



Hi, my name is:

Sam

Take a seat and hear
my story about

Feeling of Having
Scissorhands

A story of having autism and
trying to find your way in a world
that doesn't fully accept you for



A
FAIRER
WORLD

2019 Annual Report



Hobart Human Library and Students Against Racism come together for a workshop, April 2019

Contents

Mission	2
Impact	3
Patrons	5
People	6
Message from the President	7
Message from the Coordinator	8
Projects	
Hobart Human Library	9
Workplace inclusion training.....	11
Let's Get Together	13
Students Against Racism	15
Members and supporters	17
Financial reports	20



Tasmania's leading provider
of education for social justice
and human rights

Annual Report of Tasmanian Centre for Global Learning Inc
& Global Learning Resource Library Association Inc
trading as A Fairer World
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Facebook: A Fairer World, Hobart Human Library

Mission

A Fairer World is an independent community organisation run by members.

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

Since 1985, A Fairer World has been a hub for positive social change locally and globally.

Our aims

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

To develop and deliver programs that contribute to a just, peaceful and sustainable world.

To work collaboratively with others who share our vision.

We provide

Professional training for schools and workplaces

Innovative education programs

Learning resources

Award-winning events

Inspiring presentations

Teaching ideas and mentoring

Access to support networks

It is brilliant, I was blown away - give it 10/10. Seeing kids' confidence and what they believe in and put out there. How they are working together in groups. Seeing them talk, socialise, communicate. Shy students coming out of their shells. Super impressed.

Already there was a culture of wanting to make a difference, but the LGT program took it up a whole new level with the community expo, human library, ideas expo and Action Day. Makes it more real.

Kingston High School teachers about the Let's Get Together (LGT) program

Teachers at Kingston High School enjoying Action Day for the Let's Get Together program, September 2019



Impact

Hobart Human Library

166 workshops with 5,105 people since 2014

Average rating for quality 8.5/10, usefulness 8.8/10

Workplaces: Average rating for quality 9.5/10, usefulness 9.5/10

Let's Get Together

Delivered in 6 schools to 824 students in 2019

2,479 student participants since 2014

Students Against Racism

Living in Between since 2008

324 young people from migrant and refugee backgrounds

13,200 participants in workshops and presentations since 2008.

Pathways to Opportunities 2019

24 students supported

7 found paid employment

25 work placements were completed

Workplace diversity and inclusion

Workshop participants 2018-19:

26 Hobart Human Library workshops

9 Unconscious Bias workshops

2 Inclusion Strategies workshops

People power 2019

2,186 paid hours (\$102,858 paid)

3,266 volunteer hours (\$115,014 economic value)

505 human book hours (\$16,825 in honoraria paid)

2 new Honorary members

27 organisational members

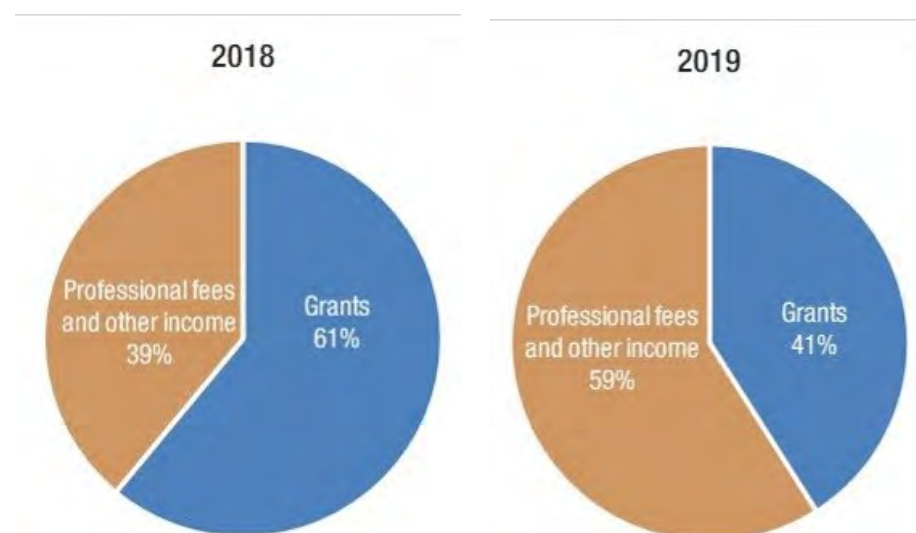
89 individual and household members

48 active volunteers, including 11 Committee members

26 currently active human 'books' (47 trained since 2014)

19 potential 'books' waiting for training

Financial sustainability will be achieved by decreasing reliance on grant funding. In 2019 grant funding decreased from 61% of total income to 41% of total income. Professional fees and other income increased from \$73,947 to \$120,057.





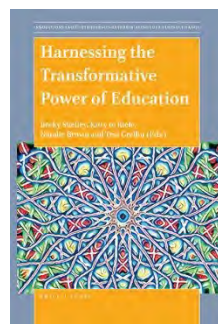
Andy: a story of change

“Oh hey, I’m transgendered” is how Andy chooses to open the story he shares with audiences.

There are many turning points in Andy Gall’s life that have shaped who he is today. Change came about when Andy made the decision to transition. The second turning point was the Hobart Human Library. He describes the program as a game changer. “I felt empowered again. It built up my confidence and gave me some social skills”.

To read more of Andy’s story and other snapshots of ways we are making a difference visit the ‘Our Impact’ section of the A Fairer World website: www.fairerworld.org/our-impact

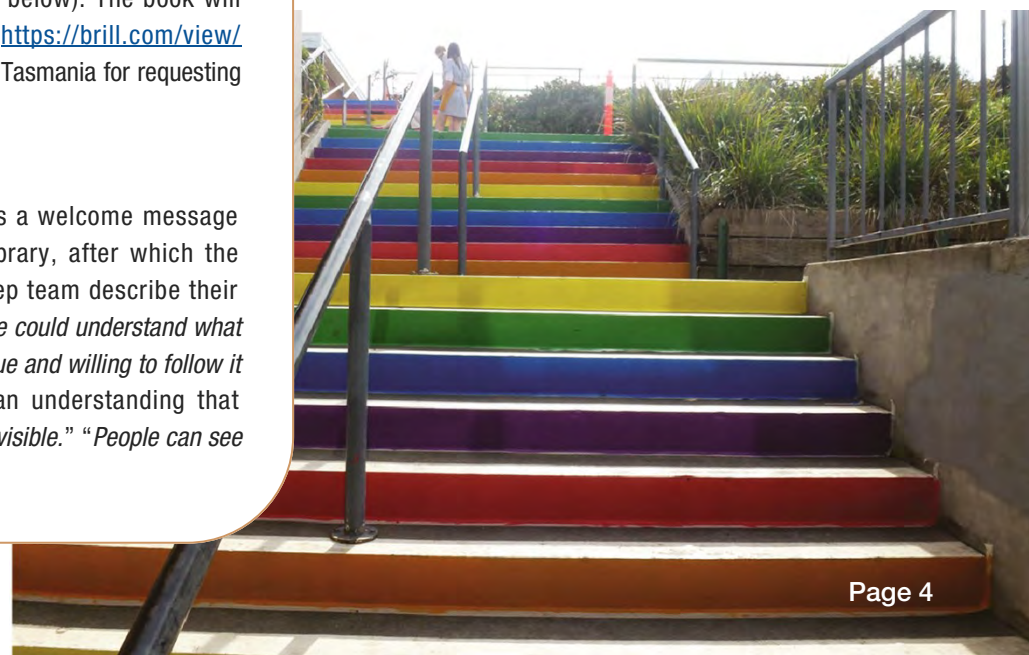
Students as agents of change



A vignette about the *Let’s Get Together* program at Rose Bay High School features in *Harnessing the Transformative Power of Education* (editors Becky Shelley, Kitty te Riele, Natalie Brown and Tess Crellin, 2019). The vignette, provided by Brodie Kennedy, Sophie Reid and Dr Sue Stack, captures a moment in the program that aims to foster student empathy and voice by guiding students to make a difference in their school. Brodie and Sophie were members of a grade 7 student team that created the Rainbow Steps (see below). The book will be available for loan from our library or can be purchased on-line (<https://brill.com/view/title/39523>). Our thanks to the Peter Underwood Centre at the University of Tasmania for requesting our contribution to the book.

Rainbow Steps: changing school culture

Students at Rose Bay High School have painted the canteen steps in rainbow colours as a welcome message to the LGBTQI community. The project started with a visit from the Hobart Human Library, after which the students took on a subject of personal interest. This is how members of the Rainbow Step team describe their motivation: “We had friends who were LGBTQI who didn’t feel accepted. We did research so we could understand what people go through”. “It was our empathy for them that has made us so passionate about this issue and willing to follow it through.” The students feel that the project has led to a shift in school culture and an understanding that bullying behaviour is not acceptable. “I think it is a safer environment than before. It is more visible.” “People can see it. LGBTQI will be accepted.” “We feel proud, empowered. It has made a difference.”



Patrons

I think the training should be mandatory for government, community services, schools - anyone who deals with people!

An amazing way of raising awareness and increasing understanding and empathy.

The power of stories is useful in my everyday life and work. Hearing about the person behind the stereotype is valuable and will change the way I think about my actions/words.

Participants, Hobart Human Library workshop, Government House, April 2019

Hobart Human Library workshop for organisational change leaders at Government House, April 2019



Thank you to our wonderful patrons for their ongoing support.

Her Excellency Professor the Honourable Kate Warner AC, Governor of Tasmania

Prior to becoming Governor, Her Excellency was Professor, Faculty of Law, at the University of Tasmania and Director of the Tasmanian Law Reform Institute. In her career at the university she also held the positions of Dean, Faculty of Law, and Head of School. Her Excellency supports social and cultural advancement in the community and has long been an advocate for education and equity.



In a practical show of support for our work, on 8th April 2019 Her Excellency hosted a Hobart Human Library workshop at Government House for invited guests. This follows a similar, very successful, event in 2017.

Robin Banks

Robin Banks is a human rights lawyer and community activist who was Tasmania's Anti-Discrimination Commissioner between 2010 and 2017 and has worked largely in Community Legal Centres and advocacy roles. A key focus in her work has been public interest law mechanisms, human rights and discrimination law, in concert with a strong interest in disability rights and promoting effective advocacy to support and achieve rights-focused systemic change.



Robin is mid-way through a PhD on reforming discrimination law and has also been working with us to deliver a unique and powerful workshop series for organisations working to improve their inclusive practices. These bring together the Hobart Human Library, a workshop on *Unconscious Bias* and one on *Inclusive Strategies*. This workshop package allows us to offer Tasmania's most comprehensive diversity and inclusion training program for workplaces.

Without the generous support of our staff, volunteers and committee members we could not exist. We sincerely thank all of you.

Management Committee

Ariadne Braz Magalhaes PRESIDENT	Megg Webb PRESIDENT (TO MAY 2019)
Greg Sawyer VICE PRESIDENT (TO OCT 2019)	Lesley Mackay VICE PRESIDENT
Wendy Evans TREASURER & PUBLIC OFFICER	Diana Shaw SECRETARY
Robin Bowden MEMBER	Donna Woodleigh MEMBER
Charlotte Jones MEMBER	Fiona Horwood MEMBER

Biographies of Committee members can be viewed at www.afairerworld.org/about

Global Learning Resource Library

Greg Sawyer CHAIR (TO OCT 2019)	
Ariadne Braz Magalhaes DEPUTY CHAIR	Megg Webb DEPUTY CHAIR (TO MAY 2019)
Wendy Evans TREASURER & PUBLIC OFFICER	Diana Shaw SECRETARY
Robin Wilkinson MEMBER	

Staff (all part-time or casual)

Helen Hortle COORDINATOR	Olivia Hogarth HHL MANAGER (TO JUL 2019)
Sharifah Emalia Al-Gadrie PROJECT OFFICER	Joanna Sinclair PROJECT OFFICER
Gini Ennals SAR MANAGER (THROUGH TAFE)	Leyla Tajik SAR PROJECT ASSISTANT

Pro Bono

Robin Banks RIGHTS AND INCLUSION CONSULTANT	Dr Sue Stack EDUCATION CONSULTANT
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Refer to page 15 for a full list of our volunteers, members and supporters

Vale Greg Sawyer

On October 28, 2019, we farewelled our loved Vice President, colleague, mentor and friend. Greg joined A Fairer World (then the Tasmanian Development Education Centre) in 1987 as a young SOSE teacher and became a passionate champion and practitioner of human rights education over a long and notable teaching career. In 2007, Greg joined our Management Committee and served as Vice President for seven years and President for six. We will remember him for the way that he lived and breathed his belief in respect and equity. He was a brilliant educator, caring, passionate, generous, positive and humorous. He knew what really mattered and chose to spend his life in ways that made a difference to others. He was loved by many and we miss him greatly.

Our deepest sympathy goes to his partner Toni and extended family and we thank them for making A Fairer World the recipient of donations from Greg's funeral.



Greg Sawyer and the Hobart Human Library at St Helens District High School, February 2019

Message from the President

2019 has been another busy year for A Fairer World as we continue to pursue our mission to promote social justice and human rights within the community.

The Honourable Kate Warner AC Governor of Tasmania and Mr Richard Warner hosted a Hobart Human Library workshop at Government House in April, which saw representatives from several organisations from across the state attend, along with 12 human 'books'.

While we have kept busy on delivering on our mission, this year has also been full of changes and challenges. Sadly our beloved Vice President and friend Greg Sawyer, passed away in October. Greg joined A Fairer World in 1987 and his contribution was pivotal in building A Fairer World into what it is today. His passion and kindness will always be remembered and will continue to drive us in delivering our mission. I feel honoured to be writing this message as President and will do my best to honour Greg's memory by supporting this great organisation and its members, volunteers and staff.

We have also had some changes in the management committee. Meg Webb stepped down from her role as President in May in light of her fantastic achievement in being elected to the seat of Nelson for the Tasmanian Legislative Council. Please join me in wishing her the very best in this exciting new endeavour. The community is lucky to have someone with such integrity, drive and capability to represent them in parliament. In this past year we also had new members join our committee including Lesley Mackay, Diana Shaw, Fiona Horwood and Charlotte Jones. I would like to give them a big thank you for joining the team. Their knowledge and enthusiasm is of great value and helps make up a strong committee that will be able to better support A Fairer World as we progress our initiatives.

We have big plans for 2020. We will review our strategy and goals to ensure we are focusing our efforts in the right direction. This includes better understanding of our current programs and initiatives to ensure our team has the right tools to deliver on the work ahead. We will be engaging you and keeping you updated as we progress this work.

A very big thank you to our Coordinator Helen Hortle for her phenomenal contribution and guidance in continuing to propel A Fairer World's initiatives. I extend my sincere gratitude to members of the Management Committee and the Global Learning Resource Library Committee, to our staff, volunteers and MAD friends for continuing to believe in and support our mission.



*As a person who experiences discrimination first-hand,
my aim is to show others that we are just like everybody else,
and this is a fundamental key in closing the gap on
discrimination within our society.*

Michaela Broderick, human 'book', www.afairerworld.org/michaela

Message from the Coordinator

The death of Greg Sawyer in October this year was a great personal sadness and a huge loss to the organisation. For 13 of the 16 years I have been Coordinator, Greg has been either President or Vice-President and my chief education mentor. I know that everyone at A Fairer World would support Ari's sentiment that the best way we can honour Greg's memory is to continue striving to fulfil our mission. As we learned at Greg's funeral, addressing unfairness and discrimination through education was a passion that he developed early in life and continued to strive for through both his choice of career and his other pursuits.

My thanks to the wonderful staff, committee members and volunteers who stand by us in these difficult times. As you will see in the "people power" statistics in this report, they are the mainstay of our work.

In July we bid farewell to Olivia Hogarth, manager of the Hobart Human Library since June 2015. Her four years with us were marked by the strengthening of the library through a focus on training and mentoring human 'books'. We wish her well in her expanded role at Working It Out. We were extremely fortunate to have two talented people at hand to take over the reigns of the human library. Sharifah Emalia Al-Gadrie had been working casually with us on the Students Against Racism project and Joanna Sinclair was a casual presenter in schools and a volunteer with the human library. Emalia's and Jo's fresh ideas and new perspectives have already seen a number of changes to the operation of the library, with more plans for 2020.

Changes in our wider operating context have seen a renewed interest in our work and an opportunity for us to expand our programs and services into workplaces. The Tasmanian Government is to be commended on its commitments to respect and inclusion through initiatives such as the *Diversity and Inclusion Framework* and the *Respectful Schools and Workplaces Framework*. After the first *Stop and Prevent Bullying Meeting* in July, The Hon Jeremy Rockcliff publicly vowed to "take responsibility for the goal of making Tasmania a bully-free state". We know that a lack of understanding and empathy is at the root of bullying, so we have offered our support to the Government in implementing its policies. Programs that could help to achieve the looked-for outcomes are detailed in the following pages. I am particularly excited by the redevelopment of our workplace inclusion workshops. With the invaluable assistance of Robin Banks, we are shaping these into a unique training program.

Signals are less positive from the Federal Government with a number of initiatives this year demonstrating a less tolerant approach to diversity and a "push-back" on equality gains. Australia is the only democratic nation without a national human rights charter and yet legislation is now proposed that will preference the rights of one group over all others. Australia would do better to honour its international obligations and the basic premises of the Universal Declaration of Human Rights by enshrining the rights of all people in national legislation. The Religious Discrimination Bill has the potential to set back progress in inclusiveness in many ways including by allowing students and workers to opt out of diversity training programs.

More positively, our 2020 Management Committee promises to be one of our most broadly skilled and I look forward to working with them to advance our vision.



Hobart Human Library

The Hobart Human Library provides a safe space for participants ('readers') to meet, question and hear the stories of human 'books'. Our 'books' are Tasmanians who have encountered stereotyping, prejudice or discrimination as a result of a personal characteristic, such as culture, religion, gender, sexual orientation, appearance or wellness.

The Hobart Human Library can be a stand-alone workshop or the first step in either our *Let's Get Together* program for schools (page 13-14), or our diversity and inclusion training program for workplaces (pages 11-12).

People

Project Manager Olivia Hogarth until July 2019

Project Officers Sharifah Emalia Al-Gadrie and Jo Sinclair from July

Format

90 to 120 minute workshop comprising: a briefing on stereotypes and discrimination; small group chats with human 'books'; and a debrief on ways to build inclusion.

Objectives

Develop empathy and respect for diversity.

Reduce discrimination.

Build social inclusion.

Funding 2019

Workshop fees and donations.

Tasmanian Community Fund grant (2017-2019).

Department of Social Services Volunteer Grant.

Department of Communities Multicultural Grant.

Anglicare Tasmania (in-kind provision of training venue).

Four Hobart Human Library workshops for 200 students were held at St Helens District High School, February 2019

It's one of the most beautiful presentations I have seen and felt to help me break down my prejudices and judgements (and I thought I was a more liberated heart!) Teacher, Sheffield School, October 2019

10 out of 10

most common rating given by participants

8.5 average for QUALITY and 8.8 for USEFULNESS

(Workplaces: 9.5 average for QUALITY and 9.4 for USEFULNESS)

You don't know what others are going through so treat everyone with respect and kindness as even the smallest things can help.

St Helens District High School student, February 2019





Hobart Human Library
workshop at Cosgrove High
School, June 2019



Student feedback

It was amazing and now I feel better about talking as I stutter. Sheffield School, October 2019

They have deep messages but really respectful. Sheffield School, October 2019

It was the best and I'd go to it a million more times. Sheffield School, October 2019

Remember that some people have stuff going on you don't know about but still treat them the same as you would want to be treated. Kingston High School, July 2019

I will try to imagine ways they could be struggling or ways they may be effected by what I could be doing. New Town High School, August 2019

Teacher feedback

This experience is invaluable for all HUMANS. Perfect for ages 12-15 when they themselves are feeling vulnerable. Sheffield School, October 2019

It is a fantastic way of engaging with students. Real life stuff. Deloraine High, October 2019

It is one of the most powerful ways to teach My Education/Civics that I have experienced. Kingston High School, July 2019

In 2019, 35 human library workshops were delivered to a total of 1,276 'readers'

Student workshops (26)

Cosgrove High School (1)
Deloraine High School (1)
Huonville High School (2)
Kingston High School (6)
New Town High School (3)
Rose Bay High School (4)
Sheffield School (3)
St Helens District High School (4)
TasTAFE (Students Against Racism and Community Services students) (1)
Woodbridge School (1)

Workplace workshops (9)

Organisational change leaders, Government House (1)
Huonville Library and Council (2)
Rose Bay High School (3)
TasNetworks (1)
Tasmania University Union (1)

Workplace inclusion training

In 2018, A Fairer World worked with Patron, Robin Banks, to develop and trial workshops in *Unconscious Bias* and *Inclusion Strategies* in response to the expanding need for diversity and inclusion workplace training in Tasmania. This year, we began the redesign of the workshops to include the experience of our human 'books'. The program is unique in being co-designed and co-delivered by community experts and professional inclusion trainers.

People

People with lived experience of prejudice or discrimination who have trained as community educators - these are our human 'books'.

Professional inclusion trainers Robin Banks and Helen Hortle.

Approach

Uses a **Feel, Think, Do** model of diversity and inclusion, based on evidence that hearing the lived experiences of a variety of people is essential in order to achieve and maintain the level of motivation needed to create and sustain real culture change.

Workshop program

Feel (affective): Hobart Human Library workshop – real life examples of prejudice and discrimination told by people who have experienced them.

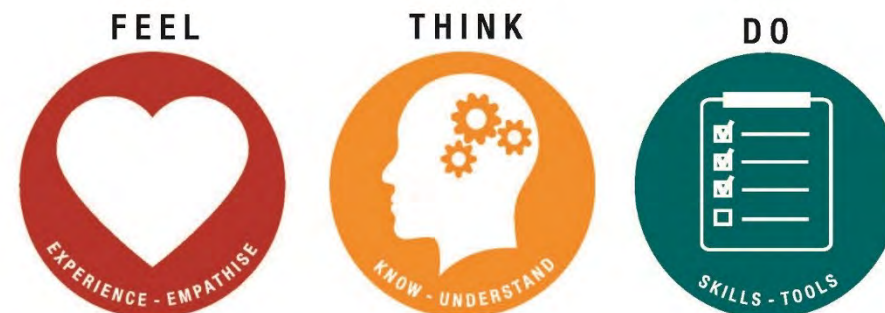
Think (cognitive): Unconscious Bias – research proving the existence and effects of unconscious bias.

Do (active/behavioural): Inclusion Strategies – practical tools and strategies that can be put into effect immediately.

Funding 2019

Workshop fees.

Premier's Discretionary Fund grant.



The model developed by A Fairer World to deliver unconscious bias training comprised three separate workshops, which aimed to help our managers: recognise their own biases; understand the impact of those biases; and develop strategies to address entrenched biases in the workplace. The feedback from these workshops was very positive, and it is my view that this is a very effective model, appropriate for adoption across the Tasmanian State Service to develop managers' and leaders' understanding of unconscious bias, and diversity and inclusion more broadly.

Jenny Gale, Secretary, Department of Premier & Cabinet, September 2018

*Great content. Loved the way material was delivered.
Learning about how our brains work in such an interactive way.
The issues were discussed openly.*

Participant, School of Natural Science, Unconscious Bias workshop for staff, September 2019

I was shocked and concerned by the realisation that our actions (as teachers) even small can impact so significantly on the lives of others.

Participant, Rose Bay High School human library workshop for staff, July 2019

It is a great experience and I would highly suggest that any workplace have the library come to visit.

Participant, Woodbridge High School human library workshop for staff, July 2019

Workshops with workplaces 2018-19

Hobart Human Library workshops (26)

Department of Education (2)
Department of Premier and Cabinet (2)
Government House (1)
Huonville Library and Council (2)
Rose Bay High School staff (3)
Rosny College staff (3)
School of Natural Science, University of Tasmania (4)
State Service Diversity and Inclusion Reference Group (1)
State Service Management Office (1)
State Service Strategic Management Program (2)
TasNetworks (1)
Tasmanian Symphony Orchestra (2)
Tasmanian University Union (1)
Woodbridge School (1)

Unconscious Bias workshops (9)

Department of Premier and Cabinet (2)
School of Natural Science, University of Tasmania (3)
State Service Diversity and Inclusion Reference Group (1)
State Service Management Office (1)
Tasmanian Symphony Orchestra (2)

Inclusion Strategies workshops (2)

Department of Premier and Cabinet (2)



*It's a very powerful way to expand your perceptions of the diverse people
that make up our world.*

TasNetworks emerging leaders workshop participant, July 2019

*I have had great feedback from attendees from our library about the
engagement, learning and thought provoking nature of the event. I
personally had attended the human library 2 years ago and gained even
more the second time around. I still think about some of the "books" I read
2 years ago and use their stories to help me in my work with clients, staff
and the broader community. I hope the Huonville catchment team in the
library will take some time to reflect on the session and how we can use our
learnings to better develop and refine our services to meet the needs of a the
wonderfully diverse community that we live and work in.*

David Gutteridge, Director, Strategy and Engagement, Libraries Tasmania, February 2019

Let's Get Together for schools

Since 2014

2,479 students at

6 schools have participated in the
program (854 students in 2019)

Action Day at Kingston High School, September 2019



Let's Get Together is designed for schools wanting to partner with their students and the wider community to create a more respectful school environment. The program addresses discrimination by building 'diversity competence' – the knowledge, skills and values that foster empathy and a desire to create positive change.

People

Helen Hortle Program Manager

Education mentors Dr Sue Stack, Greg Sawyer, Barb Mawson

Objectives

Create more respectful school cultures.

Build diversity competence in staff and students.

Address discrimination and bullying.

About the program

20 hours designed for grades 7 and 8.

A Fairer World provides:

Professional development;

Key events: Hobart Human Library workshop; Community Diversity Expo; Student Ideas Expo; and Action Day;

Program materials: Overview; Student Handbook; Teacher Manual; and on-line resources.; and

Mentors.

Participating schools 2019

Cosgrove High (grade 7); Huonville High (grade 7); Kingston High (grade 7 & 8); New Town High (grade 8); Rose Bay High (grade 7); Woodbridge School (grade 8)

Funding 2019

Individual school contracts.

Partnership contract with the Department of Education.



Women's Legal Service at the Cosgrove High School Community Diversity Expo, July 2019

LET'S GET Together

I am passionate about the fact that they are learning really good life skills – tolerant, accepting, drive – better human beings and citizens. Rate the program 9.5/10. I enjoyed the class discussion work – got a lot of involvement from the students. It is nice to see that there is a difference from last year to this year – less racism, more positivity. Student voice is being heard more.

Cosgrove High School teacher, October 2019

“Well the most I liked about it was that everyone came together, and we built our relationships between other students. Also, I loved the fact that everyone had their say and became more confident by doing that! Also, I got to say everything stood out to me and made me more confident.

Cosgrove High School student, October 2019

Changing the culture at Cosgrove High School

By Dr Sue Stack

After one year of running the *Let's Get Together* diversity education program in 2018, it was highly pleasing to see that Cosgrove High School showed a significant decline in bullying and discrimination in 2019. Grade 7's were asked how frequently different behaviours occurred prior to the 2018 program and prior to the 2019 program. Racism, fighting, name calling, spreading rumours and losing tempers dropped between 25% and 50% in 2019. A teacher of the program said that once students had realised the impact of what they did on others they looked to change their behaviour - with the small numbers of students in each grade most students knew each other and were friends – and you don't do that to your friends.

Other factors that assisted the program's success included being fully embedded into the teaching program, with assessment against the English Curriculum. Enthusiastic teachers fostered vulnerable and kind conversations and supported development of project skills and student confidence. The school fostered strong mentoring relationships between the Grade 7's and 8's, supported student voice and leadership, and looked at ways to take students' ideas for change forward.

Dr Stack is an experienced educator and researcher, specialising in transformative learning, cultural change, participatory action research, learning program design and evaluation. We have been very fortunate to have Sue working with us on the Let's Get Together program since its inception in 2014, providing invaluable advice on program design as well as undertaking the evaluations at each school. This year Sue has also been working on the *Pathways to Opportunities* program (see next page).

Students Against Racism

Since starting in 2008

324 young people from migrant & refugee backgrounds have benefitted

13,200 have attended workshops or presentations

Surjen presenting her story of "Living in Between" to the audience at Parliament House, November 2019.



A Fairer World, in partnership with Students Against Racism and TasTAFE, present two programs, *Living in Between* and *Pathways to Opportunities*.

People

Founder Gini Ennals (TasTAFE teacher)

Project Officer Sharifah Emalia Al-Gadrie

Project Assistant Leyla Tajik

Pathways to Opportunities

Pathways to Opportunities supports young people from refugee and migrant background to transition from their last year of intensive English learning into work or further study.

Funding 2019 - 2020

Tasmanian Department of State Growth

2019 activities

24 students supported in job preparation activities (résumés, pathway plans, job search training, first aid training, work placements, public presentations and cross-cultural workshops, and mock interviews).

25 work placements completed.

7 students were supported to find paid employment.

Living in Between

Each year a new group of students works with TasTAFE teacher Gini Ennals to develop this cross-cultural workshop, which includes a dramatic presentation to explain why the young people left their homelands, their journey to Australia and their lives now.

Funding 2019

Workshops and fundraising.

Federation of Regional and Rural Restoration grant (for a training exchange with young multicultural people in Bendigo).

2019 activities

20 cross-cultural workshops and presentations delivered to over 1,200 participants.



Students Against Racism presented at the Federation of Ethnic Communities Council of Australia Conference, November 2019.

One of the best and most professional workshops I've ever attended. Hearing individual's stories was a powerful and effective way of communicating your overall message.

Participant, Parliament House workshop, November 2019

I felt a relief after telling my story for the first time. If you don't share things, it kind of affects you. It's good if you share it - you can feel you're not the only one, other people have stories too.

Reflection by Students Against Racism member 2019



Students Against Racism is a group of young people from refugee and migrant backgrounds, who deliver powerful anti-racism workshops for workplaces, schools and events.

20 cross-cultural workshops/presentations in 2019

Student workshops (6)

- Albuera Street Primary School (1)
- Clarence High School (3)
- Tarremah Steiner School (1)
- Eaglehawk Secondary School, VIC (1)

Professional workshops/presentations (12)

- Catholic Care/Centacare staff (1)
- FECCA conference (1)
- Organisational change leaders, Parliament House (1)
- Professional Conference Organisers Conference, NSW (1)
- Tasmania Police Academy (2)
- TasTAFE Community Services students (4)
- TasTAFE Disability and Individual Support students (1)
- University of Tasmania Social Work students (1)

Public presentations (2)

- Harmony Day (1)
- World Games Day (1)

2019 members and supporters

A Fairer World could not exist without the strong support received from a wide range of organisations and individuals. These members, donors and partners share our belief that a human rights based education will lead to a more just, peaceful and sustainable world future.

27 **organisational members**

89 **individual & household members**

48 **active volunteers**

Visionary, Ian Newman

For several years in his early teens Ian lived in Sri Lanka, where he learned to embrace people from different cultures and backgrounds. This led to a respect for all living things that has permeated every facet of his life. As a research scientist it was reflected in a passion to see science serve, rather than harm, humanity and a long-term involvement with Scientists Against Nuclear Arms. It also led to a life-long commitment to the pursuit of peace through mediation, conversation and non-violent protest. For many decades he was a key figure in the Hobart Peace Coalition and also helped to create “Positive Solutions”, a non-profit organisation that provides community and workplace mediation, counselling and training.

Retirement 20 years ago has not diminished Ian's commitment to his values. He continues to provide advice on research of the biological applications of physics and a novel instrument (the MIFE system for non-invasive ion flux measurements) that he helped pioneer. He also believes in supporting the organisations he cares strongly about and we are very grateful for Ian's ongoing commitment to our work and for being our first MAD Visionary.

Ian Newman, December 2019.



MAD Visionary and Life member

Ian Newman

MAD Stars & members

Robin Banks & Michael Small

MAD Friends & members

Wendy Evans

Sally & Gerry McGushin

Lesley Mackay

Anne Peacock

Jonathon Pyefinch

Honorary (Life) members

Maureen Aiken

Robin Bowden

John Carpenter

Mary Dickins

Helen Hortle

Cheryl Hughes

Ros Lewis

Karen Reid

Greg Sawyer

Doreen Shenman

Yabbo Thompson

School members

Burnie High School

Cosgrove High School

Dominic College

Guilford Young College

Huonville High School

Kingston High School

Marist Regional College

New Town High School

Rose Bay High School

Taroona High School

Tarremah Steiner School

TasTAFE - Community & Children's
Services (South)

The Cottage School

Ulverstone High School

Other Organisational members

Anglicare Tasmania

Multicultural Council of Tasmania

Oxfam Australia (Tas)

Positive Lives

RESULTS International (Australia)

Scripture Union Tas Inc

Soroptimist International of Hobart

Sustainable Living Tasmania

Tasmanian Conservation Trust

Women's Health Tasmania

United Nations Association of Australia
(Tas Branch)

Working It Out

Youth Network of Tasmania

Household members

Nic McBride (HOUSEHOLD)

Jeremy & Gina Olivieri (HOUSEHOLD)

Corey Peterson (HOUSEHOLD)

Joanna Wierenga (HOUSEHOLD)

Individual members

The Hon Elise Archer MHA

Senator Catryna Bilyk

Ariadne Braz Magalhaes

Carol Bristow

Anthony Burrows

Glynis Flower

Linley Grant

Jennie Herrera

Fiona Horwood

Vija Hughes

Daniel Hulme

The Hon Duncan Kerr Chev LH

Mike McCausland

Diana Shaw

Lisa Singh

Meg Webb

Donna Woodleigh

Staff & volunteer members

Amin Ali (BOOK)

Sharifah Emalia Al-Gadrie (PROJECT OFFICER)

Peter Bartley (IT)

Rosa Brammall (LIBRARIAN)

Cecily Burnett (RESEARCHER)

Caroline Cochrane (LIBRARIAN)

Antony Cox (GENERAL)

Wern Hong Chai (UTAS INTERN)

Luyu Fei (UTAS INTERN)

Jason Gordon (MAINTENANCE)

Aimee (Huilian) Gu (LIBRARIAN)

Megan Hale (LIBRARIAN)

Denise Hewitt (LIBRARIAN)

Olivia Hogarth (PROJECT MANAGER)

Sue Kitto (TEACHER)

Anh Quan Le (Kevin) (BOOKKEEPER)

Hao Lu (LIBRARIAN)

Barbara Mawson (EDUCATOR)

Joanna May (TEACHER)

Emily Mayne (WORK EXPERIENCE)

Joanna Sinclair (PROJECT OFFICER)

Gary Willmott (PUBLICATIONS)

Sylvia Zhao (BOOKKEEPER)

Human 'books' members

Michaela Broderick

Ines Carver

Andy Gall

Erenie Hiras

Emma Horton

Sam Horton

Natasha Lahey

Tendayi Makwehe

Stuart McPherson

Ricky Meerding

Paul Pritchard

Glenda Radcliffe

Masoumeh Rahmi (LAUNCESTON HUMAN LIBRARY)

Dede River

Wadeed Salboud

Maria Saracino

Amay Scott

Diana Shaw

Anneli Valkama

Chloe Whitby

Robin Wilkinson

Zachary Williams

Josie Young

Shuang Shuang (Mingxia) Zhang

2019 people power

With the equivalent of only 1.1 paid staff, volunteers and committee members are essential to our work. Also essential are the many community organisations who support our work. These organisations share our vision of a just and equal world and understand the need for us all to work collaboratively to achieve it.

Anglicare Tasmania

Australian Red Cross

Clarence Youth Services

Colony 47

Education for Sustainability Tasmania

Engender Equality

Equal Opportunity Tasmania

Family Planning Tasmania

Glenorchy Youth Services

Headspace

Hobart Women's Shelter

Huon Disability Network

Life Without Barriers

Migrant Resource Centre

Multicultural Council of Tasmania

Kingborough Youth Services

Parents & Friends of Lesbians & Gays
Tasmania

Riawunna, University of Tasmania

Salvation Army Supported Housing

South East Tasmanian Aboriginal
Corporation

Speak Out

Stay ChatTY

Tassie Teen

Women's Legal Service

Women's Health Tasmania

Working It Out

Tasmanian Council on Hepatitis, AIDS
& Related Diseases

We also value our membership of:

Education for Sustainability Tasmania

Multicultural Council of Tasmania

Sustainable Living Tasmania

Tasmanian Conservation Trust

Tasmanian Council of Social Service

Working It Out

Youth Network of Tasmania

2186 paid hours

3266 volunteer hours

505 human book hours

Students Against Racism workshop hosted by The Hon Elise Archer, and attended by change leaders from a range of agencies and businesses, Parliament House, November 2019.



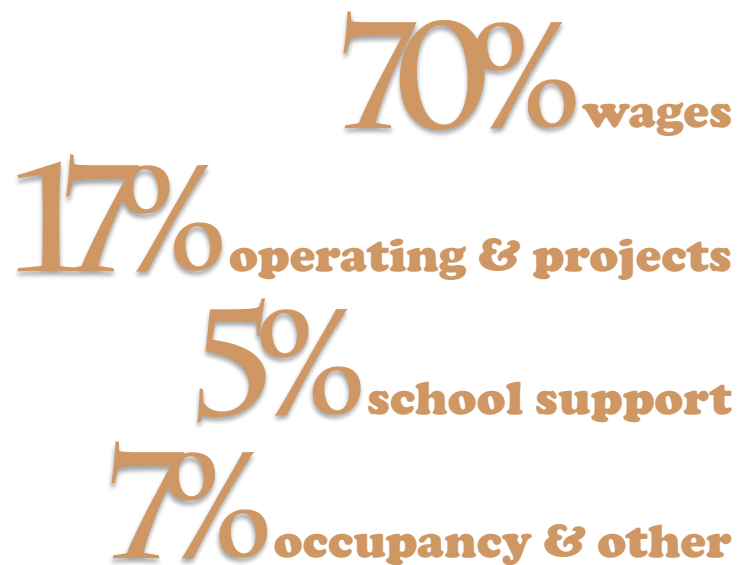
2019 financial report

Tasmanian Centre for Global Learning & Global Learning Resource Library

Revenue of \$204,528 (2018 \$190,087) came from:



Expenditure of \$201,961 (2018 \$188,673) was invested in:



Contents

Audit Report.....	21
Statement by President & Treasurer.....	21
Statement of Operations	22
Statement of Assets & Liabilities	22
Funds Held in Trust.....	23
Project & Grants.....	23
Notes to the Accounts.....	25

CLARKE, HARPER and Associates

Public Accountants and Secretaries
Registered Company Auditor
ABN 74 580 102 421

AUDITOR'S REPORT

Scope

I have conducted an independent audit of the attached financial statements of Tasmanian Centre for Global Learning Incorporated for the year ended 30th June, 2019, which includes the Global Learning Resource Library, in order to express an opinion on them to the members.

My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. Our procedures included examination on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the accounts are presented fairly in accordance with Australian Accounting Standards and statutory requirements so as to present a view which is consistent with our understanding of the Committee's financial position and the results of its operations.

The valuation of stock on hand has been accepted on information supplied and not verified.

The income shown is in accordance with monies recorded in the accounting system.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

- (a) I have obtained the information required by me;
- (b) In my opinion, the accounts are properly drawn up so as to exhibit a true and correct view of the financial position of Tasmanian Centre for Global Learning Incorporated, which includes the Global Learning Resource Library, according to the information at my disposal and the explanations given to me and as shown by the books; and
- (c) The Rules relating to the administration of the funds of the Tasmanian Centre for Global Learning Incorporated have been observed.



G.F. HARPER,
Registered Company Auditor
10/12/2019

GPO Box 457, HOBART 7001 Level 2 94 Liverpool Street Hobart 7000
Telephone (03) 6234 4413 Mob 04 090 090 10 E-mail gharper@gdas.com.au

Tasmanian Centre for Global Learning Inc

Statement by President and Treasurer

For the year ended 30th June 2019

The President and Treasurer of the Tasmanian Centre for Global Learning declare that:

1. The financial statements and notes for the Tasmanian Centre for Global Learning Inc, which include the Global Learning Resource Library Inc, as attached, present fairly the organisation's financial position as at 30 June 2019 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.



Ariadne Braz Magahlaes
President

9th December 2019



Wendy Evans
Treasurer

Tasmanian Centre for Global Learning Inc

Statement of Operations

For the year ended 30 June 2019

	2019	2018
GRANTS & PROJECTS		
(See page 3 for details)		
Balance 1st July	14,049	37,672
Less Balance 30th June	73,912	14,049
Net movement in grants & projects	<u>(59,863)</u>	<u>23,623</u>
Add OTHER INCOME		
Grants & projects	122,312	69,941
Interest received	1,336	1,151
Membership subscriptions	1,061	1,709
Professional fees for services	31,237	23,711
Sponsorship, fundraising & donations	13,468	2,082
Sundry income	13,701	10,862
Total other income	<u>183,115</u>	<u>109,456</u>
Total income	<u>123,252</u>	<u>133,079</u>
Less EXPENSES		
Equipment & resources	538	758
Financial expenses	337	353
Human resource costs	83,834	94,942
Occupancy costs	7,160	5,748
Operating & project costs	28,816	29,863
Total expenses	<u>120,685</u>	<u>131,665</u>
Net surplus (deficit)	<u>2,567</u>	<u>1,415</u>

Tasmanian Centre for Global Learning Inc

Statement of Assets & Liabilities

As at 30th June 2019

	NOTE	2019	2018
ACCUMULATED FUNDS			
Accumulated Funds brought forward		13,396	11,981
Net surplus (deficit)		2,567	1,415
Total Accumulated Funds		<u>15,963</u>	<u>13,396</u>
This is represented by:			
CURRENT ASSETS			
TCGL bank accounts		20,424	26,077
GLRL bank accounts		27,384	13,885
Bendigo term deposits		133,549	32,770
Cash on hand		140	230
Receivables	(2)	3,239	18,601
Total current assets		<u>184,736</u>	<u>91,561</u>
Less CURRENT LIABILITIES			
Creditors & accrued expenses		32,106	16,611
Revenue received in advance		8,250	25,439
Staff provisions	(1B)	8,190	5,890
Students Against Racism funds held in trust	(4)	6,869	11,995
Mast Films funds held in trust	(5)	-	11,657
Global Learning Resource Library funds held in trust	(3)	500	500
Other funds held in trust	(6)	2,477	2,750
Unexpended grants	(7 - 10)	73,912	14,049
Global Learning Resource Library unexpended grants	(11 - 13)	23,323	2,863
Total current liabilities		<u>155,627</u>	<u>91,754</u>
Working capital		29,109	-193
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		<u>0</u>	<u>0</u>
		<u>29,109</u>	<u>-193</u>
Less NON-CURRENT LIABILITIES			
Display Board Replacement provision		2,150	1,780
Long Service Leave provision	(1B)	10,996	10,070
Total non-current liabilities		<u>13,146</u>	<u>11,850</u>
Net Assets		<u>15,963</u>	<u>(12,043)</u>

Tasmanian Centre for Global Learning Inc
Funds Held in Trust
For the year ended 30th June 2019

Global Learning Resource Library

	NOTE	2019	2018
GRANTS & PROJECTS			
(See opposite for details)			
Balance 1st July		2,863	25,439
Less Balance 30th June		23,323	2,863
Net movement in grants & projects		<u>(20,460)</u>	<u>22,576</u>
Add OTHER INCOME			
Grants & projects		42,482	-
Donations & fundraising		16,138	7,091
Membership subscriptions		415	825
Professional fees for services		40,388	26,210
Sundry Income		2,313	306
Total other income		<u>101,736</u>	<u>34,432</u>
Total funds available		<u>81,276</u>	<u>57,008</u>
Less EXPENSES			
Equipment & resources		1,631	156
Financial expenses		398	269
Human resource costs		57,764	28,233
Occupancy costs		5,446	4,097
Operating & project costs		16,037	24,253
Total expenses		<u>81,276</u>	<u>57,008</u>
Operating surplus (deficit)		<u>-</u>	<u>-</u>
Add Balance of funds at 1st July		500	500
Balance of funds at 30th June	(3)	<u>500</u>	<u>500</u>

Students Against Racism fundraising

	NOTE	2019	2018
Balance of project funds at 1st July		11,995	4,536
Add income		3,340	12,222
Less transfer to funds held in trust for Brutkan	(6)	(1,220)	-
Less expenses		<u>(7,246)</u>	<u>(4,763)</u>
Balance of project funds at 30th June	(4)	<u>6,869</u>	<u>11,995</u>

Tasmanian Centre for Global Learning Inc
Summary of Project & Grants Balances
As at 30th June 2018

Tasmanian Centre for Global Learning

	NOTE	2019	2018
Let's Get Together Program 2017	(7)	-	-
Let's Get Together Program 2018	(7)	-	(1,421)
Let's Get Together Program 2019	(8)	15,000	-
Women's Business 2017	(9)	-	-
Women's Business 2018	(9)	-	15,470
Pathways to Opportunities 2019-20	(10)	58,912	-
Total unexpended project funds at 30th June		<u>73,912</u>	<u>14,049</u>

Global Learning Resource Library

	NOTE	2019	2018
Global Learning Resource Library Inc			
Hobart Human Library Subsidy and Travel project	(11)	14,126	2,863
Hobart Human Library DSS Volunteer Grant 2017	(12)	-	-
Hobart Human Library DSS Volunteer Grant 2019	(12)	2,987	-
Hobart Human Library Multicultural Project 2017	(13)	-	-
Hobart Human Library Multicultural Project 2019	(13)	6,210	-
Total unexpended project funds at 30th June		<u>23,323</u>	<u>2,863</u>

Tasmanian Centre for Global Learning Inc
TCGL Projects & Grants - detailed

Tasmanian Centre for Global Learning

	NOTE	2019	2018
Let's Get Together Program 2017			
Balance of project funds at 1st July			17,982
Department of Education Diversity Grant			30,000
Less expenses			<u>(47,982)</u>
Balance of project funds at 30th June	(7)		<u>-</u>
Let's Get Together Program 2018			
Balance of project funds at 1st July		(1,421)	
Department of Education Diversity Grant		30,000	20,000
Less expenses		<u>(28,579)</u>	<u>(21,421)</u>
Balance of project funds at 30th June	(7)	<u>-</u>	<u>(1,421)</u>
Let's Get Together Program 2019			
Department of Education Partnership contract		20,000	
Less expenses		<u>(5,000)</u>	
Balance of project funds at 30th June	(8)	<u>15,000</u>	
Women's Business 2017			
Balance of project funds at 1st July			19,690
Tasmanian Government Multicultural Grant			-
Less expenses			<u>(19,690)</u>
Balance of project funds at 30th June	(9)		<u>-</u>
Women's Business 2018			
Tasmanian Government Multicultural Grant		15,470	19,941
Less expenses		<u>(15,470)</u>	<u>(4,471)</u>
Balance of project funds at 30th June	(9)	<u>-</u>	<u>15,470</u>
Pathways to Opportunities 2019-20			
Skills Tasmania grant		77,312	
Less expenses		<u>(18,400)</u>	
Balance of project funds at 30th June	(10)	<u>58,912</u>	

Global Learning Resource Library Inc
GLRL Projects & Grants - detailed

Global Learning Resource Library

	NOTE	2019	2018
Hobart Human Library Subsidy and Travel project			
Balance of project funds at 1st July		2,863	20,729
Tasmanian Community Fund grant		28,931	-
Less expenses		<u>(17,668)</u>	<u>(17,866)</u>
Balance of project funds at 30th June	(11)	<u>14,126</u>	<u>2,863</u>
Hobart Human Library DSS Volunteer Grant 2017			
Balance of project funds at 1st July			274
Department of Social Services Volunteer grant			-
Less expenses			<u>(274)</u>
Balance of project funds at 30th June	(12)		<u>-</u>
Hobart Human Library DSS Volunteer Grant 2019			
Balance of project funds at 1st July			
Department of Social Services Volunteer grant		4,550	
Less expenses		<u>(1,563)</u>	
Balance of project funds at 30th June	(12)	<u>2,987</u>	
Hobart Human Library Multicultural Project 2017			
Balance of project funds at 1st July			4,436
Tasmanian Government Multicultural Grant			-
Less expenses			<u>(4,436)</u>
Balance of project funds at 30th June	(13)		<u>-</u>
Hobart Human Library Multicultural Project 2019			
Tasmanian Government Multicultural Grant		9,000	
Less expenses		<u>(2,790)</u>	
Balance of project funds at 30th June	(13)	<u>6,210</u>	

Tasmanian Centre for Global Learning Inc

Notes to and forming part of the Financial Statements

For the year ended 30th June 2019

1. Summary of Significant Accounting Policies

Although the Management Committee of the Tasmanian Centre for Global Learning Inc has agreed that the Association 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

The Association is exempt from Income Tax.

(B) Employee Entitlements

At 30th June 2019, the Tasmanian Centre for Global Learning Inc employed two part-time staff members on contract, one of whom has been continuously employed since 1 July 2005. Long Service and Annual Leave entitlements have been accrued for this employee.

(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 2019. 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 the Tasmanian Centre for Global Learning Inc will be recoverable.

3. Global Learning Resource Library Association 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 Association and in 2012 the Association was incorporated. In accordance with a resolution of the committee of the Global Learning Resource Library Association Inc on 7 September 2011, when there is sufficient money in the Library Fund it is to reimburse the Tasmanian Centre for Global Learning for its share of occupancy costs, library staff and volunteer costs. At 30th June 2019, \$500 remained in the Fund as well as \$23,323 in unexpended grants and projects.

4. Students Against Racism

The Centre has a partnership with the Students Against Racism to run the Living in Between project. From time to time the students fundraise for activities outside the funded program and because they do not have a bank account we hold these monies on their behalf. At 30th June 2019, \$6,869 remained in the Fund.

5. Mast Films

The Centre auspices grants on behalf of Mast Films (Lucien Simon) and receives a management fee from each grant in payment for administering these funds. At 30th June 2019, the projects were completed and no funds were held on behalf of Mast Films.

6. Other funds held in trust

At 30th June 2019, \$2,477 was held in trust, \$1,257 from grants the Centre auspiced for the Conversations project and \$1,220 in funds raised for a member of the Students Against Racism, Brutukan Melkamu.

7. Let's Get Together Program Grants 2017 and 2018

In 2017, a Diversity Grant of \$50,000 was approved by the Department of Education for delivery of the Let's Get Together diversity education program at a number of secondary schools. At 30th June 2018, the project was completed and the funds fully expended.

In 2018, another Diversity Grant of \$50,000 was received from the Department of Education for delivery of the Let's Get Together diversity education program at more secondary schools. At 30th June 2019, the project was completed and the funds fully expended.

8. Let's Get Together Program Contract 2019

In 2019, a Partnership Contract of \$50,000 was awarded by the Department of Education for delivery of the Let's Get Together diversity education program at a number of secondary schools. At 30th June 2019, \$20,000 of this had been received of which \$15,000 remained unspent.

9. Women's Business Grants 2017 and 2018

In 2017, a grant of \$19,690 was received from the Tasmanian Government through the Multicultural Grants Program for the development and public performance of Women's Business 2017 by the Students Against Racism. At 30th June 2018, the project was completed and the funds fully expended.

In 2018, a grant of \$19,941 was received from the Tasmanian Government through the Multicultural Grants Program for the development and public performance of Women's Business 2018 by the Students Against Racism. At 30th June 2019, the project was completed and the funds fully expended.

10. Pathways to Opportunities Grant 2019-20

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). At 30th June 2019, \$77,312 had been received of which \$58,912 remained unspent.

11. Hobart Human Library Subsidy and Travel Project

In 2017, a grant of \$57,863 over three years was approved by the Tasmanian Community Fund towards subsidy of Hobart Human Library workshops for schools and community groups and overnight trips to rural and regional areas of Tasmania. At 30th June 2019, all of this grant had been received and \$14,126 remained unspent.

12. Hobart Human Library DSS Volunteer Grants 2017 and 2019

In May 2017, the Department of Social Services provided a Volunteer Grant of \$3,150 to fund materials, equipment, travel and training of volunteers with the Hobart Human Library. At 30th June 2018, the project was completed and no funds remained unspent.

In April 2019, the Department of Social Services provided a Volunteer Grant of \$4,550 to fund materials, equipment, travel and training of volunteers with the Hobart Human Library. At 30th June 2019, \$2,987 of these funds remained unspent.

13. Hobart Human Library Multicultural Project 2017 and 2019

In March 2017, the Tasmanian Government provided a grant of \$6,730 through the Multicultural Grants Program to fund five workshops with members of the multicultural community. At 30th June 2018, all of the workshops had been run and no funds remained unspent.

In February 2019, the Tasmanian Government provided a grant of \$9,000 through the Multicultural Grants Program to fund two short videos of human 'book' stories for workplaces. At 30th June 2019, \$6,210 of these funds remained unspent.

14. Related Parties

Members of the Committee of Management are elected on an honorary basis and, apart from reimbursement of expenses paid on behalf of the Centre, no other payments were made to members of the Committee in the year ended 30th June 2019.