



**A
FAIRER
WORLD**

Learn - Connect - Act

ANNUAL REPORT 2025



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to change Tomorrow.



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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.

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.



A Fairer World Inc (ABN 35 498 244 277) is a charity registered with the Australian Charities and Not-for-profits Commission.

Front Cover Image description: Staff and human 'books' on the West Coast.

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Students Against Racism



Image description: A community event with many people gathered to build AFW's capacity to tackle racism

We seek a future where diversity is celebrated and inclusive communities thrive.

Our purpose is to inspire communities to embrace diversity and build a more inclusive future.

We do this by working with people to grow understanding and allyship, sharing real experiences of exclusion and inclusion, one story at a time.



Image Description: Human 'books' John & Juli sharing their stories at Kingston High School

We value being ...

- Inclusive
- Creative
- Uplifting
- Authentic
- Courageous
- Kind

Acting CEO Report

Hello, thank you for taking the time to read this, and for the interest in our organisation called A Fairer World. It's all in the name; our staff, board and volunteers work tirelessly walking the talk, creating a more just and inclusive world. Gratitude.

In its many iterations, and now as A Fairer World, in its 40th year, we have cemented ourselves as leaders in diversity and inclusion training across all aspects of discrimination. The impact of our work is credence to all the blood, sweat and tears from the many people who have worked with us in the past, and importantly the team of people who continue to stand with the organisation in delivering successful programs and outcomes today; we create a kinder place, and do this by creating belonging and confronting biases that exclude.



Image description: Photo of Gabe

Gabe
She/Her

The Hobart human library is core to our work. Our human 'books' are our equity lens. We ask our 'books' to deeply reflect on their lived experience of discrimination, and then, as story tellers they simultaneously teach whilst "renormalising" in the same instance. This work requires vulnerability, openness, and resilience, as our 'books' present themselves as the very tool of change, (self – advocacy is never easy!). Thank you for your commitment and dedication, and for asking us all to reflect on our own biases, and judgments - which if left unchecked exponentially compound rather than alleviate systemic biases that perpetuate harm. Our 'books' are our storytellers towards freedom, challenging social norms that defy the rights declared in the Universal Declaration of Human Rights.

As a small NGO we know that we can't work alone, that we are stronger together, and this year we collaborated with many, delivering Tasmania's first mini-Equity Expo in both Hobart and Launceston, thanks to a small grant from Volunteering Tasmania. This grant enabled our human 'books' to step up to the challenge of creating intimate safe spaces for ongoing dialogue beyond the classroom, or workplace setting, bringing discussions out into public places.

Our community educator training programs, designed to encourage people to become human 'books', have gone from strength to strength. Four courses were delivered in 2025. We are grateful for the continued collaboration with other lived experience organisations who support our training, for not only the growth of their own lived experience speakers but equally to collectively broaden our reach, giving voices across multiple platforms. Look out for our second collaboration with Working It Out early 2026.

In 2025 we joined forces with mainland organisation Together for Humanity to broaden our reach into schools with our evidence-based programs, which are the backbone of our work. A new pilot project funded by The Tasmanian Community Fund has allowed us to increase our reach further again as we work across the state delivering our programs into primary schools.

The impact of our programs compliments the work done by the Department for Education Children and Young People (DECYP), and we are grateful to have been working with DECYP for over a decade. Education is crucial. Biases are learnt and can be unlearnt. Together we work towards zero discrimination, increased attendance rates, and cultivating safe spaces for staff and student wellbeing.

Within our schools' programs we have value added to our current work with DECYP, bringing in an additional \$500K from the Tasmanian Community Fund. Over the next 2 years we will be creating e-books, sharing stories about diversity and inclusion that will ripple out beyond the classrooms and into homes, libraries and further afield into community discussion. This project builds on preventative wellbeing and inclusion work with young people. Our work gives students language to talk about empathy and the courage to speak up. This year we received our first ever 100% feedback from students who attended an inclusion forum, saying that they would be more inclusive, and the teachers rated the overall quality and the usefulness of the session at 100%. Congratulations to Jodie, and all the staff, volunteers and participants involved.

Despite the circumstances, and at times the challenges that forced us to think about our viability as an NGO, we have remained positive and focused on our work, increasing our capacity as an organisation to deliver more programs on the ground, employing new staff and developing collaborative partnerships with local and interstate 'friends of diversity and inclusion'. Other highlights include representation in conferences across the state, invites to local think tanks, and the recognition of our work as 'experts in our field'.

With the corporate knowledge within our organisation and the professional vigour of our team we have a forecast of growth. As we look forward, we will reflect deeply on management systems, activities, operations and maintaining credibility with transparent budgets. This focus on process lays the groundwork to future success, positioning ourselves as leaders in workplace training as a priority.

Despite feeling the pressure of funding in our current political climate, we will continue to position ourselves as fee for service training providers, delivering unconscious bias workshops across the state and growing our capacity across all aspects of discrimination. As we launch a fundraising campaign and diversify our revenue streams, we continue to raise the profile of our work and ensure the longevity of our future.

In the past 6 months, with the collaborative leadership skills within our team and in particular the kindness, guidance and support offered from our President, Suze, and the committee, as well as the willingness of our staff to adapt to unpredictable change we are now in a steadier place to move forward. We don't compromise on the value of our work, we work diligently, to provide for, to live in a world that is a kinder place.

Gabrielle Gartrell
Acting CEO

President's Report



Image description: Photo of Suze

Suzanne

She/Her

2025 was a big year for A Fairer World. The year started with an AGM where we farewelled some of our valued Management Committee members and welcomed others. Dr Robin Banks, Vaughn Bennison, Antony Cox and Emma Misson all moved on and I thank them for their time and contributions over the previous year.

Meahd Farnaby and Wendy Evans continued in the roles of Vice President and Treasurer. New members to the Committee included Samantha Stayner (Vice President), Emma Dickson (Secretary), Sarah Lackey, and Sarah Standen who joined at the AGM, as well as Herman Yap and Emely Villar who joined during the year. Samantha Sullivan and Vanessa Field also joined at the AGM but subsequently moved on, as well as Emely Villar, due to competing work priorities. Their short contribution to the Committee was very welcome.

The new committee members brought an incredible array of skills and experience, and I have felt very privileged to work alongside them this year. Their support to the organisation and to me has been invaluable! I would like to highlight that being a volunteer on a Management Committee represents a big commitment of responsibility and time. Keeping volunteers is an ongoing challenge for small community-based organisations such as ours.

On the staff front we have also had a period of change. Our CEO, Alice Webb finished up in May. With this transition came a period of review to ensure AFW continues to deliver on our strategic priorities, with clear structures and procedures to maintain the wellbeing of the organisation and its people.

The organisation has had some difficult things to deal with. A significant amount of effort has gone into reviewing our finances from 2023-24 and a revised financial report was prepared, audited, and submitted to the ACNC. The revised report is available on our website. Our thanks to Helen Hortle and Treasurer Wendy for their time on that review. Thank you also to Mike Derbyshire at Bentleys for supporting the review and donating his time to ensure we had an accurate outcome.

The 2024-25 financial review has also been complex, and I want to acknowledge the significant work of Wendy and Herman as they pulled together the detail for this year's annual report.

The disrupted year has impacted on our wonderful staff team. We have a competent and committed team who pulled together and kept things running smoothly through a time of change. I want to say thank you to Jodie for the leadership she demonstrated, to Caitlin who managed a lot of additional administrative tasks, to Aster for caring for our projects and our people, and to Gabe who bravely and competently stepped into the role of Acting CEO when it was vacated. Gabe has continued to steer operations so that our excellent work could continue, our commitments be met and our future be strong.

While the committee worked away in the background, the team have been delivering exceptional training in schools and workplaces. One of the highlights of the year has been the rolling out of the new Just One program which is seeing great outcomes in the schools. In addition, the team secured funding from the Tasmanian Community Fund for our new Diversity Matters Everyone Matters schools' program which takes our work to a younger age group. To deliver this program we engaged new team members Zelah and Donna. A very warm welcome to you! We are pleased you joined us.

With the CEO role vacant our focus became the recruitment of a new CEO to take A Fairer World firmly forward. We ran a comprehensive, staged process including committee members, staff, and volunteers John Stevens and Robin Errey. I want to say thank you to all involved in the recruitment process and all the wisdom you provided. From that recruitment process we selected an outstanding candidate, however the appointment is on hold while the committee reviews our organisational capacity.

This year has challenged our organisation in so many ways, but we have pulled together to find a way forward. With significant global and national pressures causing division and discrimination in our community, there has never been a more important time for A Fairer World to undertake our valuable work. Now more than ever, we need our supporters to stand with us to keep fighting for a fairer Tasmania and a fairer world.

Suzanne Schulz
AFW President

Our Impact

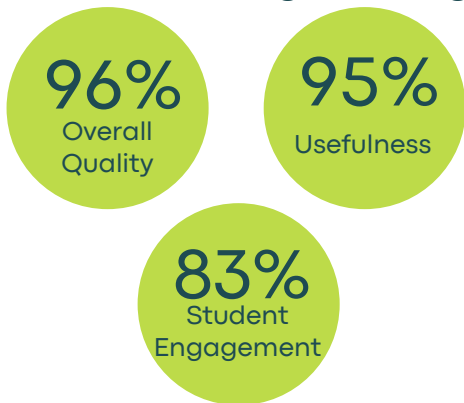
In Schools:

Student Average Rating



Our programs are creating positive changes across schools, workplaces, and the wider community. Following recent sessions, 98% of students and 99% of workplace participants reported they will be more inclusive.

Teacher Average Rating



By shaping attitudes and behaviours, we're helping schools building respect and empathy, workplaces build inclusive cultures and communities become stronger, fairer and more connected.



69
Workshop
Sessions



Image description: A Fairer World volunteers & human 'books' at Sorell community reading of the Hobart Human Library.

In Workplaces:



School Programs



Image description: students and human books in a learning circle at Oatlands School.

'Just One...'

The 'Just One...' program, funded by the Department for Education and Young People was delivered in 2025 at Oatlands District School. The transformative power of the 'Just One...' program lies in its ability to spark a ripple effect of positive change in a school environment.

The program empowers students to adjust just one behaviour or just one school to embrace just one inclusive practice, igniting a chain reaction of meaningful transformation across school communities.

The 'Just One...' program weaves the content of our lived experience human 'books' throughout the lessons, providing students with hands on experiences, practical activities, and skills to build a more inclusive school.

93 % of Year 7 students stated that they will be more inclusive after the session. Year 7 students from Oatlands learnt to "not judge someone before you know the whole story".

Principal " I'll be sending my praises of this program to other schools in the district".

We are very excited to be rolling this program out to other schools in 2026.

1979

Students

82

Teachers

98%

of students said they will be more inclusive

15

Schools

Our 60-minute Hobart human library Inclusion Forums are thoughtfully designed to foster empathy and build skills and knowledge around diversity and inclusion among students. These interactive sessions utilise the power of storytelling, with four human 'books' from the Hobart human library sharing their lived experiences to inspire understanding and reflection. Each session also features facilitated activities that engage students in exploring critical topics such as resilience, discrimination, and inclusion. These activities help students develop a deeper awareness of themselves and others, equipping them with tools to create more inclusive and respectful environments.

In 2025, we proudly delivered Inclusion Forums to 15 schools across Tasmania, reaching students in years 5 through 12 in both rural and urban areas. Funded by the Department for Education and Young People, this program continues to make a lasting impact in Tasmanian state schools, promoting safety, kindness and social connection across diverse communities.



Image description: students and human books at Sorell School.

Funded by the Tasmanian Community Fund, this exciting new program is designed to engage primary school students into exploring the impacts of diversity and inclusion

The 'Diversity Matters Everyone Matters' program, funded by the Tasmanian Community Fund, commenced a pilot diversity and inclusion project for primary schools in 2025.

The program was designed to engage rural students in engaging activities to learn about the importance of diversity and inclusion.

The program was launched with two year 5/6 classes at Mountain Heights School on the West Coast.

Students were given two face-to-face sessions facilitated by AFW staff, involving storytellers from the Hobart human library and bespoke learning activities that were designed to help students build their understanding of diversity and inclusion.

As part of their learning, students also collaborated in designing and publishing their own class book "Diversity Matters Everyone Matters".

Teacher training is also part of the program, with teachers participating in teacher training. Teachers said that they learnt about "our fast brain and slow brain processes, how present racism is still and more about autism and new ways of thinking"

We are very excited to be rolling this program out further in 2026 across the Derwent and Huon Valley regions.



Image description: students, teachers, school principal and AFW staff proudly holding up the new class book at the celebration event.



Image description: students working on a reflective activity, writing and drawing their feelings.

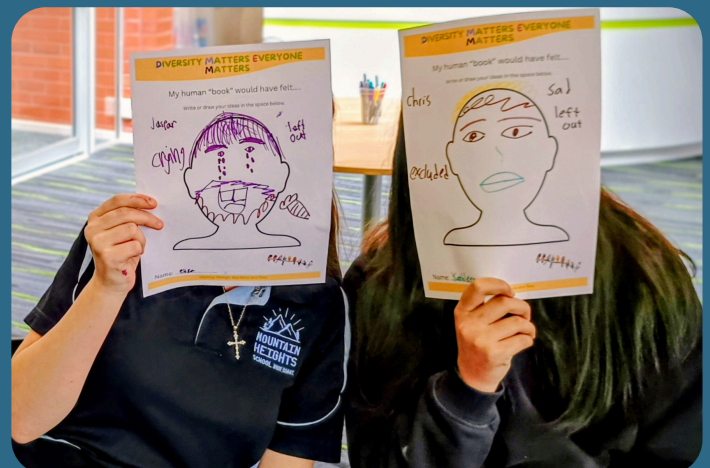


Image description: students showing off their worksheets after finishing a reflective activity to feel how people must feel when they are excluded from society due to prejudice and stigma.

'Books' in the Bush



Image description: Human 'books', Rose and Paul at the Books in the bush event - an innovative way to recruit new human books.

The 'Books in the Bush' event was a unique event that had A Fairer World partnering with Wildcare Inc. and the Migrant Resource Centre. The aim of the event was to invite members of the CALD (Culturally and Linguistically Diverse) on a day out in the bush so that they could see and experience the Hobart human library and see first-hand how we can tell stories about racism in schools and workplaces to reduce it.

Stories that connect us

In November, community members gathered at Okines Community House for Stories That Connect Us, an event celebrating the power of lived experience to shift perspectives and inspire inclusion. Guided by Zelah from A Fairer World, two storytellers from the Hobart Human Library shared honest accounts of racial bias, disability, and resilience, encouraging participants to listen deeply and reflect with openness.

The warm, respectful atmosphere highlighted how storytelling builds understanding and connection. This event was supported by Sorell Council's Community Grants Program and reflects our shared commitment to a more inclusive community.

Community

Diversity and Inclusion Expo

The Diversity and Inclusion Expos were funded by the Strong and Resilient Communities Grant from Volunteering Tasmania. It was the first time A Fairer World hosted such an event. Two expos were held, one in Hobart and the other in Launceston. Both events were sold out.

Partner organisations were invited to participate in both events where they had stalls and provided valuable information to the general public audience. Partners included Working it Out, Office of the Anti-Discrimination Commissioner, Migrant Resource Centre, Multicultural Council of Tasmania, Phoenix Centre and the Office of the interim Disability Commissioner.

Audience members listened to guest speakers that advocated for the role of lived experienced storytelling. 2 human 'books' told their stories and participated in a question- and-answer segment.



Image description: Human 'books' at the Launceston Diversity and Inclusion Expo.



Image description: Staff, human 'books' & Volunteers at Okines Community House.

98%

**will be more
inclusive**

14

Workplaces

301

Readers

Our Diversity and Inclusion training continues to resonate deeply with organisations, with many participants expressing a desire for longer sessions to further explore the insights and conversations sparked on the day. The opportunity to engage directly with our lived experience experts remains one of the most valued aspects of the program.

Participant feedback highlights both the impact and the demand for more time:

“I thought it was great - far exceeded my expectations.”

“I think this training would benefit all members of the community.”

“It was a very informative experience. Info that provided insight into 3 different lived experiences, which opened my eyes to many different barriers that exist in society.”

These reflections demonstrate how meaningful and transformative the sessions are for employees. Organisations consistently report increased empathy, greater awareness of barriers faced by others, and a stronger commitment to building more inclusive workplace cultures.



Image description: Human 'books' Aster, Mem, David, Rose & Staff Gabe presenting to Contemporary Art Tasmania.

Workplace programs



Image description: Human 'books' presenting to GHD staff.

This year, A Fairer World continued to strengthen inclusion and understanding across workplaces by bringing our lived-experience experts also known as human 'books' directly into organisational spaces. Their personal stories and open conversations created powerful moments of connection, helping staff challenge assumptions, reduce stigma, and engage with diversity in a more authentic way.

Organisations consistently reported profound shifts in workplace culture following our sessions. Employees described a greater sense of empathy, deeper awareness of social issues, and increased confidence in creating respectful, inclusive environments. Feedback remained exceptionally high, with 98% of participants reporting that the sessions positively influenced their understanding and behaviours at work and they will now be more inclusive.

Through this work, we are not only supporting individual learning but also helping organisations address bias and embed inclusive practices that shape fairer, more welcoming workplace communities. Our human 'books' continue to be central to this impact—sharing lived experience inspires, educates, and ultimately transform the way people work together.

Meet

Owen

Human Book



Image description: Human 'book' Owen.

Owen's story is titled I'm not a label, and covers their struggle with self-identity, mental health, and how they found acceptance as a member of the queer community.

Owen has told their story this year at schools and colleges including Rosny and Hobart College, and Huonville and Montrose Bay High School.

One of my highlights for the year was speaking at Hobart College. Having not long finished college myself I wish I had been given the opportunity of the Hobart human library.

I believe that having the opportunity to hear stories from people who might be seen as different to you is a fantastic way to build empathy.



Image description: Human 'book' Owen and John on stage with Gabe at Hobart College.

Our People

Staff

This year, our staff demonstrated remarkable adaptability and teamwork. Many stepped into new roles and responsibilities, showing resilience, creativity, and commitment during times of change. We were also delighted to welcome new team members who have brought fresh perspectives and energy to our work. Together, we've strengthened our culture, supported one another, and laid the foundation for an even more positive and collaborative workplace in the year ahead.



Image description: Volunteers, 'Books' and staff delivering community events.

2025 Staff Members

Jodie Epper, Project Manager Schools

Caitlin Eiszele, Office & IT Manager

Gabrielle Gartrell, Project Manager

Workplaces & HHL, Acting CEO

Aster Gall, Project Officer: Aboriginal lead

Thi Quynh Anh Nguyen, Cleaner

Zelah Dutta-Nielsen, Trainer

Donna Mason, Trainer

Paul Tomaszewski, interim CEO

Alice-Jane Webb, CEO (resigned)

Our People

Management Committee

This year, the Committee provided strong and effective governance, guiding A Fairer World through organisational changes and emerging challenges. We welcomed new members who brought valuable perspectives, while continuing to benefit from the knowledge and continuity of our long-standing members.

The Committee's informed decision-making, dedication, and commitment to best practice were essential in navigating the year's complexities. We extend our sincere thanks for the significant time and expertise they volunteer in support of our mission.



Image description: Staff and human 'book' Jasper undertaking a role play.

2025 Management Committee Members

Suzanne Schulz, President & Public Officer

Samantha Stayner, Vice President

Meahd Farnaby, Vice President

Emma Dickson, Secretary

Wendy Evans, Treasurer

Herman Yap, Assistant Treasurer & Member

Sarah Standen, Member

Emely Villar, Member

Sarah Lackey, Member

Meet Robert

Human Book



Image description: Human 'book' Robert.

Robert joined the Hobart human library and is a regular contribute to the school's program. Robert shares his story of discrimination and prejudice after receiving a head injury after a hit and run accident.

Robert's story is titled "Normal on the outside - perhaps not" and discusses the issues of homelessness, disability and having the right to walk on the footpath just like everyone else.

He is "extremely grateful to be able to contribute to the Hobart human library" and feels "much stronger both mentally and physically as a result of being involved".



Image description: Human 'books' Donna, Robert, David, Paul, Volunteer Rosa & Educational Leader Jodie.

Hobart human library 2025



Aster



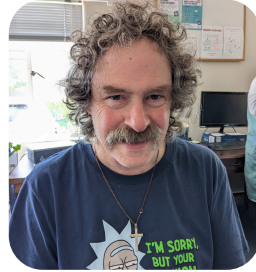
Chloe



Christopher



David



David



David



Deborah



Donna



Eliza



Emalia



Emma



Emma



Jasper



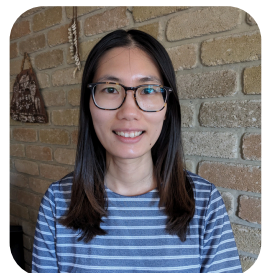
John



Josh



Joshua



Katie



Maria



Natasha



Owen



Paul



Mem



Rose



Ruzina



Valerie



Vaughn



Juli

Feedback From the Team



"I'm so pleased with the schools' program this year and so happy to have launched our primary school program.

"It was great how well the team banded together and got so much done"



Image description: Volunteer Kathe.



Image description: Human 'books' John & Katie at Kingston High School.



"What a blessing it has been to work within a team with such kindness and commitment to making the world a better place. To witness and experience the ripple effect for myself, our team and all those involved in these experiences is an incredible privilege."



"This year brought many challenges that pushed me to step into the more demanding roles I had been seeking. These experiences allowed me to demonstrate my capabilities and grow both personally and professionally. I'm excited to see what the future holds for A Fairer World. Through the challenges, we've become a stronger, more connected team, building bonds that will carry us forward."



Image description: Human 'books' Owen, Robert, John & David at Kingston High School.



"I have embraced the opportunities in my short time with A Fairer World and believe there is still important work ahead in addressing discrimination. My highlights include seeing students grow when exploring diversity and inclusion, and a memorable (and rainy!) road trip with Jodie to the Huon Valley - complete with productive school visits and scones with coffee".

"This year has had plenty of challenges for the whole team, but I think it really highlighted what a great supportive environment we've created here at AFW. I'm really proud of how we've rallied together and achieved so much."



Meet
Joanne
Volunteer



Image description: Volunteer Joanne at the A Fairer World office.

Joanne is one of our new volunteers. Joanne started working with A Fairer World in February and has built a bit of a reputation for quickly and accurately processing student feedback.

Joanne has been dedicated to her position and has greatly enjoyed the chance to contribute to the work of the Hobart Human Library and A Fairer World. She trained as a librarian, helping out in the schools program. She has also contributed constructive feedback whenever she sees the opportunity for growth.

She believes passionately in helping people to be the best versions of themselves as possible and is grateful to A Fairer World for giving her the opportunity to reach even more people.

Joanne recently has also been delighted to share her story as part of the new Lesbian Voices program. Joanne has contributed to a range of tasks in the office and has tackled most tasks with a healthy dose of humour and sense of fun.



6

Part Time
Staff



9

Committee
Members



42

Volunteers
Total



Image description: Human 'book' Natasha with staff speaking at the Hobart Diversity and Inclusion Expo in Hobart.



Image description: Students Against Racism students on the beach.

Honorary Member



Image description: Human 'book' John.

John Stevens

John has been sharing his story as a human 'book' since 2021, using his lived experience to build empathy and understanding about life with a disability. After 56 years living as a "normal person," everything changed in an instant. His journey now reflects a powerful shift from impairment to inclusion for people with disability.

"I'm a human 'book' because I look normal but experience information discrimination because I can't hear like everyone else. I want people to understand that my impairment/disability doesn't define me or others for that matter. I want people to understand that people with disabilities are not disabled, the environment and society disables them!"

In recognition of his impact, John has been awarded an honorary membership.

Meet Juli

Human Book



Image description: Human 'book' Juli.

Juli joined the Hobart Human Library in 2025, and told her story for the first time at Montrose Bay High School in June 2025. Juli's story is called "Always different" and explores the impacts of bullying in school as a result of not fitting in.

"One of the saddest things about bullying is when others are cruel to us we sometimes blame ourselves for it. This can stop us from asking for support and remembering the truth how special and important we truly are". That's the message I give in my story.

"One of my favourite moments was the experience of chilling out with the other human books between sessions at a school. We are so different to each other, and we are able to start sharing random and powerful moments with each other. We change each other when we know each other".

Being part of the Human Library has given me "A sense of belonging and at the same time the sense that I am just a little piece of something so much bigger".

Our Feedback



"I learned about how serious situations that include discrimination are, and I know I will change how I treat certain people"
– Kingston High School student

"I learned that its ok to be different in looks and other ways"
– Huonville High School student



Image description: Human 'books' Josh, David, Robert and Rosa travel to Westerway Primary School to deliver Inclusion Forums.



Image description: A Fairer World's delivering our Diversity & Inclusion Training to Print Radio Tasmania.

"Today highlighted the disconnect some people face & the way they can overcome, it was very inspiring"
– Print Radio Tasmania staff



"There is a lot of power hearing stories direct/face to face rather than via video or online etc. I really enjoyed it" – Claremont College staff

"The workshop was well organized, well run and setup for the students to experience success and learn about discrimination in a safe space" – Sorell School teacher

"I learnt that prejudice is saying & thinking about stereotypes. Discrimination is acting on that." – Taroon High School student



"Such powerful stories make me want to be even more aware when in the public to be supported & inclusive of others." – Clarence City Council staff



Image description: Staff member Zelah at Franklin Primary school.

”



Image description: Clarence High School students participating in the Hobart Human Library Inclusion Forum.

“The program was well run, students were engaged in the stories” – Mountain Heights District School teacher

“I learnt that people with disabilities don’t have special needs, they have the same needs, just can look different” - Clarence High School student

“

“How important it is to build our empathy and be aware of our own biases & accept people for who they are, not what we see” - GHD staff

”

“I learnt that people go through hard things, but they can still do amazing things” – Oatlands District High school student

”



Image description: Human ‘books’ and teachers from Claremont College at a staff professional learning session.



Image description: Human ‘book’ Chris telling his story at Mountain Heights School Queenstown.

“

“That being kind goes a long way. So good to know that the environment of this school has improved” - Mountain Heights School teacher

Students Against Racism



Image description: Film launch of 'Our Journey' featuring our Partners Students Against Racism students.

2025 was jam packed for our partners Students Against Racism as they delivered three main projects as well as a number of 'Living in Between' workshops to education groups and workplaces across the state.

The major project was the 'SAR in Schools' program funded by a Tasmanian Government Social Cohesion Grant. Workshops were held at Queenstown, Rosebery, Nubeena and to a conference in Launceston. As always, an important goal for SAR is to ensure that the young people from migrant and refugee backgrounds who present the workshops gain experience and skills and have opportunities to try new things and go to new places.

In total SAR worked with 270 school students, 26 teachers and school staff and 80 conference participants in this project. The feedback included phrases such as "eye opening, fun, courageous, inspiring, educational, the best 2 hours we have had this year, determined, awesome, loved it" and all school reported that it was an excellent starting point to have further conversations about the impact of racism and to launch or sustain their own anti-racism programs.

SAR also launched the film 'Our Journey' on Harmony Day, 2025. Lara van Raay from Small World Documentaries delivered her brilliant Story Catchers workshop to help the participants film and edit a 23-minute film where 9 young people shared their stories of living in Tasmania. Funded by a Creative Hobart grant from Hobart City Council. SAR also delivered workshops and film screenings during Tasmanian Youth Week with support of the Tasmanian Government. A celebration event of 40 former SAR members from the past 18 years was held.

SAR would like to thank everyone at A Fairer World for their ongoing support over the past 18 years. Extra special thanks to Helen Hortle, who helped get the group established and guided us through all sorts of challenges, Gabe, who helped us deal with a very busy 6 months this year and the amazing Caitlin, who has made sense and kept track of our finances and always been patient, calm and encouraging. The group is currently taking a break while we work out what is next as Gini cycles across Europe.

Our Supporters

We extend our sincere thanks to our members and donors whose support drives A Fairer World's mission. Your contributions help us grow our programs, engage new audiences, and create real change in schools, workplaces, and communities across Tasmania. Your generosity and dedication to inclusion and social justice inspire us every day. We are deeply grateful to have you as essential partners in building a fairer, more inclusive society.



105
Members



18
Donors

In particular we would like to thank:

Anglicare Tasmania, Aster Gall, The Smith Family, Barbara Mawson, Cassy O'Connor MLC, Cheryl Hughes, Daniel Hulme, David O'Byrne MP, Doreen Shenman, Ella Haddad MP, Emely Villar, Emma Dickson, Emma Missen, Glenda Radcliffe, Lisa Rudd, Helen Burnet, Helen Hortle, Herman Yap, Hydro Tasmania, Ian Newman, Jeremy & Gina Olivieri, John Carpenter, Jonathan Pyefinch, Karen Reid, Lesley Mackay, Luke J O'Connor, Madeleine Rojahn, Mary Dickins, Maureen Aiken, Meahd Farnaby , Meg Webb MP, Megan Hale, Mike McCausland, Multicultural Council of Tasmania, Natasha Lahey, Niall Harden, Olivia Hogarth, Paul Pritchard, Positive lives, Professor Kate Warner AC, Robin Banks, Robin Bowden, Robin Wilkinson, Ros Lewis, Samantha Stayner, Samantha Sullivan, Sarah Gelbart, Sarah Lackey, Sarah Standen, Soroptimist International of Hobart, Sustainable Living Tasmania, Suzanne Schulz, Tasmanian, Conservation Trust, Tracey Dillon, Vanessa Field, Vaughn Bennison, Vica Bayley MP , Wendy Evans, Womens Health ,Working it out, Yabbo Thompson, Youth Network of Tasmania,

Patron

Her Excellency The Honourable Barbara Baker AC was appointed a Companion of the Order of Australia (AC) on 14 June 2021 for her distinguished service to Tasmania in law, family law, the judiciary, and as a mentor for young women. She retired as a judge of the Federal Circuit Court of Australia on 31 January 2021, having been the first Tasmanian woman appointed as a Federal Magistrate in 2008. With over 23 years of legal practice, she specialised in family law and became the first female partner at Murdoch Clarke in 1993. She graduated from the University of Tasmania with an Arts/Law degree in 1980.



Image description: Her Excellency The Honourable Barbara Baker AC.



**A
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🌐 www.afairerworld.org

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A Fairer World Inc

FINANCIAL STATEMENTS

For the Year Ended

30 June 2025

A Fairer World Inc

Statement of Operations

For the year ended 30 June 2025

	NOTE	2025	2024
GRANTS & PROJECTS (details page 6)			
Balance 1st July		(17,704)	32,054
Less Balance 30th June		<u>6,603</u>	<u>(17,704)</u>
Net movement in grants & projects		<u><u>(24,307)</u></u>	<u><u>49,758</u></u>
Add OTHER INCOME			
Grants & projects		264,546	228,346
Interest received		4,907	3,173
Membership subscriptions		1,315	421
Professional fees for services		53,349	179,014
Sponsorship, fundraising & donations		6,169	4,841
Wages subsidies		0	21,721
Sundry income		<u>31,097</u>	<u>16,702</u>
Total other income		<u><u>361,384</u></u>	<u><u>454,218</u></u>
Total income		<u><u>337,077</u></u>	<u><u>503,976</u></u>
Less EXPENSES			
Equipment & resources		1,937	924
Financial expenses		2,609	1,985
Human resource costs		336,714	350,203
Occupancy costs		5,542	16,847
Operating & project costs		<u>76,064</u>	<u>137,571</u>
Total expenses		<u><u>422,867</u></u>	<u><u>507,530</u></u>
Operating surplus (deficit)		<u><u>(85,790)</u></u>	<u><u>(3,554)</u></u>
Add EXTRAORDINARY ITEMS			
Transfer from Special Reserve	(12)	0	7,599
Transfer from Global Learning Resource Library Inc on closure		<u>0</u>	<u>0</u>
Surplus (deficit) after Extraordinary items		<u><u>(85,790)</u></u>	<u><u>4,045</u></u>

A Fairer World Inc
Statement of Assets & Liabilities
As at 30th June 2025

	NOTE	2025	2024
ACCUMULATED FUNDS			
Accumulated Funds brought forward		84,000	79,955
Net surplus (deficit)		(85,790)	4,045
Special reserve	(12)	4,801	4,801
Total Funds		<u><u>3,011</u></u>	<u><u>88,801</u></u>
This is represented by:			
CURRENT ASSETS			
AFW bank accounts		212,478	48,506
AFW Public Fund account		100	100
Bendigo term deposits		0	151,977
Cash on hand		351	256
Receivables	(2)	14,563	4,451
Prepayments		1,865	0
Total current assets		<u><u>229,357</u></u>	<u><u>205,290</u></u>
Less CURRENT LIABILITIES			
Creditors & accrued expenses		12,343	5,269
Revenue received in advance		96,750	1,868
Display Board Replacement provision		0	1,730
Staff provisions	(1B)	15,585	30,037
A Fairer World Public Fund funds held in trust	(3)	100	100
Disability Voices Tasmania funds held in trust	(4)	86,942	90,016
Students Against Racism funds held in trust	(5)	9,686	7,824
Unexpended grants	(6 - 11)	6,603	(17,704)
Total current liabilities		<u><u>228,009</u></u>	<u><u>119,140</u></u>
Working capital		<u><u>1,347</u></u>	<u><u>86,150</u></u>
Add NON-CURRENT ASSETS			
Furniture & Equipment at cost	(1C)	3,422	18,150
Less provision for depreciation		(1,758)	(15,498)
Total non-current assets		<u><u>1,664</u></u>	<u><u>2,652</u></u>
Net Assets		<u><u>3,011</u></u>	<u><u>88,801</u></u>

A Fairer World Inc

Funds Held in Trust

For the year ended 30 June 2025

A Fairer World Public Fund

	NOTE	2025	2024
INCOME			
Donations		2,911	4,362
Total income		<u>2,911</u>	<u>4,362</u>
Less EXPENSES			
Financial expenses		0	0
Total expenses		<u>0</u>	<u>0</u>
Surplus (deficit)		3,011	4,362
Less Funds transferred to A Fairer World		2,911	4,262
Balance of fund at 30th June	(3)	<u><u>100</u></u>	<u><u>100</u></u>

Disability Voices Tasmania

	NOTE	2025	2024
Balance of project funds at 1st July		90,016	95,006
Add grant income		0	276,026
Add other income		0	5,990
Less expenses		(3,074)	(287,006)
Balance of project funds at 30th June	(4)	<u><u>86,942</u></u>	<u><u>90,016</u></u>

Students Against Racism

	NOTE	2025	2024
Balance of project funds at 1st July		7,825	8,869
Add income		55,283	14,442
Less expenses		(53,422)	(15,486)
Balance of project funds at 30th June	(5)	<u><u>9,686</u></u>	<u><u>7,825</u></u>

A Fairer World Inc

Project & Grant Balances

As at 30th June 2025

Projects & Grants - summary

	NOTE	2025	2024
Reducing stigma project	(6)	0	15,380
Human 'book' upskilling	(7)	3,628	3,628
Inclusive Communities (CETP) grant	(8)	0	(7,306)
Just One Program	(9)	(725)	(29,406)
Department of Education, Children and Young People 2025-26	(10)	3,699	0
Volunteering Tasmania SARC - Community Support	(11)	0	0
Total unexpended project funds at 30th June		<u>6,603</u>	<u>(17,704)</u>

A Fairer World Inc
Project & Grant Balances

Projects & Grants - detailed

	NOTE	2025	2024
Reducing stigma project			
Balance of project funds at 1st July		15,380	33,564
Add Healthy Focus grant (Department of Health)		0	0
Less expenses		<u>(15,380)</u>	<u>(18,184)</u>
Balance of project funds at 30th June	(6)	<u><u>0</u></u>	<u><u>15,380</u></u>
Human 'book' upskilling			
Balance of project funds at 1st July		3,628	4,000
Volunteer grant (Department of Social Services)		0	0
Less expenses		<u>0</u>	<u>(372)</u>
Balance of project funds at 30th June	(7)	<u><u>3,628</u></u>	<u><u>3,628</u></u>
Inclusive Communities (CETP) grant			
Balance of project funds at 1st July		(7,306)	
Inclusive Communities grant (Department of Social Services)		17,327	17,630
Less expenses		<u>(10,021)</u>	<u>(24,936)</u>
Balance of project funds at 30th June	(8)	<u><u>0</u></u>	<u><u>(7,306)</u></u>
Just One Program			
Balance of project funds at 1st July		(29,406)	
Grant (Tasmanian Community Fund)		53,725	75,000
Less expenses		<u>(25,044)</u>	<u>(104,406)</u>
Balance of project funds at 30th June	(9)	<u><u>(725)</u></u>	<u><u>(29,406)</u></u>
Department of Education, Children and Young People (DECYP) 2024-26			
Add grant (School Program)		143,420	
Less expenses		<u>(139,721)</u>	
Balance of project funds at 30th June	(10)	<u><u>3,699</u></u>	
Volunteering Tasmania Strong and Resilient Communities (SARC) - Community Support			
Add grant (Mini Expo)		20,000	
Less expenses		<u>(20,000)</u>	
Balance of project funds at 30th June	(11)	<u><u>0</u></u>	

A Fairer World Inc

Statement of Cash Flows

For the year ended 30 June 2025

	2025	2024
Cash flows from operating activities		
Operating surplus (deficit) after extraordinary items	(85,790)	4,045
Adjustments for:		
Interest received	(4,907)	(3,173)
Depreciation	(13,740)	47
Transfer from Special Reserve	0	(7,599)
Decrease (increase) in receivables	(10,112)	11,117
Increase (decrease) in payables	107,657	(92,885)
Cash generated from operations	<u><u>(6,892)</u></u>	<u><u>(88,448)</u></u>
Cash flows from investing activities		
Purchase of equipment	14,076	(2,698)
Interest received	4,907	3,173
Cash generated from investing activities	<u><u>18,983</u></u>	<u><u>475</u></u>
Net increase (decrease) in cash and equivalents	12,091	(87,973)
Cash and cash equivalents at 1st July	200,839	288,812
Cash and cash equivalents at 30th June	<u><u>212,929</u></u>	<u><u>200,839</u></u>

A Fairer World Inc

Statement of Changes in Equity

For the year ended 30 June 2025

	2025	2024
Accummulated Funds		
Balance at 1st July	84,000	79,955
Net surplus (deficit) for year	(85,790)	4,045
Balance at 30th June	<u><u>(1,790)</u></u>	<u><u>84,000</u></u>
Special Reserve		
Balance at 1st July	4,801	12,400
Transfer to (from) reserves	0	(7,599)
Balance at 30th June	<u><u>4,801</u></u>	<u><u>4,801</u></u>
Total equity 30th June	<u><u>3,011</u></u>	<u><u>88,801</u></u>

A Fairer World Inc
Notes to and forming part of the Financial Statements
For the year ended 30th June 2025

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 2025, A Fairer World Inc employed four part-time staff members on contract. 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 \$500 or less are depreciated in full at purchase.

(D) Interest income

Interest on term deposits have been accrued at 30th June 2025. 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 \$4,262 in donations during the financial year ended 30th June 2024 towards A Fairer World's work.

4. 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. Indexation amounts of \$44,116.63 were subsequently received. At 30th June 2025, all grant monies had been received and \$86,942 remained unspent.

5. 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 2025, \$9,686 remains unexpended and was held in trust for the group.

6. 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 2025, the grant had been expended.

7. 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 community educators. At 30th June 2025, \$3,628 remains unspent.

8. Inclusive Communities (CETP) grant

In July 2023, the Department of Social Services approved a grant of \$34,110 through the Strong & Resilient Communities program for the training of new human 'books' as community educators. At 30th June 2025, the grant had been expended.

9. Just One Program

In July 2023, the Tasmanian Community Funds approved a grant of \$128,725 over three years for the development of a new school program called *Just One*. At 30th June 2025, \$53,275 had been received and \$25,044 spent. The negative balance of \$29,406 carried over from 2023-24 had been recovered, leaving \$725 to be recovered from future grant receipts.

10. Department of Education, Children and Young People (DECYP) 2024-26

In October 2023, A Fairer World's budget submission to the Tasmanian Government was approved. The submission for \$436,740 over three years (2024-2026) subsidises the cost of delivering A Fairer World's programs in Tasmanian schools and is provided through the Department of Education, Children and Young People. As at 30th June 2025, \$143,420 had been received and \$139,721 spent, with \$3,699 remains unspent.

11. Volunteering Tasmania Strong and Resilient Communities (SARC) - Community Support

In November 2024, Volunteering Tasmania approved a grant of \$20,000 for the Mini Expo in Hobart and Launceston. At 30th June 2025, \$20,000 had been received and expended in full.

12. 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. In 2024, the Management Committee approved the expenditure of \$7,599 for equipment from the Special Reserve, bringing the total spent to \$15,199 and leaving a balance in the serve at 30th June 2024 of \$4,801. At 30th June 2025, the balance remains at \$4,801.

A Fairer World Inc
Statement by the President and the Treasurer
For the year ended 30th June 2025

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

1. The financial statements and notes for A Fairer World Inc, as attached, present fairly the organisation's financial position as at 30 June 2025 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.



President



Treasurer

Dated: 26/02/2026

26/2/2026

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**AUDITOR'S INDEPENDENCE DECLARATION
TO A FAIRER WORLD INC
ABN: 35 498 244 277**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of:

- (i) the auditor independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.



Bentleys Tasmania Audit Pty Ltd
Registered Audit Company
Michael Ian Derbyshire
Director

28 February 2026

**INDEPENDENT AUDIT REPORT TO THE MEMBERS
OF A FAIRER WORLD INC
ABN: 35 498 244 277**

Opinion

We have audited the special purpose financial report of A Fairer World Inc (the Association), which comprises the statement of financial position as at 30 June 2025, the statement of operations, Statement of cash flows, statement of changes in equity 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 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 2025, 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.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The special purpose financial report has been prepared for the purpose of fulfilling the responsible entities' financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibility of the Board for the Financial Report

The Board of Management of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The Board's responsibility also includes such internal control as the Board determines is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board is responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Board either intends to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- 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

28 February 2026