



—— YOUTH-LED PROJECT BY ALL TOGETHER NOW ——

DESIGN AGAINST HATE

TACKLING MISOGYNY, LGBTQIA HATE & RACISM



INFORMATION PACK

What is Design Against Hate?

Design Against Hate is a new project by All Together Now, looking to work with young adults to create and implement exciting new initiatives that address the hate and extremism created by misogynist and anti-LGBTQIA+ online influencers.

Through a series of online and in-person workshops, you will have the opportunity to have your say in the best ways to combat racism, misogyny and anti-LGBTQIA+ hate that emerges from the manosphere. We will be discussing how people get exposed to this hate, the harmful impact of it and how it can lead to extremism. After exploring the issue, we will work together as a group to decide where we want to intervene before designing a creative and community-centred solution. The All Together Now team will then work with you to launch your project.

What is the Manosphere? Why is this program important?

Young people are increasingly exposed to misogynist and anti-LGBTQIA+ narratives. Toxic masculinity and harmful gender and sexuality narratives are gaining traction online and offline, resulting in serious real-world impacts. Notorious masculinity influencers are spreading harmful ideologies around sexism, 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. Much of the hate in the manosphere is misogynistic, however, it also spreads queerphobic and racist ideas and is used to recruit young people into far-right groups.

Strict gender norms and antifeminism are uniting features of right-wing extremism, and there is extensive overlap with racism and general anti-diversity sentiment (Nicholas et al. 2024). There is substantial cross-pollination across these spaces or 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. (Nicholas 2019).

Studies indicate a broad range of impacts, including a growing gender divide in young people's attitudes about gender equality (King's College London 2024) and a worrying increase in misogyny in Australian classrooms (Shulz 2024). Extreme misogyny can lead to real-world violence in the form of domestic violence or attacks against women. Access to violence-affirming content through the manosphere has been cited as increasing intimate partner violence among young men (Thorburn 2023), and men who use domestic or family violence have been found to access the manosphere and cite dis/misinformation about gender, women and feminism propagated by the manosphere to justify their violence (Nicholas et al. 2024).

As young people, we anticipate that you have been exposed to some of this content, or perhaps you have friends or family who you are worried might be slipping down this pipeline. We believe young people are in a unique and powerful position to tackle online hate.

What is actually involved?

This project will have 2 main phases, the codesign phase and the implementation phase:

- In the co-design phase, you will take part in one face-to-face and two online workshops (see dates below) where we will explore the causes and impact of harmful online content and co-create solutions or interventions addressing this. You will work alongside other young adults to discuss issues and brainstorm solutions. Workshops will be facilitated by All Together Now Staff who will aim to create a safe, inclusive and welcoming environment.
 - Workshop 1 will focus on exploring the problem. You will be provided with some resources and stimuli to explore and discuss, and will also be welcome to share your own lived experiences. You will then dive into a series of activities that are designed to help us explore the problem further and discuss as a team which area of the problem you would like to tackle.
 - Workshop 2 will focus on coming up with solutions. You will be encouraged to bring ideas with you to discuss, and we will also have time to brainstorm as a team. By the end of this workshop, you will have decided which solution you would like to explore further.
 - Workshop 3 will focus on refining the solution and planning the implementation of your project.
- In the delivery phase, you'll work as a group to bring one of your solutions to life, with support from the All Together Now team.
 - As a group of young adults, you will be responsible for the content of your initiative. The All Together Now team will support you in its development and help with the logistical aspects of implementation.
 - Time required will depend on the project chosen however the meeting schedule and structure will be flexible based on the capacity of participants. This will likely be a few hours of asynchronous work and a final in-person session in the first few months of 2027.
- Throughout the project, you will be part of a Discord server to share feedback, discuss the project and to support teamwork and planning in the delivery phase.

What is required to participate?

- You must be aged 18-25 and live in NSW
- You want to come up with solutions to address online hate
- Your commitment to the program will total approximately 20 hours across the in-person workshop, 2 online workshops, a few hours of independent or small group online work and the final in person working bee / wrap-up. This commitment will begin in October and continue until early - mid 2027.
- You must be available for the in-person workshop on the 10th October in Shellharbour
- You will participate in the evaluation of the program. The program is being evaluated by 2 academic experts from Western Sydney University. This will entail filling out anonymous surveys and taking part in an optional interview.

Workshop dates:

Workshop	Date	Time	Format
Workshop 1: Exploring the problem and identifying intervention points	10th October	10am - 4pm (lunch provided)	In person - Shellharbour
Workshop 2: Ideating and selecting a solution	20th October	5.30pm-7.30pm	Online
Workshop 3: Refining the solution and planning implementation	3rd November	5.30pm-7.30pm	Online
Final in person working bee/wrap-up	TBC - Feb	TBC	In person - Shellharbour

What's in it for you?

- The opportunity to be part of an exciting and innovative project with the possibility of making a tangible difference to your community
- The chance to join a community of like-minded peers
- Gain a better understanding of online misogyny and anti-LGBT+ hate and build your confidence and capacity to positively drive change in your community
- Grow your leadership, teamwork and problem-solving skills (It will look great on your resume!)
- Receive a \$300 voucher for your time and input:
 - Please note that you will only receive the voucher upon full completion of the program unless there are special circumstances. This includes attending all workshops as well as participating in online discussions and project evaluation.

What sort of thing might we create?

The direction the project goes in is in your hands and could look like a social media campaign, online resources, video content, in-person events or anything else you come up with! This means we can tailor the program to suit your interest and skills

Last year, our first cohort of changemakers chose to focus on supporting productive conversations between people and their friends and family members who might have been influenced by manosphere content. They designed posters and coasters that were sent to over 35 bars, cafes and community venues in the Greater Sydney area. These had QR codes that lead people to an online resource pack that they had created, including articles, cartoons and a conversation guide. You can see their work [here](#)

How to get involved and next steps:

- Sign up via the [EOI!](#)
- Once we have received responses and vetted each participant, we will send out a participant agreement and information pack.
- Once you return a signed copy to us, we will confirm your entry into the program and this will secure your spot.
- Please make sure you keep October 10th free in your diary for our first in person meeting

Risks, important information and responsibilities:

- We will be discussing controversial and confronting subjects such as hate, violence, racism and sexism. This may be triggering for some people. We will be there to support you through this process, but it is important to be aware of this before signing up for this program
- Since our project is government-funded it means that the funder has a right to access all the work we do and the solutions we come up with.
- Since this project is being evaluated, it means the project and its outcomes will be published and made available to the public, including, for example, on All Together Now's website. All data collected in regards to the program is completely anonymous and de-identified. All data collected by All Together Now is governed by our privacy policy.
- Data generated through the program will be used by 2 academics from Western Sydney University for the purposes of project evaluation. All material will be treated as confidential by our academic partners. Data will be de-identified and kept secure.
- All Together Now is committed to protecting your safety and ensuring your anonymity.
- We will not share your personal information with anyone outside of the Design Against Hate project. No identifiable language or characteristics will be used when reporting and discussing the work performed by Design Against Hate participants.
- The co-design sessions and discord are an inclusive and safe space for everyone. This applies to all other aspects of the project. Bullying, hate or discrimination on the basis of race, sex, gender, religion, ability, class, sexuality or anything else will not be tolerated.
 - We understand participants will be entering the project with different knowledge bases. Where comments and questions seem to be well-intended but are insensitive we will operate from a “call in not call out” position
 - There is a zero-tolerance policy for any form of hate, discrimination or abuse.

- We reserve the right to terminate a participant's involvement with the program. If we have to remove a participant from the program, they will not be eligible to receive the \$300 participation voucher

Funding and partnerships:

The project is funded by Multicultural NSW under its COMPACT program. COMPACT works across communities and sectors to inspire people to foster social cohesion, stand united against divisive forces and come together in times of need.

We have partnered with Headspace to help with the recruitment of young people and the outcomes of this project will be evaluated by a team of academics at Western Sydney University.

About All Together Now

All Together Now is an Australian, independent, secular, non-partisan, not-for-profit organisation that was established in 2010. All Together Now's vision is for a racially equitable Australia. We seek to achieve 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.

As practitioners, we focus on building projects and programs that are evidence-based, co-designed and are independently evaluated. For many years, we have been active in building community resilience against racism and other forms of discrimination and oppression, online hate, far-right extremism, and hateful mis/disinformation. We've designed a wide range of research projects and preventive programs aimed at enhancing the skills of young people, frontline workers, parents and caregivers, and the general public to identify and respond to these challenges.

You can read more about All Together Now and our work here:

<https://alltogethernow.org.au/about-us/>

Useful Contacts

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Support

- Beyond Blue mental health support line: 1300 22 4636
- Life line: 13 11 14
- Kids helpline: 1800 55 1800
- eheadspace.org.au: 1800 650 890
- NSW mental health line - Referral service 24/7: 1800 011 511
- QLife - 1800 184 527