



ALL TOGETHER NOW

ANNUAL REPORT 2023-2024

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

At All Together Now, we remain steadfast in our mission to promote and enhance racial equity across Australia. Our work continues to focus on three key areas: promoting anti-racism, countering hate and extremism, and challenging the spread of harmful misinformation and disinformation. This year, we have expanded our reach and deepened the impact of our efforts across each of these areas, further strengthening our contributions to a more inclusive, equitable, and just society. I am pleased to report continued program diversification and steady growth across all areas of our work. This progress underscores our unwavering commitment to advancing racial equity and combating racism and hate in all its forms.

In our **anti-racism** work, we have made significant strides, producing a range of **new resources** designed to inform and empower individuals to take action against racism. These resources, which are freely available on our website, provide vital information about the different forms of racism present in Australia, their impacts, and how individuals can play an active role in challenging these injustices. The materials also include practical advice on how to support those who experience racism and how to become an active anti-racist.

This year, we also launched a **new anti-racism training**

program tailored for Australian workplaces and organisations. Available on a fee-for-service basis, this program is designed to create positive impacts and contribute to long-term systemic change for those who experience racism in professional environments. It seeks to build safer, more inclusive, equitable, and productive workplaces for all, fostering environments where everyone can thrive. In 2024-2025, we aim to further expand the reach and impact of the program, adding new training modules and components.

This year All Together Now also further strengthened its work on **challenging hateful mis- and disinformation**.

For many frontline workers, parents, carers, and members of the community, the intersection of racism, hate, technology, and online misinformation has had profoundly concerning impacts on their families, clients, and communities. As harmful narratives spread more easily through digital platforms, including social media and AI-driven tools, the urgency of empowering young people against hate and extremism has never been more critical.

All Together Now continues to respond to these challenges.

A key milestone this year was the completion of our **Agent C Project**, which is supported by the NSW Government. This project, which delivers co-designed workshops for young people in NSW, enhances their capacity to challenge hateful conspiracy theories and fake news. In its final year, the project overdelivered by 93%, reaching 580 young people—well beyond our target of 300. This strong response underscores the growing need for this program.

Building on the success of the Agent C Project in NSW, All Together Now is now expanding this program nationwide. With support from Deutsche Bank, we are tailoring the content to the specific needs of young people aged 12-14, creating a new 2-hour training

program for students in Years 7 and 8. This program will be delivered online to schools across Australia in the second half of 2024, with results to be reported in next year's annual report.

This year, All Together Now delivered significant social impact through our specialist training programs aimed at countering racism, hate, and extremism. These programs are designed for professionals, including frontline workers, educators, and community leaders. Our **Challenging Hateful Misinformation** training, developed last year for educators, was expanded this year to reach additional frontline workers such as youth workers, counselors, and social workers. We also updated and enhanced our **Countering Far-right Extremism** training program to ensure it remains relevant and impactful.

In total, we delivered tailored training to more than 240 participants from a range of government agencies, private sector organisations, and community groups across Australia. These programs continue to empower individuals to recognise and respond to the harmful effects of hate and extremism in their professional capacity.

As part of our longstanding work to challenge far-right extremism in Australia, we launched a new project this year called **Game Changers**. Supported by the Australian Government, Game Changers is a co-design project with and for young people, focused on tackling the risks of far-right extremism in online gaming spaces. The project aims to promote positive narratives, foster a sense of belonging, and encourage sociability in gaming communities, ultimately empowering young people to become agents of change within their own online gaming spaces.

This project reflects our commitment to addressing the evolving nature of hate and extremism, particularly in digital environments where young people are increasingly vulnerable. We look forward to the continued development of **Game Changers** as a

key initiative in our broader strategy to combat racism, hate and violence generated by far-right extremism.

As the challenges we face continue to grow, All Together Now remains deeply committed to expand our efforts in the coming year. In 2024-2025, we plan to further strengthen and scale up our work across all areas of our mission. With the persistence of racism, hate, extremism and the spread of online hateful misinformation, it is more important than ever before that we build on the progress we have made and deepen our impact.

None of this would be possible without the unwavering support of our donors, partners, staff, volunteers and supporters. I would like to express my sincere gratitude to each and every one of you for your dedication, hard work, and invaluable contributions. It is thanks to your commitment that All Together Now can continue to work toward achieving its vision of a racially equitable Australia.

As a standard policy, due to the nature of our work, All Together Now does not publicly name its Board Directors, employees or volunteers for security reasons. However, I want to take this opportunity to personally thank all of our team members - whether staff, board members, office bearers or volunteers - for your ongoing support. Together, we are making meaningful progress toward a more inclusive and just society.

MAJOR ACHIEVEMENTS

During the 2023-2024 financial year, All Together Now undertook the following major business activities:

- Delivered 63 evidence-based and co-designed online training workshops to 580 young people in NSW, enhancing their skills to critically engage with hateful conspiracy theories and fake news.

- Delivered a total of 13 specialised training sessions aimed at countering far-right extremism or challenging hateful misinformation to more than 240 participants from a range of government agencies, private sector and community organisations across Australia.
- Developed and launched a brand new, anti-racism training program for Australian workplaces and organisations.
- Started a new government-supported co-design project with and for young people addressing the intersection of online gaming and hate.
- Performed a major update to the online resources about racism and anti-racism that are freely available on our website.

MAJOR BUSINESS ACTIVITIES (AT A GLANCE)

New anti-racism resources and training

All Together Now continued its work this year on educating Australians about racial inequity.

We produced a number of **new resources about racism and anti-racism** and made them freely available on our website. The detailed online resources discuss the nature and different forms of racism in Australia, and their significant impacts on people experiencing racism, including First Nations people. The new resources also include content for allies about how to be supportive and become an anti-racist. The new online resources include:

- [What is Racism?](#) — Detailed information about the nature and different forms of racism

including systemic racism, institutional racism, societal racism and individual/interpersonal racism

- [Racism in Australia](#) — Information about the impacts of racism and racial discrimination across a range of sectors and settings in Australia (e.g. school, work, online, justice). Information about how racism impacts the lives of people who experience racism, for example in terms of their physical and mental health as well as their financial well-being.
- [How to Become an Anti-Racist](#) — Information about how to tackle interpersonal and systemic forms of racism, how to be supportive as an ally, and how to take active steps in your daily life to dismantle racial inequity around you.



This year All Together Now also developed and launched a brand **new anti-racism training program** for Australian workplaces and organisations. Our program is available on a fee-for-service basis and aims to create positive impacts for people who experience racism in Australia. Research and lived experience

indicate that racism at work is a significant issue for First Nations People and people of colour in Australia.

Our new anti-racism workshops recognise that every organisation has its unique challenges relating to workplace diversity, equity and inclusion, and that every organisation is at a different point in their anti-racism journey. Our program uses evidence-based methodologies to help participants unpack systemic issues, individual behaviours, institutional barriers and entrenched, highly casualised, stereotypical ideas and narratives with the aim to build safer, more inclusive, equitable and productive workplaces for everyone.

Our new bespoke programs are also available to government, charity or private sector organisations and businesses who want to create better anti-racism practices working with their clients or customers.

Our new program was developed, launched and piloted this year. Next year, All Together Now plans to further expand the program, adding new training modules and components with the aim to help address the significant issue of racism in the workplace in Australia and drive positive change.

Agent C project

This year was the final year of our [Agent C Project](#), as funded by Multicultural NSW. As previously reported, 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 between 2022 and 2024.

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.

The main objectives of the Agent C Project in 2023-2024 period were:

- To promote the program to NSW schools, youth services, interagencies, frontline workers and young people.
- To roll out the comprehensive training program, consisting of three 1.5 hour workshops, to 300 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 outputs in its final project year (July 2023 - June 2024):

- Delivered 63 evidence-based and co-designed online training workshops for young people.
- Trained 580 young people in total, overdelivering by 93% (!) on our annual target of 300 young people.

Similar to last year, All Together Now continued to receive a large number of expressions of interest from NSW schools to provide the workshops exclusively to their students. During consultations with Agent C project staff, teachers, principals, school librarians and other school staff mentioned the growing engagement of their students with online mis/disinformation, including divisive and hateful forms. This can have significant effects in the school or classroom for students, including disengagement from the curriculum, perpetrating/experiencing bullying and mental health impacts.

A comprehensive independent evaluation of the Agent

C project (2022-24) is planned for the first half of FY 24-25 by our project partner Urbis. The evaluation will build on Urbis' evaluation of the Agent C Pilot Project (2021) which was [published](#) by All Together Now in February 2023. 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."



Building on the success of the Agent C project in NSW, All Together Now is now expanding the program Australia-wide. As research indicates that exposure to online fake news and disinformation starts at an increasingly younger age, we are now offering the program to young people aged 12-14.

Funding from a sponsorship from Deutsche Bank has enabled us to tailor the program to the specific needs, vulnerabilities and capacities of young people aged 12-14, to develop a new 2-hour program for school children who are in Year 7 and 8, and to roll out the program for free to schools throughout Australia.

All Together Now started working on the new program in the first half of 2024, updating and re-developing

the content. The program will be rolled out to schools throughout Australia via online delivery in the second half of 2024 and results will be published in our annual report next year.

Given the need for the program expressed by schools and other stakeholders, All Together Now is currently looking for other options to continue the Agent C Project. Recent developments in terms of artificial intelligence (AI) have added a new dimension to the problem of online hateful mis/disinformation. Freely available and largely unregulated AI tools make it possible for anyone to easily generate false information and produce fake and hateful content in large quantities.

As such, our work in this space is more important than ever before and in 2025 we will be looking for ways to continue and expand the Agent C project and reach more stakeholders and social impact.

Specialised workshops

All Together Now currently offers two specialised training programs on a fee-for-service basis, i.e. our **Countering Far-right Extremism** and our **Challenging Hateful Misinformation** training program. These programs are available to be booked by organisations or individuals.

In 2023-2024 All Together Now delivered a total of 13 sessions of our specialised Countering Far-right Extremism and Challenging Hateful Misinformation training workshops to more than 240 participants from a range of government agencies, private sector and community organisations across Australia.

As a not for profit organisation, All Together Now regularly provides access to these workshops free of charge or at a discounted rate to vulnerable groups and support services. In the last years, we have provided free access to our programs to vulnerable young people, under-resourced support services,

survivors of hate and genocide, as well as caregivers or family members who are concerned about loved ones.

Countering Far-right Extremism workshops

In 2023-2024 All Together Now performed a major update of its [Countering Far-right Extremism](#) training program.

The delivery of this training program is 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.



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.

All Together Now experts constantly update the content of the workshops in order to reflect the fast-changing landscape of right-wing extremism in Australia and internationally.

In 2023-2024 we also undertook a major **review and update** of the training program in cooperation with

Associate Professor Mario Peucker of Victoria University. Dr Peucker is an international expert on far-right extremism. He is a Principal Research Fellow at the Institute for Sustainable Industries and Liveable Cities at Victoria University and an executive member of the Centre for Resilient and Inclusive Societies (CRIS).

At All Together Now we believe the need for innovation never rests. The landscape and threat analysis of far-right extremist activity is complex and always in flux. Reviewing and updating the program regularly ensures that the training package, including the activities and practical tools, are re-calibrated to and fully aligned with the latest evidence, trends, developments, insights and methodologies that are available from the research and community experiences.

Challenging Hateful Misinformation workshops

This year, All Together Now expanded the scope of our Challenging Hateful Misinformation workshops, making them available not only to Australian educators, but also to frontline workers from the non-educational sector, e.g. youth workers, social workers, counselors, and also to parents and carers.

As mentioned in our previous annual report, 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.



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 AI-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.

As mentioned in our previous annual report, in 2022-2023 we finalised the development of the new program for Australian educators and piloted it. In 2023-2024 we further expanded the focus and scope of the program, making it also available for frontline workers active in the non-educational sector, including youth workers, social workers, counselors etc., as well as parents and caregivers who have concerns about the young people in their lives. As a result, the new program is now available to a broad range of professionals and community members.

In 2024-2025 All Together Now is aiming to further scale up not only our Challenging Hateful Misinformation training program but also our other specialised program (Countering Far-right Extremism), and to deliver more workshops for both programs to stakeholders throughout Australia.

Game Changers project

This year, All Together Now also started a brand new project called '[Game Changers](#)'. Led by All Together Now, 'Game Changers' is a co-design project with and for young people, aimed at creating innovative solutions addressing the serious risks of far-right extremism in online gaming spaces for young people.

Through a comprehensive co-design process, Game Changers creates gamer-led and youth-led innovative solutions and then encourages and empowers young people to implement these solutions in their local networks and communities. Game Changers will focus

on building positive narratives and solutions, promoting belonging and sociability through gaming. The project's overall aim is to empower young people to become game changers in their own gaming spaces.

This program has received grant funding by the Australian Government's Safe and Together Community Grants Program.



Research shows that young people can gain significant benefits from gaming with regards to wellbeing, social networks, community building and soft skills, including teamwork, leadership, self-regulation and communication skills.

However, gaming also comes with risks for young people. In gaming spaces young people interact with a broad range of players, who are often anonymous. Many young people have noted their experience of bullying, abuse, hate and discrimination in online gaming spaces. Research indicates that gaming spaces have also become a place where young people are exposed to a range of ideas and narratives that can be divisive, hateful and even violent, including racism, misogyny, ableism, homophobia and transphobia.

Several organisations have issued warnings, including the Australian Federal Police and the United Nations Office of Counter-Terrorism, which launched a [report](#) in late 2022 that found that over 80% of respondents had encountered some violent or hateful content in online gaming spaces.

Our Game Changers program aims to address the early stages of engagement with hateful or extremist content of young people on gaming platforms. At All Together Now we believe that the best way to prevent the risks of gaming for young people is to highlight and strengthen the positives and to empower young voices in the gaming community who can drive change.

All Together Now started the Game Changers project in the first half of 2024, undertaking further research as well as project planning and stakeholder engagement.

The main phases of the project (co-design and implementation), working with young people, are planned for next year, i.e. the second half of 2024, with the project evaluation being scheduled for the first half of 2025.

FINANCIAL HIGHLIGHTS (2023-2024)

Revenue

During this year, All Together Now received a total revenue of \$409,715 (compared with \$282,223 in 2022-2023).

We received \$300,000 in income from Government grants this year for our Agent C project (\$200,000) and our new Game Changers project (\$100,000). We also received \$50,000 from corporate sponsorship to expand the impact

of our Agent C project to schools across Australia.

All Together Now's Net Assets were \$191,838 at the end of the financial year (compared to \$128,209 at the end of last financial year). This comprised Total Assets worth 349,586 less Total Liabilities \$157,747.

Expenditure

All Together Now's expenses were \$346,086 (rounding applied) during the year, compared with \$250,944 in 2022-2023.

All Together Now's audited expenses for the year:

Expenses	\$AUD
Audit Fees	\$3,500
Accounting Fees	\$3,606
Computer Software and hardware	\$1,213
Consulting Fees (incl. independent project evaluation)	\$56,918
Insurances	\$5,172
Other Operating and Admin Expenses	\$2,821
Provision - Long Service Leave	\$20,527
Subscriptions	\$1,434
Superannuation	\$25,326

Wages & Leave Entitlements	\$221,237
Website Expenses	\$2,831
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 we focussed on promoting our free online anti-racism resources, publishing commentary, and sharing of our research findings, project updates, as well as information on other anti-racism initiatives and resources including First Nations 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: x.com/alltognow

Instagram:

instagram.com/alltogethernow.org.au

LinkedIn:

au.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
- Organizing a fundraising event at school, work, or independently to support our cause and help raise funds for our mission: 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.

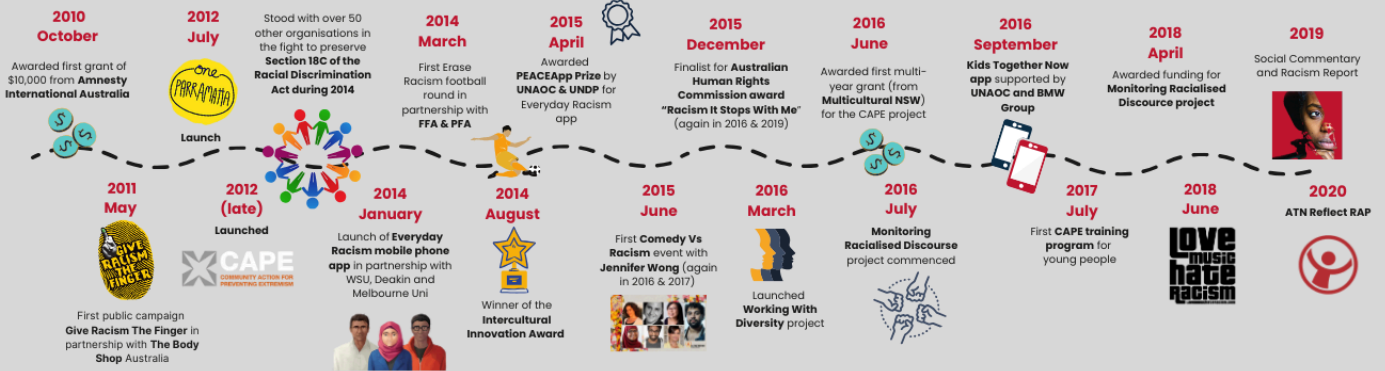
Special thanks to:

- [Google for Nonprofits](#): 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.
- [YoutWise Magazine](#): discount
- [CANVA](#): Pro-account - 10 licenses.
- [Mailchimp](#): not for profit discount.
- [Microsoft](#): not for profit discount.
- [Xero](#): not for profit discount.
- [Monday.com](#): not for profit discount.
- [Bustle Studios](#): not for profit discount.
- [Canva](#) and the photographer / artist who provided the photos used in this report.
 - Arurmarciniephotos

Our Milestones



2010 - 2020



2021 - 2024

