmental policy or managerial roles.

For the development of this training, All Together Now worked with academic learning design experts in order to ensure that the package follows best practice in learning design and methodologies and is fully aligned with the Australian Curriculum.

As an organisation dedicated to promoting racial equity, we have made sure that the new training program focuses on tackling hateful forms of misinformation.

Where other programs and interventions fall short and simply try to increase media and internet literacy, our program goes further, building the skills of participants to recognise and deal with divisive and hateful narratives, ideas, stereotypes and codes from the ground up. We have incorporated methodologies and approaches aimed at enhancing racial and intersectional literacy, resulting in a unique, nuanced and comprehensive training program that builds core skills and capacity for its participants to deal with the complex intersection of online misinformation and hate in an increasingly AI-powered world.

Our first pilot training of the new program was successfully delivered to TAFE NSW in May 2023. Following highly positive [feedback](#) from participants, All Together Now aims to roll out the new program to educators and educational institutions across Australia in 2023-2024.

We are also planning to develop similar programs and resources open for people working in the non-educational sector (e.g. youth workers), as well as

parents and caregivers.



FINANCIAL HIGHLIGHTS

(2022-2023)

Revenue

During this year, All Together Now received a total revenue of \$282,223 (compared with \$367,538 in 2021-2022).

The decrease in revenue compared to last year is largely due to a decrease in government COVID-19 support. Last year we were able to access a COVID-19 Business Grant as well as JobSaver, providing some financial relief to the organisation during the NSW lockdown.

We received \$200,000 in income from Government grants this year for our Agent C project.

All Together Now's Net Assets were \$128,209 at the end of the financial year (compared to \$96,390 at the end of last financial year). This comprised Total Assets worth \$326,210 less Total Liabilities \$198,209.

Expenditure

All Together Now's expenses were \$250,944 during the year (compared with \$341,767 in 2021-22).

This year the organisation's employees' expenses have decreased due to the end of our NSW government-funded Social Sector Transformation Fund (SSTF) project.

All Together Now's audited expenses for the year:

Expenses	\$AUD
Audit Fees	3,550.00
Accounting Fees	4,674.00
Computer Software and hardware	3,136.00
Consulting Fees	38,003.00
Insurances	5,384.00
Other Operating and Admin Expenses	8,704.00
Subscriptions	2,333.00
Superannuation	16,970.00
Wages & Leave Entitlements	166,690.00
Well-being	1,500.00

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

ABOUT US

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 our research findings and project updates, promoting our free online anti-racism resources, and sharing information on other anti-racism initiatives and resources as well as 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:

linkedin.com/company/all-together-now

YouTube: youtube.com/alltognow

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

alltogethernow.org.au

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

Newsletter Subscription:

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, consultants, volunteers, interns and Board Directors bring to the organisation.

A huge thank you to everyone involved for the incredible efforts you have put into helping the organisation thrive this year.

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 alltogethernow.org.au/donation
- Becoming a monthly donor alltogethernow.org.au/monthly-donation
- Subscribing to our email newsletter and forwarding it on to a friend alltogethernow.org.au/get-involved/join-the-community
- Volunteering 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 alltogethernow.org.au/get-involved/fundraise
- Asking your employer to work with us to help promote the prevention of racism 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.
- Mailchimp: not for profit discount.
- Microsoft: not for profit discount.
- Bustle Studios: not for profit discount.
- EasyTel: in-kind office support.
- Unsplash, (<https://unsplash.com>) and the photographers / artists who provided the photos used in this report (in order of appearance).

- Dan Edge
- Duncan Shaffer
- Clay Banks
- Hannah Busing

