

Human rights



Education



Social justice





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

Contents

| | |
|-------------------------------|----|
| People | 3 |
| Hobart Human Library | 7 |
| Inclusion training | 11 |
| Let's Get Together | 14 |
| Students Against Racism | 18 |
| Financial Reports | |

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A Fairer World is an independent community organisation run by members. Since 1985, A Fairer World has been a hub for positive social change locally and globally.

Our purpose

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

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

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Cover photos: Top left: Robin shares her story with students from The Friend's School in August. Top right: Robyn Aitken volunteers at Cosgrove High School Action Day as part of the Let's Get Together program. Bottom left: Human 'books' Leyla, Glenda and Paul have their hands up for resilience during the Resilience Forum in the Hobart Human Library at Triabunna District School.

2020 Impact

People power 2020

2,761 paid hours (\$117,570 paid)
3,912 volunteer hours (\$137,749 economic value)
516 human 'book' hours (\$15,440 in honoraria paid)
1 MAD Visionary, 3 MAD Stars, 9 MAD Friends
11 honorary, 28 group & 65 individual members
50 active volunteers, including 12 Committee members
25 active human 'books' (52 trained since 2014)

2,761 paid hours
3,912 volunteer hours

Hobart Human Library

198 workshops with 5,782 people since 2014
Most common rating for quality and usefulness 10/10
Average rating for quality (workplaces) 9.3/10, usefulness 9.3/10
Average rating for quality overall 8.6/10, usefulness 8.7/10

**10/10 most common
rating given**

Workplace diversity and inclusion training

Since 2018:
38 Hobart Human Library workshops
13 Unconscious Bias workshops
3 Inclusion Strategies workshops

**44 workshops
since 2018**

Let's Get Together

Delivered in 4 schools to 250 students in 2020
2,729 student participants in 7 schools since 2014

250 students in 2020

"The Let's Get Together program has been an important contributor to our school's improvement over the past few years. Across various indicators our students outperform the State averages, and this program has contributed to above average maintenance of student engagement across years 7-8. The Let's Get Together program is a fantastic program to support schools to harness student voice and agency, a key component of a connected, aspirational and respectful community of learners."

Cosgrove High School Assistant Principal, David Bryant

Students Against Racism

9 workshops and 2 presentations delivered in 2020
Pathways to Opportunities postponed 2020
Living in Between since 2008, 343 young people from migrant and refugee backgrounds trained as presenters
13,600 participants in workshops and presentations since 2008.

**13,600 participants
since 2008**

Financial sustainability

Further enhanced in 2020 with a reduced reliance on project grants – a decrease from 41% of total income to 39% of total income – and an increase in professional fees and other income from \$120,057 to \$163,453.

Message from Management Committee President Glynis Flower

A challenging & productive year

It is my pleasure to contribute to the Annual Report, after a challenging but highly productive year. I would like to begin by thanking Ariadne Braz Magalhães, who resigned as President in April this year, a position she filled with grace and commitment.

Ariadne provided the Committee with a framework for our success, based on the working groups she devised. We miss her but we are assured she will stay in touch with A Fairer World.

With very little notice but with the support and encouragement of the Vice Presidents, I accepted the position of President despite my limited involvement with A Fairer World.

Although my past work included a partnership with this organisation, I have been amazed by the breadth and depth of its work. The thorough research, preparation and collaborations are reflected in the consistent feedback and return requests from schools and businesses.

We are especially grateful to the individuals, schools and the commercial sector which have provided ongoing support by purchasing our services, providing sponsorship and making donations. We continue to seek longer term funding for this important work, and we are pleased to acknowledge the three-year investment from the Minister for Education, Jeremy Rockliff, which subsidises our work with schools.

A Fairer World survives because of the generosity of many people, who share our dream of a more peaceful, equitable and embracing world.

We are very fortunate to have the ongoing support of our Patrons, Her Excellency, Professor, the Hon. Kate Warner, Governor of Tasmania and Robin Banks, Former Anti-Discrimination Commissioner, both great social and legal justice champions.

I would like to extend my personal thanks to all hardworking members of the AFW committee, who have brought a wealth of skills and experience to their roles. Thank you to the many volunteers, in the wide range of services they freely provide. I would also like to thank the team, led by our indefatigable Coordinator, for their professionalism, warmth and passion.

This year's challenges have been many and varied but Helen Hortle was one of the first community leaders to respond to COVID safety needs but also continued to seek alternative funds and income and adapt our services to minimise disruptions. We are very fortunate and grateful for her huge level of commitment, her flexibility and exceptional skills.

The coming year is looking very exciting.



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Message from Coordinator Helen Hortle

A resilient & agile organisation



Resilience is not new to A Fairer World, but has undoubtedly been thrust to the forefront in 2020. COVID has challenged us to reimagine how we deliver our programs. Fortunately, our experience as an under-resourced not-for-profit has prepared us to respond with resilience and agility. On page 10 you will read about the success of the virtual Hobart Human Library and how we are now developing a flexible, modular, online/virtual program that will significantly reduce mobility and geographical barriers to participation. This new approach appeals not only to our human 'books' but to workplace clients who are looking to provide diversity and inclusion to staff around the state.

Resilience has always been a key element of our transformative education approach, but this year we gave it more prominence by adding a Resilience Forum, at which we were astonished by the low levels of resilience reported by the students. A consequence of this was that students engaged strongly with the expert tips on resilience provided by the human 'books' at the Forum. On page 16 you will read about the connection between culture change, student voice and resilience and how the Resilience Forum has been welcomed in schools.

For me personally, it has been a joy to welcome to the office an intern from Japan, three job seekers, two international students and two humanitarian entrants, all seeking work experience and some also gaining casual employment with us. Four have subsequently become human 'books' - see two of these on page 8.

Another of our unpublicised services is administrative support to like-minded groups, and this year we have been pleased to auspice a major grant for Disability Voices Tasmania (page 6).

As always there are many to thank for our success:

- Workplaces such as TasNetworks (page 13) and the Department of Premier and Cabinet, who have welcomed our approach to diversity and inclusion and contracted our services.
- The 2020 Committee, which has been exceptionally skilled and active, despite the challenges. Particular mention is due to Glynis, who stepped into the role of President unexpectedly, but with vigour and commitment.
- Government and other funders, who have been supportive and accommodating - without the COVID-related subsidies we would not have been able to retain all staff for the full year.
- Our pro bono helpers this year, Dr Sue Stack (evaluation and school program development), Robin Banks (presenting and workplace program development), and 2PM (assistance with virtual workshop development and trialling).

My greatest thanks are to the committed team of staff and volunteers who ensure everything runs smoothly. In August we welcomed the highly skilled Jodie Epper as our Educational Leader (page 14) and more recently Caitlin Eiszele as Administrative Officer. Emalia (page 7), seamlessly took over as Manager of the Hobart Human Library and has become an invaluable organiser, trainer and presenter. I'm looking forward to working with you all again in 2021 as we continue to adapt and thrive!

Thank you to our wonderful patrons for their ongoing support

Our patrons

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

Her Excellency provides ongoing support to A Fairer World in particular by hosting a Hobart Human Library workshop at Government House for invited guests. This is a key event for the Library, showcasing this transformational experience to a broad range of participants that includes business leaders, community and government leaders. Unfortunately the event was postponed in 2020 due to the COVID-19 health crisis.



Robin Banks, human rights lawyer, community activist, former Tasmanian Anti-Discrimination Commissioner

Among her many contributions to A Fairer World, Robin co-delivers our unique and powerful workshop series for organisations working to improve their inclusive practices. These workshops bring together the Hobart Human Library, a workshop on Unconscious Bias and another on Inclusive Strategies. This offering is Tasmania's most comprehensive diversity and inclusion training program for workplaces.

Our committee members & staff

A Fairer World Management Committee

Glynis Flower, President (May 2020-Present)
Ariadne Braz Magalhães, President (May 2019-April 2020)
Diana Shaw, Vice President
Lesley Mackay, Vice President
Wendy Evans, Treasurer
Nic McBride, Secretary
Members: Robin Bowden, Raj Chopra (resigned 26 August 2020), Fiona Horwood, Charlotte Jones, Barb Mawson, Steve Robinson, Donna Woodleigh

Global Learning Resource Library Committee

Diana Shaw, Chair
Lesley Mackay, Deputy Chair
Wendy Evans, Treasurer
Glynis Flower, Secretary
Robin Wilkinson, Member

Staff (all part-time or casual)

Helen Hortle, Coordinator
Jodie Epper, Educational Leader
Sharifah Emalia Al-Gadrie, HHL Manager
Shivangi Gheewala, IT Officer
Gini Ennals, SAR Manager (through TasTAFE)
Leyla Tajik, SAR Project Officer
Elsa Gebremedhin, General Assistant
Jo Sinclair, Project Officer
Caitlin Eiszele, Administration Officer

Disability Voices Tasmania

Fiona Strahan, Coordinator (to Dec 2020)
Tamar Cordover, Manager (from Dec 2020)
Ann Reimer, Operations Coordinator
Matty Wright, Office Coordinator

Pro Bono

Robin Banks, Rights & Inclusion Consultant
Dr Sue Stack, Education Consultant

Visit afairerworld.org/about for more details

The generous support of our staff, volunteers and committee members is vital to our organisation. Thank you to each and every one of you.

Members & supporters

MAD Visionary & Honorary member

Ian Newman

MAD Stars & members

Robin Banks, Michael Small, Michael Hortle

MAD Friends & members

Wendy Evans, The Hon Duncan Kerr, Chev LH, Olivia Hogarth, Lesley Mackay, Ariadne Braz Magalhães, Sally & Gerry McGushin, Jonathon Pyefinch, The Hon Meg Webb MP

Honorary members

Maureen Aiken, Robin Bowden, John Carpenter, Mary Dickins, Helen Hortle, Cheryl Hughes, Ros Lewis, Karen Reid, Greg Sawyer (dec.), Doreen Shenman, Yabbo Thompson

School members

Cosgrove High School, Dominic College, Huonville High School, Kingston High School, Montrose Bay High School, New Town High School, Rose Bay High School, Sorell School, Taroona Primary School, The Cottage School, The Friends' School, Triabunna District School, Woodbridge School

Other Organisational members

Anglicare Tasmania, Multicultural Council of Tasmania, Positive Lives, RESULTS International (Australia), Scripture Union Tas Inc, Soroptimist International of Hobart, Sustainable Living Tasmania, Tasmanian Conservation Trust, Working It Out, Youth Network of Tasmania

Household members

Nic McBride, Jeremy & Gina Olivieri, Joanna Wierenga

Individual members

The Hon Elise Archer MHA, Senator Catryna Bilyk, Carol Bristow, Glynis Flower, Linley Grant, Jennie Herrera, Fiona Horwood, Vija Hughes, Daniel Hulme, Charlotte Jones, Barbara Mawson, Mike McCausland, Steve Robinson, Diana Shaw, Donna Woodleigh

Staff & volunteer members

Robyn Aitken (teacher), Sharifah Emalia Al-Gadrie (Hobart Human Library Manager), Rosa Brammall (librarian), Cecily Burnett (researcher), Caroline Cochrane (librarian), Tamar Cordover (Disability Voices Manager), Antony Cox (general), Caitlin Eiszele (Admin Officer), Jodie Epper (Educational Leader), Elsa Gebremedhin (general), Megan Hale (librarian), Sue Kitto (teacher), Anh (Kevin) Quan Le (bookkeeper), Ann Reimer (Disability Voices Tas Operations Coordinator), Madelaine Rojahn (librarian & writer), Joanna Sinclair (librarian), Fiona Strahan (Disability Voices Tas Coordinator), Matty Wright (Disability Voices Tas Office Coordinator)

Human 'book' members

Amin Ali Rose Anderson, Michaela Broderick, Andy Gall (& Web), Shivangi Gheewala (& IT), Erenie Hiras, Emma Horton, Sam Horton, Natasha Lahey, Tendayi Makwehe, Stuart McPherson, Ricky Meerding, Paul Pritchard, Glenda Radcliffe, Marziyeh Riazzi, Wadeed Salboud, Maria Saracino, Amay Scott, Leyla Tajik, Anneli Valkama, Chloe Whitby, Marci Whitton, Robin Wilkinson, Shuang Shuang (Mingxi) Zhang

Disability Voices Tasmania

A Fairer World is excited to be supporting new group Disability Voices Tasmania. The group has been established to ensure that people with disability in Tasmania are able to fully enjoy and exercise their rights and choices. Projects in their first six months have included Pitch Perfect (training on how to influence decision makers) and Inclusive Tourism (training on issues such as access appraisals of buildings and accessible information).

A Fairer World is auspicing the group's grant from the Australian Government through the Department of Social Services until they are established as an incorporated body in their own right.



"The support and guidance we have had from A Fairer World in setting up has helped us to focus on our core tasks which has been of great benefit."

Michael Small, Chair Disability Voices Tasmania

The reviews are in - our human 'books' are bestsellers!

Hobart Human Library

The Hobart Human Library uses the art of storytelling to break down barriers and build empathy. It provides a safe space for 'readers' to speak informally with a human 'book' – to hear their story and take the opportunity to ask questions.

The human 'books' are Tasmanians who have experienced stereotyping, prejudice or discrimination because of 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 14) or our diversity and inclusion training program for workplaces (page 11). The Hobart Human Library is now also available virtually.

Objectives

- Develop empathy and respect for diversity
- Reduce discrimination
- Build social inclusion

Funding 2020

- Workshop fees, donations & grants:
- Community Support Levy grant (2020 – 2021)
- Department of Education
- TasCOSS Essential Technology Fund
- Anglicare Tasmania (in-kind provision of training venue)

People

- Sharifah Emalia Al-Gadrie, HHL Manager
- 25 active human 'books'
- 12 volunteer librarians

Format

- Schools: 100-minute workshop
- Workplaces: 2-hour workshop (face-to-face or by Zoom) or six 30-minute online and virtual sessions.

In 2020, 32 human library workshops were delivered to a total of 677 'readers'.

Student workshops (20)

- Cosgrove High School (2)
- Huonville High School (3)
- Montrose Bay High School (5)
- Sorell School (3)
- The Friends' School (3)
- Triabunna District School (2)
- Woodbridge School (2)

Workplace workshops (12)

- 2PM (1 virtual)
- Institute of Marine & Antarctic Studies (1 virtual)
- Department of Premier & Cabinet (2)
- Hospice Volunteers (1)
- Sorell School staff (3)
- TasNetworks (2)
- Tasracing (1)
- RACV 2019 (1)

HHL Manager: Sharifah Emalia Al-Gadrie

We were delighted to recently confirm Emalia in the position of Hobart Human Library Manager. Emalia joined us in 2017 as a casual Project Officer with Students Against Racism and in 2019 also took on a role with the Hobart Human Library.

Emalia studied Japanese language and comparative literature at uni and is a practicing artist with a number of exhibitions to her credit. This year, Emalia has been honing her leadership skills through the TasCOSS Change Your Impact Program and as a member of the YWCA national Young Women's Council. Emalia can double as a human 'book' and is also great at project management and admin – a perfect fit for the Hobart Human Library!



Grade 8 student Doug Evans interviews Emalia about the Hobart Human Library as part of the Action Crew project at Sorell School.

'Book' Report: Shivangi Gheewala

Friendship made me feel tall

Bullying and prejudice made me miserable, but with help I turned it all around.

In October 2019 Shivangi answered our advertisement with Volunteering Tasmania for an "IT person with a passion for social justice". Shivangi is an international student from Gujarat in India and at the time of applying had just completed her Masters in IT at UTas.

Shivangi's IT skills proved invaluable when COVID hit and we were happy to offer her casual employment to help us develop the Hobart Human Library as a virtual workshop using Zoom.

Shivangi has also proved her passion for social justice by training as a human 'book' - she has now told her story at 15 school and workplace workshops.

We're also delighted that Shivangi has been accepted as a PhD candidate at UTas.



"My journey in A Fairer World is delivering the fuel for personal and social growth."

Shivangi Gheewala, Human 'book'

'Book' Report: Marci Whitton

From fruit trees to me



A journey of enlightenment and discovery through abstinence. Transgender - the fog has lifted. From stormy weather into sunshine.

Marci came to A Fairer World through Max Solutions on a placement under the National Work Experience Programme. The programme aims to provide an opportunity for jobseekers to gain experience and confidence in real life work situations.

Although Marci has significant skills and experience from a range of prior work experience, she was looking for a change of career to match other changes in her life.

Marci subsequently trained as a human 'book' and told her story for the first time at the Montrose Bay High School workshops in October 2020.

"We are able to educate and encourage people to think differently on a variety of topics that can empower people with an ability to handle specific challenges that may arise in their workplace and school environment, also in their own lives in general."

Marci Whitton, Human 'book'

.....

It was really inspiring and heart-warming, the experience everyone has had really opened my eyes."

Student, Montrose Bay High School

.....

"It is so amazing and interesting. That we listen[ed] to other's stories and learnt that it is ok to be different. "

Student, Huonville High School

.....

"It is an invaluable workshop that everyone can learn from."

Teaching staff member, Cosgrove High School

.....

"I have been to about 200 PL/PD sessions I am guessing, this workshop is in the top 2!!"

Staff member, Sorell School

.....

"The human books were wonderful and a really effective way to create empathy."

Staff member, Department of Premier and Cabinet



Top: Shivangi shares her story with students from Montrose Bay High School. Middle: Natasha shares her story with students at Cosgrove High School - the first face-to-face workshop as COVID restrictions eased. Bottom: Human 'book' Andy shares his story with a group of students from Triabunna District School in October.



Delivering workshops online

Virtual Hobart Human Library

As with the rest of the world, the COVID-19 pandemic brought our face-to-face programs to a halt.

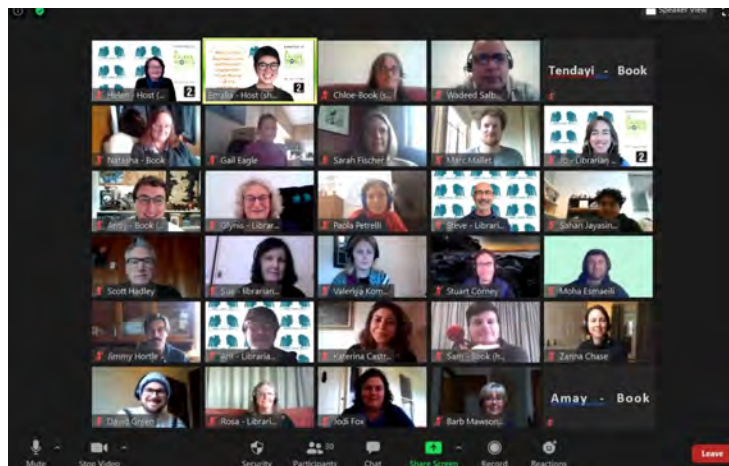
Thinking around this problem required us to question our belief that direct eye contact is a key ingredient in the power of empathy-building. Our long history of innovation and agility, combined with an uncertain future, rapidly propelled us into the brave new world of physical distancing and virtual contact.

This created unexpected opportunities to sustain connection with our wide network of staff, volunteers and human 'books' during a period of intense isolation. Funding from the TasCOSS Essential Technology Fund enabled us to purchase IT equipment for loan to ensure everyone could participate. A grant from the Community Support Levy allowed us to develop and rollout a community educator training package in short, virtual sessions.

The icing on the cake was pro bono assistance from professional project managers, [2PM](#), who worked with us to develop and trial delivery of the Hobart Human Library on Zoom. A pilot virtual workshop with University staff received an average rating of 9.2 out of 10, consistent with face-to-face delivery and proving that the human library translates to a virtual space.

We now believe that virtual delivery has the potential to greatly extend the reach of our programs in a post-COVID world by eliminating mobility and geographical barriers for human 'books' and participants. We are currently developing a modular, virtual/online delivery option that will further increase the accessibility and flexibility of our programs.

We are enormously grateful to 2PM, TasCOSS, the Community Support Levy and of course our amazing HHL team, whose assistance was crucial through this challenging time.



Hobart Human Library goes virtual! Delivering a workshop to IMAS staff of UTas.

"The virtual HHL was a great way to stay connected and productive during the COVID quarantine period. It also allowed the audience to experience the [human] books' stories safely. The virtual library managed to keep the same inclusive and safe atmosphere while also allowing 'books' to participate, reconnect and feel less isolated."

Human 'book' Andy

Striving to make Tasmanian workplaces more welcoming and inclusive

Workplace diversity and inclusion training

Creating change in our own behaviour or in organisations is hard work, and research shows that a good way to stay motivated is to connect with people who have experienced the consequences of exclusion and discrimination. This is the premise of the Feel, Think, Do model and the basis of our workplace diversity and inclusion training package. Each workshop is co-designed and co-delivered with community experts (the human 'books').

People

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

Professional inclusion trainers: Robin Banks, Helen Hortle, Sharifah Emalia Al-Gadrie.

Workshop program

Feel (affective)

Hobart Human Library - 2-hour workshop with real life examples of prejudice and discrimination told by people who have experienced them.

Think (cognitive)

Unconscious Bias – 3-hour interactive workshop demonstrating the existence and effects of unconscious bias.

Do (active/behavioural)

Inclusion Strategies – 3-hour workshop on practical tools and strategies that can be put into effect immediately.

In 2020, we presented 17 diversity and inclusion training workshops to local workplaces.

Hobart Human Library (12)

Department of Premier & Cabinet (2)
Hospice Volunteers (1)
Institute of Marine & Antarctic Studies (1)
RACT (1, late 2019)
Sorell School staff (3)
TasNetworks (2)
Tasracing (1)
2PM (1)

Unconscious Bias (4)

Department of Premier & Cabinet (2)
TasNetworks (1)
Tasracing (1)

Inclusion Strategies (1)

TasNetworks (1)



Glenda shares a laugh while telling her story to staff from Tasracing.



.....

"It made me think a lot more deeply about how anyone I meet has this story and history that is invisible to me ... I need to always be respectful of that."

Staff member, IMAS



.....

"Really great mix of presentation methods, participation. Very engaging session."



Staff member, Department of Premier and Cabinet

.....

"Interactive, knowledgeable presenters."

Staff member, TasNetworks

Top: Stuart shares his story with Hospice Volunteers in March. Middle: Diana shares her story with staff members from Department of Premier and Cabinet in a full day of inclusion training which included the Hobart Human library and Unconscious Bias workshop. Bottom: Sam tells his story to staff from the Department of Premier and Cabinet in November.



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"Best workshop I have attended."

Staff member, Department of Premier and Cabinet

Leadership from TasNetworks

"Our first encounter with A Fairer World was at Government House. As a business, we were blown away by the level of connection and awareness we had towards the significant social experiences that vulnerable people in the workforce encounter, as well as the barriers that people face even to get an interview, let alone employment and living in society.

After our experience at Government House, we just had to get A Fairer World to present at our upcoming yearly Leadership Conference. The feedback from the leadership group was phenomenal. Our leaders truly engaged and were personally touched by the shared stories that have stayed with them even now. As a business, we are committed to inclusion and diversity. We believe that diversity brings strength, and we wanted to constructively tackle any unconscious bias in our recruitment process even in promoting people with great skills.

"We... invited the Human Library to our leadership conference and out of the overwhelming support and connection that our Leaders had with the 'books', we all had a sense of urgency to introduce this to our organisation... We have now proudly booked several sessions at TasNetworks for our people. Personally, I was touched by the stories and they have stayed with me even now. I know our people will also be personally touched and it will open a dialogue that will be based on respect and positive interactions in our workplace."

Leader, People, Culture and Community, TasNetworks

Diversity matters to us as it helps us with innovative solutions, attract diverse people to support our talent strategy initiatives, and build a great workforce of the future. To make sure that everyone in our business understands the beauty of what diversity brings, as well as establish a sense of belonging for all, we felt it was important to roll out the Human Library and Unconscious Bias training across TasNetworks.

[A Fairer World's] wonderful mix of storytelling and data enables us to build a strong message of its importance. We were also able to provide our leaders specific support around developing a strategy for their own business unit around inclusion and diversity. We look forward to continuing partnering with A Fairer World. We feel that the programs that A Fairer World offers have real world application, challenge our thinking, help us think outside the box and appreciate the society in which we live."



[Watch the video](https://youtu.be/ym6tVjbrOMo): Ross Burridge, General Manager Strategy Finance and Business Services, TasNetworks, talks about the Hobart Human Library experience at youtu.be/ym6tVjbrOMo

Working with schools to create positive culture change

Let's Get Together

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

Jodie Epper, Educational Leader

Education mentors: Dr Sue Stack, Barb Mawson, Steve Robinson, Robyn Aitken

Objectives

Create more respectful school cultures.

Build diversity competence in staff and students.

Address discrimination and bullying.

Format

20 hours designed for grades 7 and 8

Funding 2020

Individual school contracts

Partnership contract with the Department of Education

A Fairer World provides:

Professional development

Key events

Hobart Human Library workshop

Community Diversity Expo

Student Ideas Expo

Action Day

Program materials

Overview

Student Handbook

Teacher Manual

Online resources

Mentors

In 2020, Let's Get Together was delivered in 4 schools to 250 students.

Participating schools 2020

Cosgrove High (grade 7)

Huonville High (grade 7)

Woodbridge School (grade 8)

Sorell School (grade 7)

Educational Leader: Jodie Epper

Jodie is an experienced educator with a strong passion for social justice who joined us in August this year.

She was selected for her significant skills in project and people leadership.

We particularly welcome Jodie's experience in the conception, design and realisation of innovative programs.

Jodie's program credits include the Get Outside Program (which she still runs through Wildcare Tasmania) and Extra Hands (through the Tasmanian Landcare Association). Watch out for the revamp of the Let's Get Together program in 2021!



Jodie talking to students about their action project at the Cosgrove High School Action Day, November

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"It is important to learn about issues and the world around you. The community expo was excellent. The LGT program is a really good program. A highlight was becoming more confident in speaking up."

Student, Woodbridge School

.....

"When I was younger, I used to say these things because I didn't know and, ever since high school, I am now not so rude. It makes me feel happy that I am not so rude."

Student, Cosgrove High School

.....

"I really enjoyed it. I didn't expect to... I enjoyed doing a project that I am passionate about. Being able to talk to people about the issues."

Student, Woodbridge School

.....



Top: Beth and Robert from TasCAHRD talking to students about their work during the Cosgrove High School Community Diversity Expo. Middle: Grade 8 students pitch their ideas to improve cyber-security at the Woodbridge School Action Day. Bottom: Sam's story at the Hobart Human Library is the start of these Cosgrove High School students' Let's Get Together journey.

LET'S GET
Together

Culture change, student voice & resilience

Improving school culture is the task set for students by the Let's Get Together program. To do this they are assisted through a process where they explore, discuss, research and take action towards positive change. Student voice – formulating and articulating their own ideas – is crucial to this process and has a strong link to resilience.

"It is important to learn about issues and the world around you. The community expo was excellent. The LGT program is a really good program. A highlight was becoming more confident in speaking up."

[Student Wellbeing Hub](#)

It was rewarding to hear a teacher making this connection at the culminating event for the Woodbridge School Let's Get Together program this year.

"I am exceptionally impressed about their work. They realise their voice can be heard. Adults listened. They have seen that we have a swing set [for the playground] as a result of a project last year. They can see that change can occur from them. It will set them up as adults – empowered young women and men."

Grade 8 teacher, Woodbridge School, December 2020



Hands up for resilience! The Resilience Forum in action during the Hobart Human Library visit to Triabunna District school

"The students learnt how important perseverance, resilience and support systems are to 'bounce back' from difficult circumstances. The conclusive discussion highlighted resilience building strategies from the human 'books' and was very beneficial for the students at Montrose Bay High School. The strategies were achievable and offered something for everyone."

Molly Winfeld-Petersen, School Nurse (Huonville High School and Montrose Bay High School)

Two-way learning and cultural exchange builds confidence

Students Against Racism

A Fairer World, in partnership with Students Against Racism and TasTAFE, present two programs, Living in Between and Pathways to Opportunities. Students Against Racism and A Fairer World also collaborate to present Women's Business.

In 2020 Students Against Racism continued to train new members, develop skills and deliver workshops in schools and workplaces when COVID restrictions eased enough to allow. It has been a very productive year and has reminded us that we are resilient and innovative.

People

Founder and Manager, Gini Ennals (TasTAFE teacher)
Project Officer, Sharifah Emalia Al-Gadrie

Pathways to Opportunities

Pathways to Opportunities supports young people from refugee and migrant backgrounds to transition from their last year of intensive English learning into work or further study. This program was postponed in 2020 due to COVID. Funding: 2019 - 2021 Tasmanian Department of State Growth

Women's Business

Women's Business is a public show which brings together women from migrant and refugee backgrounds. It celebrates cultural heritage through dance, song and story sharing. This program was postponed in 2020 due to COVID. Funding: 2020 Department of Communities Multicultural Grant Program



Students Against Racism members go on a Get Outside day with Jodie

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: workshops, fundraising, City of Hobart Resilience Grant.

In 2020, Students Against Racism delivered 11 cross-cultural workshops to over 300 participants.

Student workshops (6)

- Tarremah Steiner School (1)
- The Friends' School (1)
- South Hobart Primary (1)
- Howrah Primary School (1)
- Sacred Heart Catholic School Geeveston (1)
- Sacred Heart College (1)

Professional workshops/presentations (5)

- Tasmania Police Academy (2)
- Hobart Women's Shelter staff (1)
- Te Ka Myee Paw and Hey Blu Lay presented on behalf of SAR for the Hobart Respects All launch (1)
- Presentations of 'All Mixed Up' and 'Living in Between' at the National Youth Commission's National Youth Summit (1)

Skill development (2)

- Storytelling workshop with Emily Conolan
- Leadership camp with Get Outside Workshop with Emily Conolan (funded by City of Hobart Resilience Grant)





Students Against Racism members go to The Friends' School to work with students

When I am working with the audience members and they give us feedback I realise that they have learnt something from me... next time they meet or work with someone from a multicultural background, they will remember us and they will know more about how to act and respect that person...this workshop helps Tasmanians to "know" people who have come from other homelands... That's why I love it. We get to learn from each other."

Sarda, 2020 Students Against Racism Member

AFW all-rounder: Leyla Tajik

Leyla first crossed paths with A Fairer World in 2018 when she participated in Women's Business – a collaborative project with Students Against Racism which celebrates the cultures of women from migrant and refugee background.

The following year, while studying her Certificate III in Written and Spoken English at TasTAFE, Leyla was part of the pilot project, Pathways to Opportunities, as a participant and a project assistant. During the same year she also quickly became a key speaker in Students Against Racism workshops.

We were thrilled when Leyla chose to complete training as a human 'book' in 2020 – she has now presented her story in six Hobart Human Library workshops.

Leyla was recently accepted to undertake a dental assistant traineeship, which is the beginning of a dream career and in which we wish her all the very best.



Leyla as a human 'book' telling her story to Department of Premier and Cabinet staff

"I have enjoyed working with A Fairer World because I can tell people about my culture, religion and country. By telling my story, I feel like I am doing a positive thing for society."

Leyla Tajik

Tasmanian Centre for Global Learning Inc

Statement of Operations

For the year ended 30 June 2020

| | 2020 | 2019 |
|---|----------------|-----------------|
| GRANTS & PROJECTS (details page 6) | | |
| Balance 1st July | 58,912 | 14,049 |
| Less Balance 30th June | 44,050 | 58,912 |
| Net movement in grants & projects | <u>14,862</u> | <u>(44,863)</u> |
| Add OTHER INCOME | | |
| Grants & projects | 53,113 | 107,312 |
| Interest received | 3,612 | 1,336 |
| Membership subscriptions | 1,011 | 1,061 |
| Professional fees for services | 77,623 | 31,237 |
| Sponsorship, fundraising & donations | 27,791 | 13,468 |
| Government COVID subsidies | 19,000 | - |
| Sundry income | 21,808 | 13,701 |
| Total other income | <u>203,958</u> | <u>168,115</u> |
| Total income | <u>218,820</u> | <u>123,252</u> |
| Less EXPENSES | | |
| Equipment & resources | 767 | 538 |
| Financial expenses | 871 | 337 |
| Human resource costs | 153,827 | 83,834 |
| Occupancy costs | 7,573 | 7,160 |
| Operating & project costs | 25,405 | 28,816 |
| Total expenses | <u>188,443</u> | <u>120,685</u> |
| Operating surplus | 30,377 | 2,567 |
| Transfer to Special Reserve (17) | 19,000 | - |
| Surplus (deficit) | <u>11,377</u> | <u>2,567</u> |

Tasmanian Centre for Global Learning Inc
Statement of Assets & Liabilities
As at 30th June 2020

| | NOTE | 2020 | 2019 |
|--|-----------|----------------|----------------|
| ACCUMULATED FUNDS | | | |
| Accumulated Funds brought forward | | 15,964 | 13,397 |
| Net surplus (deficit) | | 11,377 | 2,567 |
| Special reserve | (17) | 19,000 | - |
| Total Accumulated Funds | | <u>46,341</u> | <u>15,964</u> |
| This is represented by: | | | |
| CURRENT ASSETS | | | |
| TCGL bank accounts | | 133,388 | 20,424 |
| GLRL bank accounts | | 34,964 | 27,384 |
| Bendigo term deposits | | 361,221 | 133,549 |
| Cash on hand | | 420 | 140 |
| Receivables | (2) | 13,441 | 3,239 |
| Total current assets | | <u>543,434</u> | <u>184,736</u> |
| Less CURRENT LIABILITIES | | | |
| Creditors & accrued expenses | | 16,411 | 32,106 |
| Revenue received in advance | | 31,379 | 23,250 |
| Staff provisions | (1B) | 23,593 | 8,190 |
| Global Learning Resource Library funds held in trust | (3) | 500 | 500 |
| Disability Voices Tasmania funds held in trust | (4) | 352,532 | - |
| Students Against Racism funds held in trust | (5) | 766 | 6,869 |
| Other funds held in trust | (6) | 844 | 2,477 |
| Unexpended grants | (7 - 10) | 44,050 | 58,912 |
| Global Learning Resource Library unexpended grants | (11 - 13) | 12,435 | 23,323 |
| Total current liabilities | | <u>482,510</u> | <u>155,627</u> |
| Working capital | | 60,924 | 29,109 |
| 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>60,924</u> | <u>29,109</u> |
| Less NON-CURRENT LIABILITIES | | | |
| Display Board Replacement provision | | 1,481 | 2,150 |
| Long Service Leave provision | (1B) | 13,102 | 10,995 |
| Total non-current liabilities | | <u>14,583</u> | <u>13,145</u> |
| Net Assets | | <u>46,341</u> | <u>15,964</u> |

Tasmanian Centre for Global Learning Inc
Funds Held in Trust
For the year ended 30th June 2020

Global Learning Resource Library

| | NOTE | 2020 | 2019 |
|---|------|---------------|-----------------|
| GRANTS & PROJECTS (details page 7) | | | |
| Balance 1st July | | 23,323 | 2,863 |
| Less Balance 30th June | | 12,435 | 23,323 |
| Net movement in grants & projects | | <u>10,888</u> | <u>(20,460)</u> |
| Add OTHER INCOME | | | |
| Grants & projects | | 27,233 | 42,482 |
| Donations & fundraising | | 10,973 | 16,138 |
| Membership subscriptions | | 278 | 415 |
| Professional fees for services | | 15,750 | 40,388 |
| Government COVID subsidies | | 9,000 | - |
| Sundry Income | | 4,607 | 2,313 |
| Total other income | | <u>67,841</u> | <u>101,736</u> |
| Total funds available | | <u>78,729</u> | <u>81,276</u> |
| Less EXPENSES | | | |
| Equipment & resources | | 18,529 | 1,631 |
| Financial expenses | | 778 | 398 |
| Human resource costs | | 38,848 | 57,764 |
| Occupancy costs | | 5,949 | 5,446 |
| Operating & project costs | | 14,625 | 16,037 |
| Total expenses | | <u>78,729</u> | <u>81,276</u> |
| Operating surplus (deficit) | | - | - |
| Add Balance of funds at 1st July | | 500 | 500 |
| Balance of funds at 30th June | (3) | <u>500</u> | <u>500</u> |

Disability Voices Tasmania

| | NOTE | 2020 | 2019 |
|---------------------------------------|------|----------------|------|
| Grant from NDIA | | 413,500 | |
| Less expenses | | (60,968) | |
| Balance of project funds at 30th June | (4) | <u>352,532</u> | |

Students Against Racism fundraising

| | NOTE | 2020 | 2019 |
|--|------|------------|--------------|
| Balance of project funds at 1st July | | 6,869 | 11,995 |
| Add income | | 3,850 | 3,340 |
| Less transfer to funds held in trust for Brutkan | | - | (1,220) |
| Less expenses | | (9,953) | (7,246) |
| Balance of project funds at 30th June | (5) | <u>766</u> | <u>6,869</u> |

Tasmanian Centre for Global Learning Inc

Summary of Project & Grants Balances

As at 30th June 2020

| | NOTE | 2020 | 2019 |
|--|------|---------------|---------------|
| Pathways to Opportunities 2019 & 2021 | (7) | 36,830 | 58,912 |
| Students Against Racism training exchange 2019 | (8) | - | - |
| Women's Business 2021 | (9) | 7,220 | - |
| Women's Business 2018 | | - | - |
| Let's Get Together Program 2018 | | - | - |
| Total unexpended project funds at 30th June | | <u>44,050</u> | <u>58,912</u> |

Projects & Grants - detailed

| | NOTE | 2020 | 2019 |
|--|------|-----------------|-----------------|
| Pathways to Opportunities 2019 & 2021 | | | |
| Balance of project funds at 1st July | | 58,912 | - |
| Skills Tasmania grant 2019-20 | | 32,213 | 77,312 |
| Workshop income | | 986 | - |
| Less expenses | | <u>(55,281)</u> | <u>(18,400)</u> |
| Balance of project funds at 30th June | (7) | <u>36,830</u> | <u>58,912</u> |

Students Against Racism training exchange 2019

| | | | |
|---------------------------------------|-----|-----------------|--|
| FRRR grant 2019 | | 7,400 | |
| Student fundraising | | 3,900 | |
| Less expenses | | <u>(11,300)</u> | |
| Balance of project funds at 30th June | (8) | <u>0</u> | |

Women's Business 2021

| | | | |
|---|-----|--------------|--|
| Tasmanian Government Multicultural grant 2019 | | 7,500 | |
| Less expenses | | <u>(280)</u> | |
| Balance of project funds at 30th June | (9) | <u>7,220</u> | |

Women's Business 2018

| | | | |
|---|--|--|-----------------|
| Tasmanian Government Multicultural grant 2017 | | | 15,470 |
| Less expenses | | | <u>(15,470)</u> |
| Balance of project funds at 30th June | | | <u>-</u> |

Let's Get Together Program 2018

| | | | |
|---------------------------------------|--|--|----------------|
| Balance of project funds at 1st July | | | 1,421 |
| Department of Education grant | | | - |
| Less expenses | | | <u>(1,421)</u> |
| Balance of project funds at 30th June | | | <u>-</u> |

Global Learning Resource Library Inc

Summary of Project & Grants Balances

As at 30th June 2020

| | NOTE | 2020 | 2019 |
|---|------|---------------|---------------|
| Hobart Human Library subsidy and travel project | (10) | - | 14,126 |
| Purchase of materials for Hobart Human Library | (11) | - | 2,987 |
| Multicultural video stories | (12) | - | 6,210 |
| Purchase of tech packs for volunteers | (13) | 495 | - |
| Community educator training project | (14) | 11,940 | - |
| Equipment for Hobart Human Library | (15) | - | - |
| Purchase of public address system | (16) | - | - |
| Total unexpended project funds at 30th June | | <u>12,435</u> | <u>23,323</u> |

Projects & Grants - detailed

| | NOTE | 2020 | 2019 |
|--|------|-----------------|-----------------|
| Hobart Human Library subsidy and travel project | | | |
| Balance of project funds at 1st July | | 14,126 | 2,863 |
| Tasmanian Community Fund grant 2017-19 | | - | 28,931 |
| Less expenses | | <u>(14,126)</u> | <u>(17,668)</u> |
| Balance of project funds at 30th June | (10) | <u>0</u> | <u>14,126</u> |
| Purchase of materials for Hobart Human Library | | | |
| Balance of project funds at 1st July | | 2,987 | - |
| Department of Social Services Volunteer grant 2019 | | - | 4,550 |
| Less expenses | | <u>(2,987)</u> | <u>(1,563)</u> |
| Balance of project funds at 30th June | (11) | <u>0</u> | <u>2,987</u> |
| Multicultural video stories | | | |
| Tasmanian Government Multicultural Grant 2019 | | 6,210 | 9,000 |
| Less expenses | | <u>(6,210)</u> | <u>(2,790)</u> |
| Balance of project funds at 30th June | (12) | <u>-</u> | <u>6,210</u> |
| Purchase of tech packs for volunteers | | | |
| TasCOSS Essential Technology Fund Grant 2020 | | 4,651 | |
| Less expenses | | <u>(4,156)</u> | |
| Balance of project funds at 30th June | (13) | <u>495</u> | |
| Community educator training project | | | |
| Community Support Levy Grant 2020 | | 17,883 | |
| Less expenses | | <u>(5,943)</u> | |
| Balance of project funds at 30th June | (14) | <u>11,940</u> | |
| Equipment for Hobart Human Library | | | |
| Stronger Communities grant 2019 | | 3,600 | |
| Contribution from A Fairer World | | 3,600 | |
| Less expenses | | <u>(7,200)</u> | |
| Balance of project funds at 30th June | (15) | <u>-</u> | |
| Purchase of public address system | | | |
| Community Sector Banking grant | | 1,099 | |
| Less expenses | | <u>(1,099)</u> | |
| Balance of project funds at 30th June | (16) | <u>-</u> | |

Tasmanian Centre for Global Learning Inc

Notes to and forming part of the Financial Statements

For the year ended 30th June 2020

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 2020, the Tasmanian Centre for Global Learning Inc employed five part-time staff members on contract (including three on behalf of Disability Voices Tasmania), one of whom has been continuously employed since 1 July 2005. Long Service and Annual Leave have been accrued for these employees where legally entitled.

(C) Non-current assets

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

(D) Interest income

Interest on term deposits has been accrued at 30th June 2020. 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 2020, \$500 remained in the Fund as well as \$12,435 in unexpended grants and projects.

4. Disability Voices Tasmania

In February 2020, the Centre 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. At 30th June 2020, \$413,500 had been received, of which \$352,532 remained unspent. 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.

5. 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, the Centre holds these monies on their behalf. At 30th June 2020, \$766 remained in the Fund.

6. Other funds held in trust

At 30th June 2020, \$844 was held in trust from a grant the Centre auspiced for the Conversations project.

7. Pathways to Opportunities 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). As a result of COVID the 2020 component has been postponed until 2021. At 30th June 2020, \$109,3525 had been received of which \$36,830 remained unspent.

8. Students Against Racism training exchange

In 2019, a grant of \$7,400 was received from the Foundation for Rural & Regional Renewal for a training exchange to Bendigo. At 30th June 2020, the grant had been fully expended.

9. Women's Business 2021

In 2020, a grant of \$7,500 was received from the Tasmanian Government through the Multicultural Grants Program for the development and public performance of Women's Business 2020 by the Students Against Racism. As a result of COVID the project has been postponed until 2021. At 30th June 2020, \$7,220 of the funds remained unspent.

10. 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 2020, all of this grant had been received and fully expended.

11. Hobart Human Library DSS Volunteer grant 2019

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 2020, these funds had been fully expended.

12. Hobart Human Library multicultural video stories

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 2020, these funds had been fully expended.

13. Hobart Human Library tech packs for loan

In May 2020, the Tasmanian Council of Social Service provided a grant of \$4,651 through the Essential Technology Fund to purchase tech packs for loan to volunteers. At 30th June 2020, \$495 of these funds remained unspent.

14. Community educator training project

In May 2020, the Tasmanian Government provided a grant of \$17,883 through the Community Support Levy grant program to fund upskilling of human 'books' as community educators. At 30th June 2020, \$11,940 of these funds remained unspent.

15. Equipment for Hobart Human Library

In January 2020, the Australian Government provided a grant of \$3,600 through the Stronger Communities program towards equipment for the Hobart Human Library. At 30th June 2020, the funds had been fully expended.

16. Purchase of public address system

In December 2019, Community Sector Banking provided a grant of \$1,100 to purchase a PA system. At 30th June 2020, the funds had been fully expended.

17. Special Reserve

In March 2020 a bequest of \$20,000 was received from the Estate of the late Gregory Sawyer. Although the bequest was untied, the Management Committee decided to set aside the funds in a Special Reserve to be used for training, particularly of human 'books'. In 2019/20 \$1,000 was spent on training and \$19,000 remained in the Special Reserve at 30th June 2020.

18. 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 2020.



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)

4 Battery Square, Battery Point, TAS, 7004

admin@afairerworld.org, 03 6223 1025, www.afairerworld.org

Facebook: /AFairerWorld, /HobartHumanLibrary