



ALL TOGETHER NOW

ANNUAL REPORT 2024-2025

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, our commitment to building a more racially equitable Australia remains at the heart of everything we do.

This year, we continued to strengthen our efforts across **three core areas**: advancing anti-racism, countering hate and extremism, and tackling the rapid spread of harmful misinformation and disinformation. As these issues evolve, so too has our response. I am proud to share that we have continued to diversify our programs and grow steadily across all areas of our work, demonstrating our ongoing dedication to challenging racism and hate in all its forms.

Our **anti-racism work** has seen substantial progress. We expanded the reach of our free learning resources and fee-for-service training program, both of which are designed to drive long-term, systemic change in workplaces, schools, and community settings. These initiatives aim to build safer and more inclusive environments for everyone. In 2025-2026, we aim to further expand the reach and impact of our anti-racism training, adding new modules and components.

This year also marked important advances in our work addressing **hateful mis- and disinformation**. For frontline workers, parents, carers, and communities, the convergence of racism, hate, technology, and rapidly spreading online misinformation continues to create urgent challenges. With harmful narratives circulating more easily through social media and AI-enabled platforms, supporting young people and adults to recognise and resist hate and extremism is more critical than ever.

All Together Now has continued to meet these challenges through targeted, evidence-informed interventions. Our specialist training programs for professionals working in government, education, and community services delivered significant social impact over the past year. We enhanced our flagship **Challenging Hateful Misinformation** training and delivered tailored sessions to schools, government agencies, and local councils. We also continued to update our **Countering Far-Right Extremism** program to ensure it remains relevant, practical, and grounded in current trends. In total, more than 520 participants across Australia took part in our tailored training programs, strengthening their capacity to recognise, address, and prevent the harmful impacts of racism, hate and extremism in their work.

Our belief in the leadership and creativity of **young people** remains central to our approach. This year, we both completed and commenced major co-design

initiatives led by and for young people. We proudly finalised our **Game Changers** project, which produced an impressive suite of youth-designed, gamer-led tools—including podcasts, short-form videos, articles, and guides—to respond to hate and extremism in gaming spaces. We also launched **Design Against Hate**, a multi-year co-design initiative that brings young people together to create solutions targeting racism, misogyny, and anti-LGBTQIA+ hate.

As the landscape of racism, hate, extremism, and online misinformation continues to shift, All Together Now is preparing to expand and strengthen our work across all program areas in 2025–2026. The need for effective, evidence-based anti-racism and anti-hate work is greater than ever, and we remain focused on deepening our impact, scaling our reach, and driving long-lasting change.

Our achievements this year would not have been possible without the steadfast support of our donors, partners, team members, volunteers, interns and supporters. I extend my sincere gratitude to every one of you for your commitment, generosity, and belief in our mission. Your support enables All Together Now to continue striving toward a future where racial equity is a lived reality for all.

As part of our standard safety protocol, we do not publicly name our Board Directors, staff, or volunteers. Nevertheless, I want to take this opportunity to express my heartfelt thanks to everyone who contributes to our work—whether as board members, employees, office bearers, interns or volunteers. Together, we are making meaningful, measurable progress toward a more inclusive and just Australia.

MAJOR ACHIEVEMENTS

During the 2024-2025 financial year, All Together Now undertook the following major business activities:

- Successfully completed a unique co-design project with and for young people that created innovative, gamer-led solutions countering the rise of hate and extremism in online gaming spaces.
- Expanded the reach of our online anti-racism resources and our anti-racism training, reaching more stakeholders than ever before.
- Further developed our Challenging Hateful Misinformation program and delivered tailored sessions to schools, government agencies and local councils.
- Delivered a total of 23 specialised workshops aimed at enhancing anti-racist practice, countering far-right extremism and challenging hateful misinformation to more than 520 participants from a range of government agencies, private sector and community organisations across Australia.
- Started a new multi-year government-supported co-design project that brings together young people to co-create community-led solutions that address racism, online hate and harmful gender and sexuality narratives emanating from the so-called ‘manosphere’.

MAJOR BUSINESS ACTIVITIES (AT A GLANCE)

Game Changers project

This year, All Together Now continued its work on the ‘[Game Changers](#)’ project. 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.

Through a comprehensive co-design process, Game Changers created gamer-led and innovative youth-led

solutions to be used by various community stakeholders including young gamers as well as parents.

Through participating in the Game Changers project, young people were empowered to create positive solutions in response to the rise of hate and extremism in gaming spaces and to implement these solutions in their local networks and communities.

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

This program received grant funding from 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 sought 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 research as well as project planning and stakeholder engagement.

The main phases of the project (co-design and implementation), working with young people, took place in the second half of 2024, with the results of our independent evaluation yet to be published in FY25-26.

Working across three age cohorts (14–15, 16–17, and 18–21), the Game Changers program engaged a total of 36 young people from the Strathfield, Burwood, and Inner West council areas. Each cohort collaborated to co-design a solution and then worked with one another and the Game Changers staff to implement their chosen initiative within the community.

Over a series of specially curated workshops the Game Changers team worked closely with each age group to co-design and implement a solution of their choice.

The innovative solutions created by young people are now published on the [All Together Now website](#).

The 14–15 year-old group developed a series of **short articles** highlighting issues they identified as linked to discrimination and extremism, with each small team exploring a different topic. The 16–17 year-olds created two complementary resources: a **comprehensive guide** for parents and young gamers covering gaming culture, benefits, risks, bullying, mental health, and extremism; and **a set of six short videos** aimed at supporting young gamers directly. The 18–21 year-old group produced a **four-episode podcast series**, recorded at Radio Skid Row 88.9FM in Marrickville, focusing on key themes related to gaming and young people.



The solutions and resources developed by each age cohort have been shared with a range of community stakeholders, including local councils and youth-focused organisations such as Headspace, to support wider community access. Additional

youth-created materials, such as podcasts, were also broadcast on local radio stations.

An evaluation of the Game Changers program conducted by Associate Professor Mario Peucker (Victoria University) and Dr Helen Young (Deakin University) highlighted several noteworthy outcomes for the young people who participated:

- Participants formed meaningful social connections.
- Participants learnt about issues related to discrimination (including racism & sexism) and extremism in gaming.
- Participants developed the ability to reflect on hate, extremism and other problems in gaming contexts.
- Participants strengthened their feelings of agency and empowerment by engaging with the program.
- Participants changed their responses to toxic behaviour and now communicate differently during gaming.

The evaluation examined not only participant outcomes but also the solutions created by each age group. It found that the co-designed solutions were innovative and educational, making them truly unique.

All Together Now plans to formally publish the evaluation results of the Game Changers project on its website in FY25–26. We are also currently exploring opportunities to continue this important and timely initiative.

Design Against Hate project

This year, All Together Now began its work on the 'Design Against Hate' project.

Led by All Together Now and in partnership with Headspace and Western Sydney University, **Design Against Hate** is a co-design project that brings

together young people aged 18–25 to co-create community-led solutions that address racism, online hate, extremism, and harmful gender and sexuality narratives emanating from the so-called ‘manosphere’.

The project’s overall objective is to set up young people as agents of change in their communities, where they can strengthen awareness of and resilience to harmful and hateful gender and sexuality ideas and narratives as well as other forms of hate such as racism.



Through a comprehensive co-design process, the project aims to create youth-led innovative solutions and will then support young people to implement these solutions in their local networks and communities.

Through participating in the project, young people will be given the chance to enhance their confidence and capacity to unpack and critically engage with harmful gender and sexuality stereotypes, thereby preventing dangerous ideologies from taking root further and leading to more gender and sexuality-based violence. The project aims to build positive narratives and solutions, promoting a culture of respect and supportive relationships among peers.

The program has received funding through Multicultural NSW under its latest round of the COMPACT program.

Research finds that young people are increasingly

exposed to misogynist and anti-LGBTQIA+ narratives that often intersect with other forms of hate such as racism. Toxic masculinity and harmful gender and sexuality narratives are gaining traction online and offline, resulting in serious real-world impacts. Notorious masculinity influencers and anti-feminist influencers are spreading harmful ideologies which are filtering through to boys’ and young men’s behaviours.

These influencers are part of the so-called ‘manosphere’, a loosely connected network of online platforms and communities characterised by masculinist and anti-feminist ideologies that threaten gender equality, social cohesion and can contribute to gender-based violence.

Research has also found that gender norms and antifeminism are uniting features of right-wing extremism, with extensive overlap with racism and general anti-diversity sentiment. There is substantial cross-pollination across these spaces and ideas, especially online, and gender and sexuality progressive ideas are often cited in online right-wing extremist contexts as key threats to men, national identity, and the family.

All Together Now’s project will follow international evidence and best practice in its efforts to build positive solutions for these issues.

Over the 3 years of the project All Together Now will be working with a new local Headspace centre each year to promote the program locally and recruit 20 young people each year. These participants will take part in the Design Against Hate co-design process and journey to develop a youth-led solution of their choice in response to the varying forms of hate and extremism produced by the manosphere. The solutions young people come up with will be implemented in the community with the help of All Together Now.

Specialised training & anti-racism resources

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

We further updated our suite of **free online resources** on racism and anti-racism, and promoted them online through social media. These materials explore the realities and varied expressions of racism in Australia, as well as the profound effects it has on those who experience it, including First Nations people. They also offer guidance for allies on how to provide meaningful support and actively engage in anti-racist practices. Our free resources include:

- [What is Racism?](#) — An overview of the nature and various forms of racism, including systemic, institutional, societal, and individual/interpersonal racism.
- [Racism in Australia](#) — Insights into the impacts of racism and racial discrimination across different sectors and everyday settings in Australia (such as schools, workplaces, online spaces, and the justice system). The resource also outlines how racism affects those who experience it, including consequences for physical and mental health and financial well-being.
- [How to Become an Anti-Racist](#) — Guidance on addressing both interpersonal and systemic racism, offering practical advice on being an effective ally and taking everyday actions to challenge and reduce racial inequity.

This year we also began delivering our newly developed **anti-racism training program**, marking an important step in expanding our practical support to Australian workplaces and organisations. Designed as a fee-for-service offering, the program aims to

contribute to positive, tangible change for people who experience racism, acknowledging the well-documented and significant impact of workplace racism on First Nations people and people of colour.



Our workshops recognise that each organisation faces its own diversity, equity and inclusion challenges and is at a different stage in its anti-racism journey. Using evidence-based approaches, the training helps participants explore systemic issues, individual behaviours, institutional barriers, and the subtle yet persistent stereotypes and narratives that shape workplace cultures. The goal is to support organisations to build safer, more inclusive, equitable and productive environments for all staff.

The program is also adaptable for government, charities, community and private sector organisations seeking to strengthen their anti-racism practices in their work with clients and communities. Next year we look forward to broadening the program's reach and enhancing its content with new modules and components that continue to address the changing nature of racism in Australian workplaces and support meaningful, lasting change.

Apart from our anti-racism training, 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.



Countering Far-right Extremism program

- All Together Now's [Countering Far-right Extremism training program](#) is a central part of its long-standing work to counter the hate and violence associated with far-right extremism, white supremacy and racism in Australia. Since 2012, we have led national efforts in this space through the CAPE Project (formerly EXIT White Power), which focuses on building community resilience, disrupting far-right recruitment, and supporting individuals at risk. An independently evaluated 2021 [report](#) found that the CAPE program exceeded expectations and established world-leading expertise in countering far-right extremism.
- The current public workshops draw on this

evidence-based CAPE framework. Our *Identifying Far-Right Extremism* workshop introduces participants to the spectrum of extremist ideologies, key groups and networks, and the ways recruitment occurs. Our *Responding to Far-Right Extremism* workshop builds on this foundation by teaching practical assessment tools to help identify and respond to young people who may be vulnerable to recruitment. The content is continuously updated to reflect the rapidly evolving landscape of right-wing extremism.



Challenging Hateful Misinformation program

- Our [Challenging Hateful Misinformation](#) program was developed back in 2022–2023 to equip educators with practical skills to identify, unpack, and challenge online misinformation, including divisive and hateful content. Funded through generous [donations](#), the training builds on evidence-based research highlighting how online misinformation, including hate speech and conspiracy theories, can harm young people's mental health, social

connections, and engagement with school, and even increase vulnerability to radicalisation or bullying.

- Building on our previous work, including the Agent C project, the program combines expertise in online hate, racism, far-right extremism, and disinformation to provide participants with practical tools and strategies. In 2023–2024, the program’s scope was broadened, making it available to a wider range of professionals and community members concerned with protecting young people from the harmful impacts of online misinformation.
- 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.
- This year All Together Now was able to expand the reach of the program significantly, delivering the program to a broad range of participants, including teachers and educators, youth workers, community workers, social workers, and counselors, as well as to parents and caregivers.
- A particular highlight was the delivery of exclusive sessions for several local councils in Sydney, who offered the program to frontline workers in their communities. We have shared a number of [‘impact stories’](#) about these sessions on our website and on social media, showcasing the program’s social impact.

In 2024-2025 All Together Now delivered a total of **23 sessions** of our specialised anti-racism training, our Countering Far-right Extremism training or our

Challenging Hateful Misinformation workshops to more than **520 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 recent 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.

Next year, we aim to further expand the reach of our specialised training programs — including our anti-racism, Countering Far-Right Extremism, and Challenging Hateful Misinformation workshops — delivering more sessions to stakeholders across Australia and increasing the social impact of our work in these critical areas.

FINANCIAL HIGHLIGHTS (2024-2025)

Revenue

During this year, All Together Now recorded a total revenue of \$209,991 (compared with \$409,715 in 2023-2024). The decline reflects changes to our revenue recognition system, as income for future services is now recorded as a liability on the balance sheet (“deferred income”). Total deferred income was significant this year at \$194,000.

We secured approx. \$138,000 in income from Government grants this year (excluding ‘deferred income’) including for our new Design Against Hate project and other projects focussed on

training delivery. We are grateful for the continued support of government funding, which enables us to advance key initiatives aligned with our mission. We also generated \$54,000 in gross revenue through our fee-for-service workshop and training programs.

All Together Now's Net Assets were \$29,328 at the end of the financial year (compared to \$191,838 at the end of last financial year). Again this decline is largely due to the change in revenue recognition and the introduction of 'deferred income' on our balance sheet. Our Net Assets comprised Total Assets worth 370,570 less Total Liabilities \$341,242.

Expenditure

All Together Now's expenses were \$382,501 (rounding applied) during the year, compared with \$346,086 in 2023-2024.

All Together Now's audited expenses for the year:

| Expenses | \$AUD |
|--------------------------------|----------|
| Accounting Fees | \$1,561 |
| Bursaries | \$10,871 |
| Computer Software and hardware | \$3,234 |
| Consulting Expense | \$28,040 |
| Employee entitlements | \$28,584 |
| Evaluation services | \$10,000 |
| Events | \$3,335 |
| Insurances | \$7,931 |
| Other Expenses | \$3,034 |

| | |
|------------------|-----------|
| Subscriptions | \$1,804 |
| Superannuation | \$28,935 |
| Wages & Salaries | \$251,607 |
| Website Expenses | \$2,566 |
| Well-being | \$1,000 |

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

X (Formerly 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.

Please note that due to the nature of this work, and due to safety concerns, 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 [X](#) (formerly Twitter) (@alltognow), following us on [LinkedIn](#) (@all-together-now), following us on [Instagram](#) (@alltogethernow.org.au) and sharing our content widely
- Organising 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.
- YouthWise 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.
- Canva and the photographer / artist who provided the photos used in this report.

- Photo by Shane Rounce on Unsplash
- Photo by Helena Lopes on Unsplash

