

ANNUAL REPORT

2023



**A
FAIRER
WORLD**

Learn - Connect - Act



A
FAIRER
WORLD

Learn - Connect - Act



A Fairer World pays respect to the traditional owners and custodians of lutruwita and acknowledges their deep

connection to the sky, sea and land. We recognise Aboriginal Australians as one of the world's oldest continuous living cultures and the historic and ongoing injustices against them. Always was, always will be, Aboriginal land.

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A Fairer World respects everyone's right to affirm their identity free from discrimination and mistreatment. We pay tribute to the many activists and advocates — past, present and yet to come — whose courage and commitment contributes to a world that is fairer for all people irrespective of disability, culture, skin colour, religion, sexual orientation or gender identity.

Vision

Tasmanians working together for a just, peaceful and sustainable world future.

Aims

To be a leader in education for social justice and human rights.

To provide transformative education and training programs, mentoring, resources and access to networks.

To model collaboration with others who share our values.

To be sustainable, accountable and reflect our values in all aspects of our work.

Purpose

To provide ways for schools, workplaces and the Tasmanian community to learn, connect and act together for positive social change.

To prevent harmful behaviour that is caused by prejudice, inequality and discriminatory practices.

Mission

Creating a fairer world through innovative education and training programs.

Values

Respect and dignity for all people, recognising the unique value of each.

Diverse, inclusive and fair communities, enabling everyone to achieve their full potential.

Accessible and transformative education, motivating action towards a better world future.

Services

Professional training for schools and workplaces.

Transformative education and training programs.

Learning resources.

Teaching and training ideas and mentoring.

Access to community networks.

Award-winning events.

Cover image description: A Fairer World staff and human 'books' at Montrose Bay High School at the end of three days of workshops.

2023 Impact

Community

Staff & volunteers

3,993 paid hours (\$171,769 paid)

1,741 volunteer hours (\$75,159 economic value)

211 human 'book' hours (\$13,415 in honoraria paid)

33 active human 'books' (92 trained since 2014)

Members

3 MAD Visionaries, 3 MAD Stars, 6 MAD Friends

16 honorary, 15 group & 70 individual members

54 active volunteers, including 8 Committee members

Students Against Racism

7 *Living in Between* workshops delivered to 320 people

**1,741 volunteer
hours**

**33 active
human 'books'**

101 members

**7 anti-racism
workshops**

Schools

Inclusion Forums 2023

52 workshops for 848 students & 104 teachers

Average rating by teachers for workshop
usefulness: 9 out of 10

**92%
of students said
they will be
more inclusive
after attending
a workshop**

Workplaces

Since 2018:

51 *Hobart Human Library* workshops

33 *Inclusion Forums*

22 *Unconscious Bias* workshops

5 *Inclusion Strategies* workshops

14 *Inclusive Language* online courses

**95%
average rating
for usefulness
of *Inclusion
Forums***

Financial sustainability

The 2022/23 financial year was kinder to A Fairer World than 2021/22. Training picked up after the difficult COVID-19 years, with revenue up 34% to \$335,652. This is not quite back to the 2020/21 level, but the upward trend is expected to continue in 2024/25. Revenue from fundraising was down, reflecting effort put into professional services (up 38%) and grants (up 57%).

Message from President Wendy Evans

A challenging but rewarding year

We began the year with Abi Binning taking the chair as President, and welcomed new Management Committee members Valerie Cameron, Antony Cox, Meahd Farnaby, Tendayi Makwehe and Emma Missen, who later took on the role of Secretary. During the year we had resignations from Abi Binning in August and Barb Mawson in November. Thank you to all these members for their contributions and to Suze Schulz, our very capable Vice President.

On the operational side, Emalia Al-Gadrie commenced parental leave in April, and we welcomed Andy Gall and Gabrielle Gartrell to the team as Project Officers. We also recruited and trained a number of casual presenters for our ongoing programs.

In March, Helen announced that she would be retiring after 23 years with the organisation, 20 of those as Coordinator. The search to find a replacement for Helen began in October with the position of CEO being advertised. Interviews are being undertaken in the first week of December and the Committee expect to announce an appointment shortly.

As the organisation enters its 38th year of operations, there is much to look forward to, with the team having successfully applied for:

- a Tasmanian Community Fund Grant to research and write a new education program that aims to increase wellbeing of year 7 students in a post-COVID-19 school context;
- a three-year grant from the Department for Education, Children and Young People to continue subsidising the cost of our school programs; and
- grants from the Australian Government's Inclusive Communities Grant Program and the Tasmanian Government's Healthy Tasmania Program to train human 'books'.

The success of A Fairer World is very much dependent on the collective contributions of our dedicated staff, our volunteers, our committee and our auspice partners.

Auspice partners include Students Against Racism (SAR) led by Gini Ennals and Disability Voices Tasmania led by Vaughn Bennison — both are organisations that also strive to make the world a fairer and more just place for everyone.

Thank you also to our continuing patrons, Her Excellency the Honourable Barbara Baker AC, Governor of Tasmania and Dr Robin Banks.

Finally, I want to acknowledge the outstanding achievements of Helen as she leaves the organisation after 23 years. Helen's leadership and ability to innovate and pivot to ensure the survival of A Fairer World is a testament to her commitment to our values. Helen leaves A Fairer World in a sound financial position and can be justly proud of her accomplishments. We wish Helen every success for her retirement and whatever the future holds.

Books in the Park event

On a beautiful autumn day, the *Hobart Human Library* spent a day in the park. The event was funded by the Tasmanian Government through the Healthy Tasmania Fund. It aimed to increase the social connection between our community educators (aka human 'books') who last year worked mainly online to deliver *Inclusion Forums*. It was a great opportunity to bring the 'books' and 'librarians' together in person in an outdoor venue. It was also a great opportunity for newer 'books' to hear the stories of more experienced storytellers and a chance for some to tell their story for the first time. 34 members of the public joined us to 'read' the 'books' and our librarians were kept busy with the additional 85 people that engaged with us as they walked by during this wonderful event.

Message from Coordinator Helen Hortle

A fond farewell

The past 23 years have been a fulfilling and joyful journey.

Thank you for the many kind messages I've received since announcing my 'retirement' – messages that reflect the uniqueness of AFW and the many people who, like me, have found their spiritual home in its somewhat dated offices. But bricks and mortar do not make a home or a great place to work. I knew the first time that I visited, for an interview with Australian Volunteers International, that despite the dim interior, which at that time was plastered with posters for every kind of social action, I'd found my community.

It's still my community and I will miss it greatly.

A community is made by the people and the culture those people create together. I am hugely grateful to the staff and volunteers who have contributed their all in 2023. But culture is a longer-term creation and I want to take this opportunity to pay tribute to those who have come before and who should share my pride in these achievements:

- Building our school programs (ruMAD?, the Fairer World Festivals and *Let's Get Together*) – thanks to Karen, Sue Stack, the Tasmanian Community Fund and the Department of Education.
- The *Hobart Human Library* – thanks to Ros and the *Launceston Living Library* for providing the inspiration and to Sharlene, Iona, Jeremy, Olivia and Emalia for seeing it to reality; and mostly to the 92 human 'books' who have made it a success and from whom I have gained so much personally.
- Development of our workplace diversity and inclusion programs, which opened our message to a broader audience and became a new source of revenue – thanks to Robin Banks.

Thank you also to the people whose vision led to the creation of a vibrant global learning centre in Tasmania in 1985; to Maree and Yabbo, Coordinators before me, who nurtured the organisation until AusAID withdrew funding in 2003. Thank you to the many people who have passed through the organisation since then and enriched my life and that of the organisation; particularly those who have helped us keep going during the many times when AFW's future was uncertain, notably Robin Bowden, John Carpenter and Greg Sawyer.

Finally, my greatest thanks to my family, Mick, Robert and Jimmy, without whose steadfast physical, emotional and professional support I would not have made this milestone. They have always been there for me and for AFW. I look forward to having the time to repay that in some small measure.

I'm excited for the future, both AFW's and mine. I know that AFW has its best days ahead and I leave in the knowledge that it is in safe hands with Caitlin, Andy, Jodie, Gabe and the 2024 Management Committee; it has a firm foundation to continue to attract those with the skills and energy to maintain its culture and grow its influence.

My very best wishes to the new CEO and the amazing team of staff, committee and volunteers.



Image description: AFW team members Ant, Rosa, Emalia, Jodie, Megan and Helen at the 'Books in the Park' event on a sunny day in March.

Patrons

Her Excellency the **Honourable Barbara Baker** AC, Governor of Tasmania. Her Excellency worked as a legal practitioner before being the first Tasmanian woman appointed as a judge of the Federal Circuit Court of Australia. Her Excellency is known for her contribution to the administration of justice, the advancement of specialist advocacy in the family law jurisdiction and the promotion of women at the bar.

Dr Robin Banks. Robin is a Post Doctoral Fellow in Law at the University of Tasmania, a human rights lawyer, and community activist. Robin has worked in government, private and not-for-profit legal roles, including most recently as Tasmania's Anti-Discrimination Commissioner. Robin has a strong interest in disability rights and promoting effective advocacy to support and achieve rights focused systemic change.

Management Committee members

Wendy Evans, President (from August 2023), Treasurer
 Abi Binning, President (December 2022 to August 2023)
 Barb Mawson, Vice President (December 2022 to November 2023)
 Suzanne Schulz, Vice President
 Emma Missen, Secretary (from July 2023)
 Antony Cox, member
 Valerie Cameron, member, human 'book'
 Tendayi Makwehe, member, human 'book'
 Meahd Farnaby, member
 Helen Hortle, member, Coordinator, Public Officer

Staff (all part-time or casual)

Helen Hortle, Coordinator
 Jodie Epper, Educational Leader
 Caitlin Eiszele, Administration/IT Officer
 Elsa Gebremedhin, General Assistant
 Andy Gall, Project Officer
 Gabrielle Gartrell, Project Officer & Trainer
 Jodi Alexander, Curriculum Writer & Trainer
 Sharifah Emalia Al-Gadrie (on parental leave)

Professional service providers

Dr Sarah Stewart, Evaluation Consultant
 Andy Kowaluk, Educational Advisor
 Robyn Aitken, Educational Advisor
 Bentleys Tasmania, Auditors



Image description: Andy, Helen and Paul presenting at Eureka Clubhouse for Mental Health Week.



Image description: AFW staff, Educational Leader, Jodie, and Project Officers Andy and Gabe.

3 new Honorary members



Natasha Wiggins (image left): Honorary membership awarded for outstanding service as a human 'book'. Natasha has presented at 140 workshops, helping others to understand the impact of child sexual abuse. More on Natasha's experience as a human 'book' can be found at afairerworld.org/natasha.

"I've been a victim, and I've come through as a survivor. And that's what I want to do now, help people. I always wanted to help victims of abuse. The *Hobart Human Library*, it's given me another opportunity to still help those kids."



Madeleine Rojahn (image left): Honorary membership awarded for commitment and service to the vision and purpose of A Fairer World. Maddy has been a volunteer librarian with the *Hobart Human Library*, written articles about human 'books', and also donated over \$7,500 to A Fairer World from the sale of her book, *The Bloody Unknown!*, which tells the stories of migrants to Tasmania.

See page 7 for details and a link to Maddy's latest article about the human 'books'.



Barb Mawson: Barb has worked in education for 35 years, as an Early-years teacher, a university lecturer, and a primary school principal. She was first introduced to A Fairer World (then TasDec) in the 1980s and this cemented her belief that when young children are given the opportunity to learn about big global issues such as fairness, rights and responsibilities, then they develop the skills and understanding needed for a positive future.

Barb has been a Management Committee member and President of A Fairer World, a valued advisor on the Educational Working Group and mentor in schools.

101 members

There are currently 101 members:

- 16 Honorary (life) members
- 70 individual members
- 15 group (household & organisational) members

Of these, there are:

- 2 Ambassadors
- 3 MAD Visionaries (donors of \$5000+)
- 3 MAD Stars (donors of \$1,000 to \$4,999)
- 6 MAD Friends (donors of \$500 to \$999)

33 human 'books'

Amin Ali, Rose Anderson, Christopher Barrell, Vaughn Bennison, Michaela Broderick, Valerie Cameron, Joshua Cooper, Andy Gall, Lisa Gershwin, Shivangi Gheewala, Jasper Godden, Erenie Hiras, Emma Horton, Sam Horton, Donna Kenny, Tendayi Makwehe, Stuart McPherson, Ricky Meerding, Lucy Mercer-Mapstone, Emma Missen, Paul Pritchard, Jenny (Wuxian) Qian, Glenda Radcliffe, Wadeed Salboud, Maria Saracino, AMS (Amay Scott), John Stevens, David Smith, Deborah Thompson, Robin Wilkinson AM, Chloe Whitby, Natasha Wiggins, Katie (Yingzi) Zhang

Human 'book' training

"Nice to be in a room with kindred folk"



Image description: Jodie and Andy are congratulated by Premier, Jeremy Rockliff, on receiving a grant to train new human 'books'.

This was the feedback from one participant in our human 'book' training course run in June this year and is a common theme with those who undertake our Community Educator Training Program.

The program provides training and mentoring for people who have experienced prejudice to become community educators and raise awareness of the harmful effects of stereotypes and discrimination. It is designed to build the skills and confidence needed to be a human 'book' in our diversity and inclusion programs.

This year the program has been recognised by funders for its power to empower. The Tasmanian Government (Healthy Tasmania Program) and the Australian Government (Strong and Resilient Communities Program) have provided grants that will allow us to provide training for up to 32 people. The first of these courses was run in June and four of the eight participants are now working as human 'books' (see Valerie and Chris on the next pages). Others will join when ready — there's never any pressure with kindred folk!

For this course we welcomed the assistance of new project officers, Andy Gall and Gabrielle Gartrell. Andy has been a human 'book' since 2014, so has a deep understanding of what it takes and the benefits of finding your voice as a community educator. Gabe is a performance poet and is studying for a master's in creative writing so is adept at helping the human 'books' to hone their stories.

ABC News story excerpt



Image description: ABC News image showing human 'books', Natasha, Jasper, Leyla and Andy.

Hobart Human Library tackling racism, stereotypes and discrimination with the power of story, by Madeleine Rojahn, posted Sat 8 Jul 2023 at 10:07am

The [Hobart] Human Library runs question-and-answer-style inclusion forums, visiting schools to build more inclusive cultures and break down barriers to student participation — such as discrimination and bullying.

In workplaces, it encourages systemic change by co-designing inclusive policies with them.

A Fairer World's education leader Jodie Epper said listening to people with lived experience helped workplaces implement policy change.

"We really centralise that lived experience, which makes us different to every other organisation that delivers workplace inclusion," she said.

In a first for the library this week at St Helen's High School on Tasmania's east coast, Jodie from A Fairer World said one grade 10 student stood up to give an impromptu thanks.

"We had a young man who spontaneously thanked all the books for coming, said what special people they were, and how important the work they were doing was. It was just gorgeous."

Read the full article at www.abc.net.au/news/2023-07-08/hobart-human-library-tackling-discrimination-human-books-stories/102568846

2023 Management Committee member

Valerie

Valerie joined the Hobart Human Library earlier this year. As a writer, she finds the idea of being a 'book' rather pleasing. She is keenly aware of the power of words, "My world is rather alien to most folk, but words are the common ground we share." Her story focuses on the invisibility and exclusion she has faced, having been blind for 30 years.

Over the decades, Valerie has witnessed positive changes in realms such as accessibility and adaptive technology. She says it is getting easier for people with disabilities to participate in activities they find meaningful. However, people's attitudes and perceptions of disability have been much slower to change. "People consistently underestimate what I can do. It's more like they simply see me, on the whole, as 'unable'."

It is only in the past few years that Valerie believes there have been more encouraging signs of progress. Representation is improving and there seems to be a greater willingness to listen, which is why Valerie is eager to share her experience at this time. She has found the engagement and responses in the *Inclusion Forums* to be "both reassuring and refreshing".

Valerie teaches meditation and facilitates wellbeing groups. She is also a stand-up comedian, something she really enjoys, in part because,

"When I am on stage with a microphone, you will see me, I will make sure of that."



Image description: Valerie also works as a stand-up comedian. This photo is of Valerie performing at the Joker's Club, Hobart.

The satisfactions of volunteering

Rosa

Hobart Human Library 'librarian', mentor, researcher, typist — Rosa has undertaken many roles as a volunteer with A Fairer World.

"I have been volunteering with AFW for about four years. I applied to volunteer at AFW as it seemed to be a good fit with my interests and past experience and I was intrigued by the idea of a human library. My last job was as a case manager in Humanitarian Settlement. Prior to that I worked as in-home disability support, Inclusion Support Facilitator (childcare services) and a Teacher Aid in a college. I qualified as a teacher but managed to avoid actual classroom teaching. I've also worked in the Braille Unit, been a tutor, a swimming teacher, Austswim assessor and (long ago) was involved in Childbirth Education. My volunteer tasks are varied, including helping to organise resources and storage for the *Inclusion Forums*, typing feedback and supporting at the workshops. I've become an experienced packer-unpacker!"



Image description: Rosa volunteers in the office, helping with a multitude of tasks.

"Through volunteering at AFW I can continue to be involved in a program which promotes inclusion and human rights. I've found AFW to be a supportive and friendly environment."

Book report

Chris



Image description: This photo shows Chris, a new human 'book' who has lived a full and rich life with a hearing impairment.

Chris approached our office in May this year to enquire about becoming a human 'book'. This followed a suggestion from a friend who had seen a presentation he trialled with family and friends. The presentation, which was aided by a PowerPoint, told his story of life with a hearing impairment.

While Chris initially didn't know much about the *Hobart Human Library*, he quickly found that he fit right in. As well as being a community educator with A Fairer World, Chris is completing a Small Business Course and hopes to coach soccer one-on-one with young players with a disability.

Recently Chris obtained two days a week working as a Teacher's Assistant and being a part of the A Fairer World team has balanced out his life to be a glass half 'book' full.

"My experience so far has been positive, I've learnt more about the disability sector, challenges that others have faced and I've learnt more about myself. I hope to gain more experience and become a regular human 'book' to continue advocating for those living with a hearing impairment."

Book report

Josh



Image description: This photo shows Josh in his home library, a favourite space.

"For over ten years I have conceptualised writing a book or making a social media based channel that discusses the Autism Spectrum. The one thing that I found demotivating and difficult in making these communications effective was that it felt detached, like monologuing in an impersonal sense. With the help of a friend, I discovered a wonderful group of people working with A Fairer World. Within the first session of discussing my story everything just 'clicked' and I knew by becoming part of the *Hobart Human Library* this was the best way to help and inform people. The face-to-face format is brilliant because listeners can ask questions and relay information they want to know.

The virtual format is just as effective too as it enables all to attend regardless of location.

"There isn't a single person, be it a 'librarian', coordinator, staff, or book that I don't respect and admire. Not only do I get to share my story, I have the privilege of speaking and listening to so many diverse and beautiful souls. These people have become my friends that will always have a special place in my heart. My biggest thanks go to the entire team at A Fairer World for helping me tell my story and to help me grow both personally and professionally."

"I am proud to be part of this team and share the same dedication to making this world fairer."

Using art, drama and performance to build understanding

Students Against Racism

This year the Students Against Racism group only operated in the first half of the year as founder, Gini Ennals, took well-deserved long service leave from July to December.

A Fairer World continues to auspice Students Against Racism to deliver their award-winning anti-racism workshops, *Living in Between*.

Before Gini left, a new group of students from TasTAFE Adult Migrant Education Program were recruited, trained and presented seven workshops. They also presented an exhibition and a performance — more below.

The Museum of Us exhibition

"These artefacts represent our history, where we have come from and what we have been through. When people come to this exhibition, they will understand more about us and that will help the Tasmanian community to find solutions to issues like racism."

This was student Hadisa Teimoori's take on an exhibition she and other students helped present for Harmony Day. The exhibition was inspired by recent visits to the Tasmanian Museum and Art Gallery and MONA. The students collected important artefacts from their lives and wrote the story behind the object. Examples were a tiny Quran given by a father to his daughter to keep her safe, a special Ethiopian coffee cup handed down through generations, and an indigenous poncho from Ecuador which reminds the owner of her identity.



Image description: Sumaya and Meseret presenting the stories of their objects to the Harmony Day audience.



320 people
attended 7
workshops

Letters I Never Sent performance

This performance was written and created by Students Against Racism members, together with Emily Conolan and Joel Roberts.

Creative writing, song composition and improvised drama were used by the students to create a powerful performance on the themes of resilience and self-love. The 30-minute performance, followed by a 30-minute reflection on the show with Playback Theatre, was run three times to a combined audience of 180. The group also delivered workshops based on the show at Risdon Prison.

A Fairer World was proud to auspice a grant from the City of Hobart to make these shows possible.

"This has inspired me to do more in my community to make people welcome."

Audience member

"My confidence level has gone from here [hand near the ground] to here [hand stretched up high]."

Student performer



Image description: Members of Students Against Racism performing in their 'Letters I Never Sent' theatre production.

Diversity and inclusion training



Image description: Human 'book', Stuart helped to launch National Road Safety Week in Hobart with staff from RACT.

What is diversity and inclusion?

"In a nutshell, it's about empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin."

Diversity training "allows for the exploration of these differences in a safe, positive, and nurturing environment."

These quotes from Global Diversity Practice epitomise our approach to diversity and inclusion training. By centring the authentic voices of those who have experienced prejudice and exclusion — human 'books' who help design and present all training — we help organisations to move past tolerance of difference and create a workplace that is fair, productive, sustainable and represents the community it serves.

How we do diversity and inclusion training

This year we have learned that this means working with organisations to find out where they are on their inclusion journey, discuss their specific needs and offer flexible training options.

To do this we are forging new partnerships. For example, we are partnering with Disability Voices Tasmania to provide disability awareness training with MONA gallery staff.

We are also training new staff and have welcomed Gabrielle Gartrell to our workplace training team. Gabe brings fresh energy and perspectives from her background in human rights, community development and performance.

As always we have benefitted from the advice and assistance of Dr Robin Banks as part of our workplace diversity and inclusion team.

2024 promises more learning and more services on offer!

In 2023 we worked with

Service Tasmania
Department of Treasury and Finance
Department of Natural Resources and Environment
Department of Premier and Cabinet
Museum of Old and New Art
Eureka Clubhouse
Department for Education, Children & Young People
Tasmanian Integrity Commission
Royal Automobile Club of Tasmania
We also ran a workshop at Parliament House, which was attended by representatives of 10 workplaces, and a session in Princes Park which was attended by staff from a number of organisations.

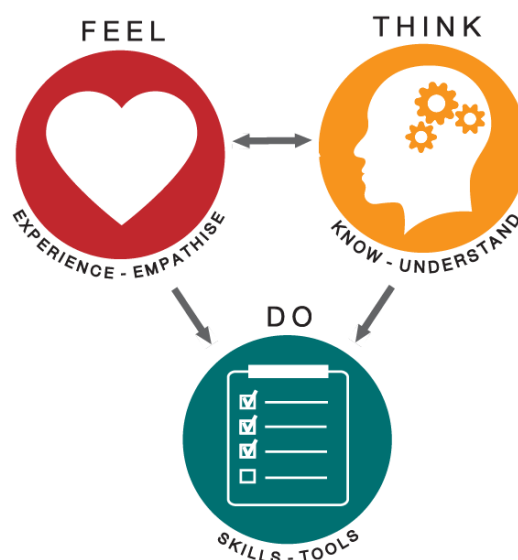


Image description: Human 'books' Robin, Paul, Valerie, John, Jasper, Josh present at an Inclusion Forum for MONA staff with AFW Coordinator Helen and Disability Voices Executive Officer, Vaughn Bennison.

Inclusion Forums

Fourteen *Inclusion Forums* were run with 555 people from 12 organisations and Books in the Park was attended by around 34 people.

We have continued the forums rather than reverting to the pre-COVID-19 *Hobart Human Library* workshop but have extended the sessions from one to two hours to allow for four human 'book' and a greater impact across diversity themes.



"...the personal perspective is so much more powerful than another training session on the theory of inclusion and its importance. I cannot speak highly enough of the session."

Participant at Parliament House forum

"Fantastic & eye opening. I hope to implement some of what I've learnt today - thank you."

Department of Natural Resources and Environment staff member

Inclusive Language online courses

Eight courses were run in 2023, all with Service Tasmania staff. The average rating for quality across all sessions for these courses was 9.1 out of 10, with the most frequent rating being 10 out of 10. We love that participants enjoy these courses and also that they're making a real difference. Participants come up with ideas for making their workplace more inclusive and management undertake to help implement them—that's the perfect way to create change! The courses can be previewed at www.afairerworld.org/courses/inclusive-language.

"I was very apprehensive to undertake the learning sessions. I am now so pleased that I did. Just to be made more aware of the day to day issues some people need to face and some simple things that others can do to make someone's day just that little bit better and be more accepting of everyone. Thanks Helen and the 'books'. I found everything extremely valuable. It now helps me be more aware in not only my work life but personal life as well."

Service Tasmania staff member



Image description: Human 'books' Chloe, Paul and Josh presenting at Parliament House with Helen facilitating.

School programs



Image description: Students from Hobart City High participating in the 'crown' activity which gives them a taste of exclusion.

A Fairer World designs and delivers transformative school programs that are informed by research and focus on the connections between school climate (culture), student wellbeing and learning outcomes. We recognise that when students feel unsafe, marginalised, or not included at school, they are less likely to attend, more likely to display disruptive behaviours and their academic attainment is lowered.

Our school programs focus on student engagement and learning in a practical way, with the aim of building diversity competence. This means that students learn the knowledge, skills and dispositions that contribute to a respectful school culture and a more equitable world.

We recognise that all schools are at different stages of their *Wellbeing and Respect Journey*. Our suite of school programs is designed to support schools along each stage of this journey. We work closely with schools to develop and deliver programs that are tailored to their specific needs and requirements. Our suite of programs is aligned with the Australian Curriculum and designed and delivered by experienced educators working with our trained lived experience co-presenters.

Inclusion Forums



Image description: Mountain Heights School students pose with human 'books' and A Fairer World staff.

848 students
attended
*Inclusion
Forums in 2023*

A foundation of our suite of programs, A Fairer World has continued to refine and deliver *Inclusion Forums*, a 60-minute, COVID-safe workshop.

We are very happy to have been able to recommence face-to-face workshops after a year using Zoom. The forum supports the curriculum, is run on-site by A Fairer World, and provides schools with a means of maintaining the momentum of their *Wellbeing and*

Respect Journey. Schools jumped at the chance to be involved and quotas (as provided by the Department for Education, Children and Young People's grant for school subsidies) were fully subscribed and delivered by the middle of term three.

After delivering 51 *Inclusion Forums* across Tasmania, 92% of students said that they would be more inclusive of others after the session. That's fantastic news for schools very hopeful of creating a fairer world!

"I learnt that not everyone is included in things & that we should appreciate people the way they are."

Student

"I would just like to say that all of the stories were amazing and really empowering."

Student

"Students learned the power of resilience. The impact of positive or negative behaviours & making the right choices."

Teacher



Image description: AFW team members Paul, Jasper, Gabe (behind the N), Andy and Shivangi spell out 'Inclusion' with their bodies at St Helens District High School.

92% will be more inclusive after attending a workshop

What students said

"I learned to include everyone no matter what they look like, their sexuality or disability."

Campania District School student

"I will think about what I'm about to say and make sure it's not hurtful."

Mountain Heights School student

"It was a great presentation and there was some very eye opening stories that I'm glad can be heard."

Triabunna District School student

What teachers said

"I think students learnt how each unique person is valuable & that they can demonstrate respect with their interactions & inclusion skills."

Hobart City High School teacher

"Students learnt a lot on having resilience, it's okay to be different. We all communicate differently."

Montrose Bay High School teacher

"I think students learnt that their world is a little bigger than the circle they know. There may be others going through or have been through what they are & they can be inclusive."

Tasman District School teacher

Participating schools 2023

52 forums & workshops in 10 schools

- Triabunna District School years 8 to 12 (3)
- Tasman District School years 8 to 12 (3)
- Montrose Bay High School year 7 (6)
- Rosny College years 11 and 12 (4)
- Devonport High School years 7 and 8 (8)
- St Helens District High School years 6 to 10 (8)
- Mountain Heights School years 6 to 10 (7)
- Mountain Heights School teachers (1)
- Huonville High School year 7 (2)
- Campania District School years 8 and 10 (2)
- Hobart City High School year 8 (8)



Image description: Devonport High School students show their AFW bookmarks with human 'books' Andy, Shivangi and Deborah.

New school program coming in 2024!

We are very excited to partner with the Tasmanian Community Fund to research and write a new education program that aims to increase wellbeing for year 7 students in a post-COVID-19 school context.

Currently, as part of our suite of programs, we deliver the one-hour *Inclusion Forum* and the 20-hour *Let's Get Together* program, both of which are designed to engage students, develop diversity competence and change behaviour. Our new program will sit between these two programs, providing a targeted approach to inclusion and wellbeing.

Working with schools, educators and our human 'books', we will develop, pilot and deliver a program that addresses the unique challenges and needs of year 7 students in the post-COVID-19 era. The program will focus on building inclusion and developing social and emotional skills.

We are committed to providing schools with the resources and support they need to create inclusive and supportive environments for all students. Our new program is one step towards achieving this goal.

The new program will provide a number of benefits for year 7 students, including:

- improved wellbeing and resilience;
- enhanced social and emotional learning skills; and
- a stronger sense of belonging and inclusion.

By working with schools to develop the program we will ensure that it meets their specific needs and requirements. As with all of our programs the human 'books' will be included in its development and delivery because we know that engaging with authentic voices is a key to lasting social change.

A core feature of the new program will be providing schools and school communities with training and support to ensure its effective delivery. We are confident that our new program will make a significant contribution to the wellbeing of year 7 students in Tasmania through improved school culture and look forward to working with schools to develop and implement the program in the coming year.

The program will be piloted with three Tasmanian schools before being rolled out to a wider audience. Watch out for the launch and a name for the program in 2024!

Our 2023 school program was designed to promote student engagement and learning, develop diversity competence and build student wellbeing and resilience. We are excited to continue our work with schools in 2024 and beyond to create a more equitable and just world for all.

School Wellbeing and Respect Journey



Image description: Human 'books' Jasper, Katie and Paul at St Helens District School.

What students said

"I learnt that simple discrimination or jokes can have a major affect on people."

Rosny College student

"Inclusion is important to many people; it helps improve mental health and communication."

Triabunna District School student

"I learnt more about how much people appreciate just one word and how it can change a life and how others treat you."

Huonville High School student

What teachers said

"I had a student with an intellectual disability, he was enthralled the whole time. He wants to come next time!"

Rosny College teacher

"It is a unique opportunity for students who have not been exposed to diverse life experiences, to hear them firsthand, and learn they could be part of the solution for inclusion & acceptance."

Triabunna District School teacher

"It was excellent & brilliantly facilitated by the team."

Huonville High School teacher



Image descriptions

Top: Human 'books' Jasper, Shivangi and Paul at St Helens District High School.

Second from top: Shivangi and Andy at the entrance to St Helens District School.

Third from top: Jenny, Lisa, Andy and Josh looking happy to be at Triabunna District school.

Bottom: Shivangi, Jodie, Paul and Jasper setting up the 'card activity' at St Helens District School.

A Fairer World Inc &
Global Learning Resource Library Inc

Revenue of \$338,652 (2022 \$253,537) came from:

32% grants (2022 28%)

54% professional fees (2022 53%)

14% fundraising & other (2022 19%)

Expenditure of \$310,684 (2022 \$285,538) was invested in:

70% wages (2022 75%)

17% operating & projects (2022 12%)

5% occupancy & other (2022 5%)

7% school support (2022 7%)

Financial Report contents

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Statement by the Vice President and the Treasurer

For the year ended 30th June 2023

The Vice President and Treasurer of A Fairer World declare that:

1. The financial statements and notes for A Fairer World Inc, which include the Global Learning Resource Library Inc, as attached, present fairly the organisation's financial position as at 30 June 2023 and its performance for the year ended on that date in accordance with Australian Accounting Standards and other mandatory professional reporting requirements; and
2. In our opinion there are reasonable grounds to believe that the organisation will be able to pay its debts as and when they become due and payable.

This declaration is made on behalf of the Management Committee.



Barbara Mawson
Vice President



Wendy Evans
Treasurer

Dated: 18th October 2023

A Fairer World Inc

Audit Report



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INDEPENDENT AUDIT REPORT TO THE MEMBERS OF A FAIRER WORLD INC & GLOBAL LEARNING RESOURCE LIBRARY INC ABN: 34 498 244 277 & 95 646 520 620

Opinion

We have audited the special purpose financial report of A Fairer World Inc & Global Learning Resource Library Inc (the Association), which comprises the statement of financial position as at 30 June 2023, the statement of operations and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial report of A Fairer World Inc & Global Learning Resource Library Inc has been prepared in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, including:

- a) giving a true and fair view of the registered entity's financial position as at 30 June 2023, and of its financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the Australian Charities and Not-for-profits Commission Regulation 2013.

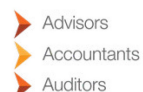
Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



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Liability limited by a scheme approved under Professional Standards Legislation.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- Conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Michael Ian Derbyshire
Director

Hobart

11 October 2023

A Fairer World Inc

Statement of Operations

For the year ended 30 June 2023

	2023	2022
GRANTS & PROJECTS (details page 8)		
Balance 1st July	9,861	16,639
Less Balance 30th June	32,054	9,861
Net movement in grants & projects	<u>(22,193)</u>	<u>6,778</u>
Add OTHER INCOME		
Grants & projects	132,165	57,838
Interest received	2,922	1,185
Membership subscriptions	666	-
Professional fees for services	183,399	92,691
Public Fund donations	6,069	-
Sponsorship, fundraising & donations	12,865	2,695
Government subsidies	914	2,629
Sundry income	17,402	14,502
Total other income	<u>356,402</u>	<u>171,540</u>
Total income	<u>334,209</u>	<u>178,318</u>
Less EXPENSES		
Equipment & resources	776	798
Financial expenses	2,225	864
Human resource costs	218,696	151,326
Occupancy costs	14,540	6,880
Operating & project costs	74,435	50,451
Total expenses	<u>310,672</u>	<u>210,319</u>
Operating surplus (deficit)	<u>23,537</u>	<u>(32,001)</u>
Add EXTRAORDINARY ITEMS		
Transfer from Global Learning Resource Library Inc on closure	4,431	-
Surplus (deficit) after Extraordinary items	<u><u>27,968</u></u>	<u><u>(32,001)</u></u>

A Fairer World Inc

Statement of Assets & Liabilities

As at 30th June 2023

	NOTE	2023	2022
ACCUMULATED FUNDS			
Accumulated Funds brought forward		51,987	83,988
Net surplus (deficit)		27,968	(32,001)
Special reserve	(14)	12,400	12,400
Total Accumulated Funds		92,355	64,387
This is represented by:			
CURRENT ASSETS			
AFW bank accounts		286,840	17,931
AFW Public Fund account		1,670	-
GLRL bank accounts		-	18,380
Bendigo term deposits		-	366,160
Cash on hand		306	139
Receivables	(2)	15,568	34,935
Total current assets		304,384	437,545
Less CURRENT LIABILITIES			
Creditors & accrued expenses		11,638	2,975
Revenue received in advance		15,790	4,933
Display Board Replacement provision		1,730	1,481
Staff provisions	(1B)	46,842	46,550
AFW Public Fund funds held in trust	(3)	100	-
Global Learning Resource Library funds held in trust	(4)	-	500
Disability Voices Tasmania funds held in trust	(5)	95,006	298,783
Students Against Racism funds held in trust	(6)	8,869	8,075
Unexpended grants	(7 - 12)	32,054	9,861
Global Learning Resource Library unexpended grants	(13)	-	-
Total current liabilities		212,029	373,158
Working capital		92,355	64,387
Add NON-CURRENT ASSETS			
Furniture & Equipment at cost	(1C)	15,452	15,452
Less provision for depreciation		15,452	15,452
Total non-current assets		-	-
Net Assets		92,355	64,387

A Fairer World Inc
Funds Held in Trust
For the year ended 30th June 2023

A Fairer World Public Fund

	NOTE	2023	2022
INCOME			
Donations		6,170	
Total income		<u>6,170</u>	
Less EXPENSES			
Financial expenses		1	
Total expenses		<u>1</u>	
Surplus (deficit)		6,169	
Less Funds transferred to A Fairer World		6,069	
Balance of fund at 30th June	(3)	<u>100</u>	

Global Learning Resource Library Inc

	NOTE	2023	2022
GRANTS & PROJECTS (details page 10)			
Balance 1st July		-	5,384
Less Balance 30th June		-	-
Net movement in grants & projects		<u>-</u>	<u>5,384</u>
Add OTHER INCOME			
Donations & fundraising		3,925	28,508
Membership subscriptions		-	1,034
Professional fees for services		-	40,285
Sundry Income		18	8
Total other income		<u>3,943</u>	<u>69,835</u>
Total funds available		<u>3,943</u>	<u>75,219</u>
Less EXPENSES			
Equipment & resources		-	324
Financial expenses		12	702
Human resource costs		-	64,243
Occupancy costs		-	5,717
Operating & project costs		-	4,233
Total expenses		<u>12</u>	<u>75,219</u>
Operating surplus (deficit)		3,931	-
Add Balance of funds at 1st July		500	500
Less Funds transferred to A Fairer World on closure		4,431	-
Balance of funds at 30th June	(4)	<u>-</u>	<u>500</u>

A Fairer World Inc

Funds Held in Trust

For the year ended 30th June 2023

Disability Voices Tasmania

	NOTE	2023	2022
Balance of project funds at 1st July		298,783	361,086
Add grant from DSS		150,090	206,750
Add other income		9,591	-
Less expenses		(363,458)	(269,053)
Balance of project funds at 30th June	(5)	<u>95,006</u>	<u>298,783</u>

Students Against Racism

	NOTE	2023	2022
Balance of project funds at 1st July		8,075	9,727
Add income		30,220	19,191
Less expenses		(29,426)	(20,843)
Balance of project funds at 30th June	(6)	<u>8,869</u>	<u>8,075</u>

A Fairer World Inc

Project & Grant Balances

As at 30th June 2023

Projects & Grants - summary

	NOTE	2023	2022
Reducing stigma project	(7)	33,564	-
'Books in the Park' project	(8)	-	-
Human 'book' upskilling	(9)	4,000	-
Pathways to Opportunities 2019 & 2021	(10)	-	-
Women's Business 2021	(11)	-	-
Workshop subsidies and human 'book' training	(12)	(5,510)	9,861
Total unexpended project funds at 30th June		<u>32,054</u>	<u>9,861</u>

A Fairer World Inc

Project & Grant Balances

As at 30th June 2023

Projects & Grants - detailed

	NOTE	2023	2022
Reducing stigma project			
Healthy Focus grant		35,660	
Less expenses		(2,096)	
Balance of project funds at 30th June	(7)	<u>33,564</u>	
'Books in the Park' project			
Healthy Steps grant		5,000	
Less expenses		(5,000)	
Balance of project funds at 30th June	(8)	<u>-</u>	
Human 'book' upskilling			
Department of Social Services Volunteer grant		4,000	
Less expenses		-	
Balance of project funds at 30th June	(9)	<u>4,000</u>	
Pathways to Opportunities 2019 & 2021			
Balance of project funds at 1st July			15,672
Skills Tasmania grant			19,328
Add workshop income			509
Less expenses			(35,509)
Balance of project funds at 30th June	(10)		<u>-</u>
Women's Business 2021			
Balance of project funds at 1st July			967
Tasmanian Government Multicultural grant 2019			-
Add other income			1,364
Less expenses			(2,331)
Balance of project funds at 30th June	(11)		<u>-</u>
School workshop subsidies and human 'book' training			
Balance of project funds at 1st July		9,861	
Department of Education grant		39,280	38,510
Less expenses		(54,651)	(28,649)
Balance of project funds at 30th June	(12)	<u>(5,510)</u>	<u>9,861</u>

Global Learning Resource Library Inc

Project & Grant Balances

As at 30th June 2023

Projects & Grants - summary

	NOTE	2023	2022
Community educator training project	(13)	-	-
Total unexpended project funds at 30th June		-	-

Projects & Grants - detailed

	NOTE	2023	2022
Community educator training project			
Balance of project funds at 1st July			5,384
Community Support Levy Grant 2020			-
Less expenses			(5,384)
Balance of project funds at 30th June	(13)		-

A Fairer World Inc

Statement of Cash Flows For the year ended 30 June 2023

	NOTE	2023	2022
Cash flows from operating activities			
Operating surplus (deficit) after extraordinary items		27,968	(32,001)
Adjustments for:			
Interest received		(2,922)	(1,185)
Decrease (increase) in receivables		19,367	(15,911)
Increase (decrease) in payables		(161,129)	(105,582)
Cash generated from operations		<u>(116,716)</u>	<u>(154,679)</u>
Cash flows from investing activities			
Interest received		2,922	1,185
Cash generated from investing activities		<u>2,922</u>	<u>1,185</u>
Net increase in cash and equivalents		(113,794)	(153,494)
Cash and cash equivalents at 1st July		<u>402,610</u>	<u>556,104</u>
Cash and cash equivalents at 30th June		<u>288,816</u>	<u>402,610</u>

Statement of Changes in Equity For the year ended 30 June 2023

	NOTE	2023	2022
Accumulated Funds			
Balance at 1st July		51,987	83,988
Net surplus (deficit) for year		27,968	(32,001)
Balance at 30th June		<u>79,955</u>	<u>51,987</u>
Special Reserve			
Balance at 1st July		12,400	12,400
Transfer to (from) reserves		-	-
Balance at 30th June	(14)	<u>12,400</u>	<u>12,400</u>
Total equity 30th June		<u>92,355</u>	<u>64,387</u>

A Fairer World Inc

Notes to and forming part of the Financial Statements

For the year ended 30th June 2023

1. Summary of significant accounting policies

Although the Management Committee of A Fairer World Inc has agreed that the organisation is not a reporting entity, the financial statements have been prepared in accordance with applicable Australian Accounting Standards.

They have been prepared on the basis of historical costs and, unless stated, do not take into account current changing money standards or unless stated, current values of non-current assets. The Accounting Policies have been consistently applied and are consistent with those of the previous year.

(A) Income tax

A Fairer World Inc is exempt from Income Tax.

(B) Employee entitlements

At 30th June 2023, A Fairer World Inc employed four part-time staff members on contract, one of whom has been continuously employed since 1st July 2005. Long Service and Annual Leave have been accrued for these employees where legally entitled.

(C) Non-current assets

Items of plant and equipment are recorded at cost and depreciated on the straight-line method for new acquisitions. Older items have been depreciated on the reducing balance method. Items costing \$300 or less are depreciated in full at purchase.

(D) Interest income

Interest on term deposits has been accrued at 30th June 2023. All other interest is recognised when credited to bank accounts.

(E) Unexpended grants

Grants are recognised when received throughout the year and amounts unspent are carried forward at the end of the year. Each project with its related grant(s) and expenditure is recorded separately and a separate Income and Expenditure Statement is prepared.

2. Receivables

It is anticipated that all amounts owing to A Fairer World Inc will be recoverable.

3. A Fairer World Public Fund

A Fairer World received tax deductible status for its new Public Fund on 7th July 2022. The fund has a separate bank account to receive donations. The Public Fund Committee approved the transfer of \$6,069 in donations during the financial year ended 30th June 2023 towards A Fairer World's work.

4. Global Learning Resource Library Inc fund

During 1999/2000 a Library Fund was set up to accept tax deductible donations for the purchase of library resource materials. In 2006 the name of the Fund was changed to the Global Learning Resource Library and in 2012 the Association was incorporated. In accordance with a resolution of the committee of the Global Learning Resource Library Inc on 7th September 2011, when there is sufficient money in the Library Fund it is to reimburse A Fairer World for its share of occupancy costs, library staff and volunteer costs. The Global Learning Resource Library was closed on 30th June 2023 and all funds transferred to A Fairer World.

5. Disability Voices Tasmania

In February 2020, A Fairer World Inc auspiced a three-year *Information, Linkages and Capacity Building Program* grant of \$827,000 from the National Disability Insurance Agency for the establishment of Disability Voices Tasmania. In October 2020, all grants under the *Information, Linkages and Capacity Building Program* were transferred from the National Disability Insurance Agency to the Department of Social Services. In September 2022, a further \$372,000 was approved, \$150,090 of which had been received at 30th June 2023. \$95,006 in grant monies remained unspent at 30th June 2023.

6. Students Against Racism

A Fairer World Inc has a partnership with the Students Against Racism to run the *Living in Between* project. From time to time the students fundraise and seek grants for other activities. As they are not incorporated and do not have a bank account, A Fairer World holds these monies on their behalf. At 30th June 2023, \$8,869 was held in trust for the group, of which \$7,645 relates to a grant from the City of Hobart.

7. Reducing stigma project

In 2023, a grant of \$35,660 was provided by the Tasmanian Government through the Healthy Focus grant program towards *reducing the stigma of people who have experienced mental health issues, including those who have been homeless or had drug/ alcohol addiction*. The grant is being used for training human 'books' through our Community Educator Training Program. At 30th June 2023, \$33,564 remained unspent.

8. 'Books in the Park' project

In 2022, a grant of \$5,000 was provided by the Tasmanian Government through the Healthy Steps grant program towards an event that would increase the social connection of our community educators (human 'books') whilst holding a public outdoor event focussing on mental health and resilience for the general community. The event was held at Princes Park on 23rd March 2023 and at 30th June 2023 all funds had been fully expended.

9. Human 'book' upskilling

In June 2023, a grant of \$4,000 was provided by the Department of Social Services through the Volunteer Grant program towards the training of our community educators. At 30th June 2023, no funds had been expended.

10. Pathways to Opportunities 2019-21

In 2018, a grant of \$128,853 was approved by the Tasmanian Government through Skills Tasmania for the Pathways to Opportunities project to be run in partnership with the Students Against Racism over

two years (2019 and 2020). As a result of COVID the 2020 component was postponed until 2021. At 30th June 2022, \$128,853 had been received and all funds had been expended.

11. Women's Business 2021

In 2020, a grant of \$7,500 was received from the Tasmanian Government through the Multicultural Grants Program for the development and public performance of Women's Business 2020 by the Students Against Racism. As a result of COVID the project was postponed until 2021. A further \$5,289 was received in donations and tickets sales and at 30th June 2022, all funds had been expended.

12. School workshop subsidies and human 'book training

In August 2021, a grant of \$117,856 over three years was approved from the Department of Education, Children and Young People to subsidise the cost of Hobart Human Library workshops for schools (including the cost of trips to rural and regional areas of Tasmania) and to assist in the recruitment and training of human 'books'. At 30th June 2023, \$77,790 had been received and \$83,300 expended.

13. Community educator training project

In May 2020, the Tasmanian Government provided a grant of \$9,000 through the Community Support Levy grant program to fund upskilling of human 'books' as community educators. At 30th June 2022, the grant had been fully expended.

14. Special Reserve

In February 2020, a bequest of \$20,000 from the Estate of Greg Sawyer was transferred to a reserve to be used for special purposes as decided by the Management Committee. To date \$8,000 of those funds have been expended and \$12,000 remained in the reserve at 30th June 2023.

15. Related Parties

In 2022, the Management Committee was reformed to include staff as ordinary members. These staff receive wages in the normal course of business. Other Committee members are entirely voluntary. No other payments were made to members of the Committee in the year ended 30th June 2023.



**A
FAIRER
WORLD**

Learn - Connect - Act

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