



**A
FAIRER
WORLD**

Learn - Connect - Act

Human rights

Education

Inclusion



**Annual
REPORT**

2022

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**A
FAIRER
WORLD**

Learn - Connect - Act

Vision

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

Mission

Creating a fairer world
through innovative education.

Our purpose

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

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

Our aims

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

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

To model collaboration with others who share our values.

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

We value

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

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

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

We provide

Professional training for schools and workplaces.

Innovative education and training programs.

Learning resources.

Award-winning events.

Teaching and training ideas and mentoring.

Access to support networks.

Cover photo: Human 'book' Natasha presenting at Government House, Hobart.

2022 Impact

Community

Staff & volunteers

4,124 paid hours (\$173,565 paid)

2,494 volunteer hours (\$107,666 economic value)

218 human 'book' hours (\$11,150 in honoraria paid)

33 active human 'books' (80 trained since 2014)

Members

2 MAD Visionaries, 5 MAD Stars, 8 MAD Friends

16 honorary, 28 group & 66 individual members

54 active volunteers, including 8 Committee members

Students Against Racism

20 new members of the Students Against Racism

30 *Living in Between* workshops delivered to 1,320 people

**2,494 volunteer
hours**

**33 active
human 'books'**

**30 anti-racism
workshops**



Schools

Hobart Human Library

60 workshops for 1,325 students

Average rating by teachers for workshop usefulness 9/10

Let's Get Together

257 students in 4 schools participated in 2022

3,235 students in 13 schools since 2014



**10/10
most frequent
rating by
students for
workshop
quality**

Workplaces

Since 2018:

51 *Hobart Human Library* workshops

18 *Inclusion Forums*

21 *Unconscious Bias* workshops

5 *Inclusion Strategies* workshops

6 *Inclusive Language* online courses



**94%
average rating
for quality of
*Inclusion
Forums***

Financial sustainability

The 2021/22 financial year was not good and has set back our financial sustainability. This was the result of a significant reduction in demand for training during COVID and the end of Government subsidies that had helped us through 2020/21. There are not too many bright sides to a \$32,001 deficit, however, we can report that demand for training has picked up significantly since 30th June and our percentages are still moving in the right direction with professional fees and other income up from 70% to 72% of total income despite a decrease in dollars from \$263,590 in 2020/21 to \$180,908 in 2021/22.

Message from President Barbara Mawson

Resilience and impact

After the uncertainty and challenges of the previous COVID-19 years, the A Fairer World community began 2022 with a renewed sense of commitment to our vision of working together for a just, peaceful and sustainable world future. To start the year, we reached out to our people to revisit the values which drive us. Our community articulated these values as:

- Respect and dignity for all people, recognising the unique value of each.
- Diverse, inclusive and fair communities, enabling everyone to achieve their full potential.
- Accessible and transformative education, motivating action towards a better world future.

While these are the values that drew me, a long time educator, to volunteer at A Fairer World, it is **how** these are put into practice that I believe makes A Fairer World a unique organisation.

The evidence from worldwide research and our own evaluations, shows clearly that giving voice to the lived experience of another person can make a lasting impact. This is the core of what we do.

We believe education must be transformative. To put this more simply, if a learning experience is to be effective it must lead to a significant change. The experience must create the opportunity for a learner to think about their current understanding and to reflect on new information and perspectives. It must also be an experience that prompts not just reflection but action.

There are many other programs available to workplaces and schools but not every experience changes what happens there. The transformative education offered by our programs aims to engage the whole person — intellectually, socially and emotionally. This leads to a change in thinking **and** behaviour.

The continuation of the pandemic threw many challenges our way, with the need to constantly rework our programs to ensure they were safe and accessible to all our stakeholders. As the situation changed week by week, this was an uncertain and testing period and put extreme pressure on our team. However, individuals across the organisation were able to shine and work together, bringing ideas, commitment, flexibility and resilience. Despite the challenges, we were able to strengthen our communication channels and find new ways of delivering programs that were relevant and practical in the current context.

I would like to acknowledge the hard work and dedication of our team, in particular our Coordinator Helen Hortle, and the resilience and dedication shown by all the team, Sharifah Emalia Al-Gadrie, Jodie Epper, and Caitlin Eiszele, all of whom worked tirelessly to face every new challenge.

Thank you to everyone that has been part of our journey in 2022. It is our diverse and dedicated volunteers who provide the strong foundation upon which our work relies and flourishes.

Thanks to our 2021 co-presidents Lesley Mackay and Diana Shaw and to our 2022 Committee, Robin Bowden, Wendy Evans, Abi Binning, Suze Schulz, Jodie Epper, Sharifah Emalia Al-Gadrie and Helen Hortle.

The commitment and work of Robin Bowden needs special mention. Robin has worked tirelessly for A Fairer World from its earliest days. Robin's quiet and wise contribution has had an enormous impact on all who have worked with her, and we sincerely thank her for all she has given our organisation.

In 2022 after an update to the constitution, all our operations are now under one name, *A Fairer World*, and we have finally been accepted as a Harm Prevention Charity which confers tax deductible donation status.

The world in 2022 has been a worrying place for many but the supporters of our small but mighty organisation, can feel a sense of hope that there are good things happening through our work, and we are making a positive and lasting impact on the problems we all face together.



Above: Barb Mawson mentoring Cosgrove High School students as part of the *Let's Get Together* program.

Message from Coordinator Helen Hortle

Planning for the future

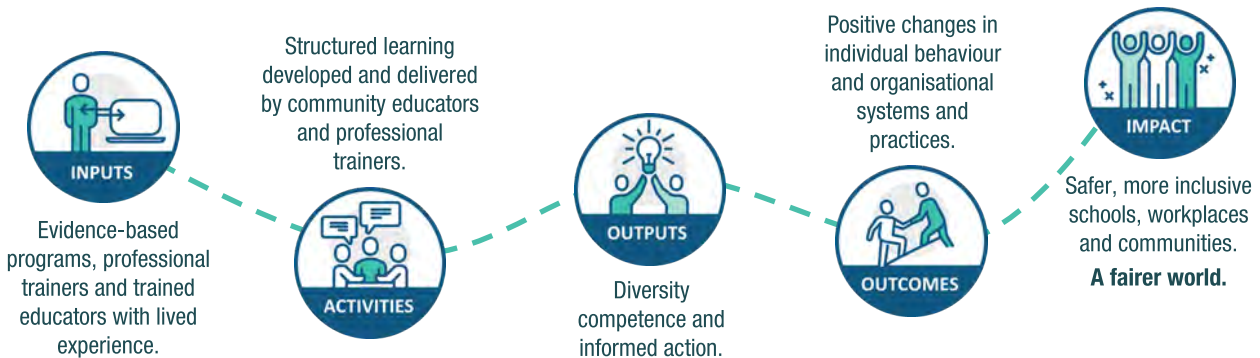
Over the 2021/22 financial year, COVID continued to impact the capacity of both schools and workplaces to engage with our programs. Without the previously available Government COVID subsidies this has significantly affected our financial results. Fortunately, we have recently seen an upsurge in demand and our budget estimates for the new financial year are healthier.

Also likely to positively impact future sustainability, has been more time to focus on strategic planning and the evolution of new programs and services. This has seen the development of a theory of change to better describe our work and impact - see diagram below.

Other achievements that will set us in good stead for the future are formalising our name (previously A Fairer World was only a trading name), updating our constitution, achieving Deductible Gift Recipient status for the whole organisation, and broadening our management structure for staff and volunteer involvement. In 2023 we will continue this change with new Management Committee members from more diverse backgrounds.

My great thanks as always to the staff, Committee members and volunteers who have stayed with us through these challenges, and without whom our work would not be possible.

How we create change



Robin Bowden



Once again we are farewelling Robin Bowden as a member of our Management Committee. I write “once again”, as Robin tried to retire about a decade ago, but was persuaded to stay and help us through significant changes occurring at that time. Robin has been on the Management Committee since the organisation started in 1985 and has filled many roles, including President for more than one term. She has also been a regular volunteer in the office, taking on the significant task of archiving. Most notable for me, is that Robin has been our HR person since I became Coordinator in 2003. In this role she has undertaken the annual staff and volunteer reviews as well as providing significant support to me personally.

Robin is a social worker by profession and her career has encompassed varied roles in this field, many with the Australian Public Service working with migrant and Aboriginal communities. Her volunteer community service has included Hobart City Mission (47 years as a Board member), Lifeline (46 years as a volunteer counsellor), St John’s Presbyterian Church (50 years), and Australian Association of Social Workers (51 years). Among her numerous awards are a Tasmanian Human Rights Award (2002) and Outstanding Contribution LIFE Award, Tasmanian Suicide Prevention Network (2017).

Robin, it’s difficult to thank you for so many year’s of support, but we hope to retain your wise counsel when needed, and there’s always more archiving to be done!

Patrons

This year we thank our patron, **Her Excellency the Honourable Barbara Baker AC, Governor of Tasmania**, for hosting two events for us at Government House. The first was an Inclusion Forum on 11th May attended by 25 workplace representatives. Whilst numbers and movement were limited at that time, the event was clearly valued by participants who on average rated the experience 91%. The second event is in planning at the time of writing this report — an opportunity to celebrate A Fairer World and thank all of our members, supporters and clients on 12th December. We hope to see you there!

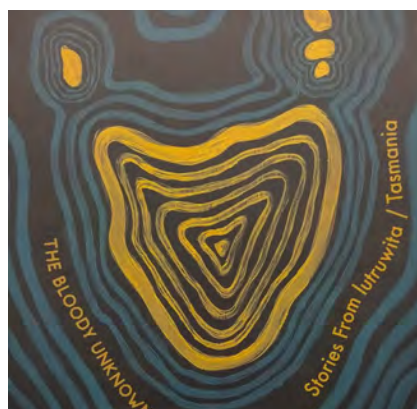


Thank you also to **Robin Banks** (human rights lawyer, community activist, and former Tasmanian Anti-Discrimination Commissioner), who has continued her significant contribution to A Fairer World by assisting in the co-design and co-delivery of our Diversity & Inclusion Training Program for workplaces. Robin has now worked with us to re-develop the second and third of our workplace workshops — *Unconscious Bias* and *Inclusion Strategies* — to strengthen their impact through the inclusion of the voices and experiences of those who have faced barriers and been excluded. Thank you Robin!



New MAD Star

Madeleine Rojahn is donating the proceeds of her first book, *The Bloody Unknown*, to A Fairer World. Maddy's beautiful book, which tells the stories of migrants to Tasmania in order to foster positive connections in society, can be purchased at Fullers Bookshop or The Hobart Bookshop. So far, sales have raised \$2,790 towards our work, which makes Maddy a MAD Star!



Committee & staff

Staff (all part-time or casual)

Helen Hortle, Coordinator
Jodie Epper, Educational Leader
Sharifah Emalia Al-Gadrie, Hobart Human Library Manager
Caitlin Eiszele, Administration Officer
Elsa Gebremedhin, General Assistant

Professional services

Robin Banks, Rights & Inclusion Consultant
Dr Sarah Stewart, Education Consultant
Bentleys Tasmania, Auditors
Matt Gray, iTrain, mental health training

A Fairer World Management Committee

Barb Mawson, President
Robin Bowden, Vice President
Wendy Evans, Treasurer
Abi Binning, Secretary
Suzanne Schulz
Helen Hortle
Jodie Epper
Sharifah Emalia Al-Gadrie

Global Learning Resource Library Committee

Barb Mawson, Chair
Wendy Evans, Treasurer
Abi Binning, Secretary
Sharifah Emalia Al-Gadrie

New Honorary Members

We are delighted that the following people have been conferred with Honorary (life) membership of A Fairer World.



Andy Gall: Honorary membership awarded for outstanding service as a human 'book'. Andy has presented at over 140 workshops! Read Andy's story at www.afairerworld.org/andy.

Wendy Evans: Honorary membership awarded for outstanding service to A Fairer World as Treasurer. Wendy has been on our Management Committee as Treasurer for eleven years. She also regularly runs fundraising BBQs for us at Bunnings, for which she co-opts members of Soroptimist International Australia (of which she is the National Representative) as well as A Fairer World volunteers. Thank you Wendy and thank you Soroptimists!

Members

Honorary members

Maureen Aiken, Robin Bowden, John Carpenter, Mary Dickins, Helen Hortle, Cheryl Hughes, Ros Lewis, Karen Reid, Doreen Shenman, Yabbo Thompson, Professor Kate Warner AC (also Ambassador)

Individual members

Hon Elise Archer MHA, Senator Catryna Bilyk, Abi Binning, Carol Bristow, Valerie Cameron, Glynis Flower, Olivia Hogarth, Daniel Hulme, Charlotte Jones, Natalie Lees, Ari Braz Magalhães, Barbara Mawson, Mike McCausland, Steve Robinson, Diana Shaw, Suzanne Schulz, Deidre Tan, Donna Woodleigh

Staff & volunteer members

Robyn Aitken (teacher), Sharifah Emalia Al-Gadrie (Hobart Human Library Manager), Rosa Brammall (librarian), Caroline Cochrane (librarian), Antony Cox (general), Caitlin Eiszele (Admin Officer), Jodie Epper (Educational Leader), Emma Galaz (comms), Jessica Grace-Conroy (comms), Elsa Gebremedhin (general assistant), Megan Hale (librarian), Mick Hortle (general support), Maut van Hulst (mentor), Sue Kitto (teacher), Andy Kowaluk (mentor), Joanna Sinclair (librarian), Fengjing Xu (librarian)

Human 'book' members

Amin Ali, Rose Anderson, Michaela Broderick, Joshua Cooper, Andy Gall (also Honorary member), Lisa-Ann Gershwin, Shivangi Gheewala, Jasper Godden, Manika Gurung, Erenie Hiras, Emma Horton, Sam Horton, Donna Kenny, Tendayi Makwehe, Janelle McMillan, Stuart McPherson, Luisa Mejia, Ricky Meerding, Amber Meredith, Emma Missen, Paul Pritchard, Jenny Qian, Glenda Radcliffe (also Honorary member), Marziyeh Riazi, Wadeed Salboud, Maria Saracino, Amay Scott, John Stevens, Fiona Strahan, Deborah Thompson, Anneli Valkama, Robin Wilkinson AM (also Honorary member), Chloe Whitby,

MAD Visionaries & members

(Donations of \$5,000+)

Ian Newman (also Honorary member & Ambassador), Geoff Harper

MAD Stars & members

(Donations between \$1,000 and \$4,999)

Robin Banks & Michael Small, Sarah Gelbart, Jonathon Pyefinch, Madeleine Rojahn

MAD Friends & members

(Donations between \$500 and \$999)

Wendy Evans (also Honorary member), Duncan Kerr Chev LH, Lesley Mackay, Sally & Gerry McGushin, Dr Robyn Moore, Cassy O'Connor MP, Hon Meg Webb MP

Household members

Jeremy & Gina Olivieri

School members

Bothwell District High School, Cosgrove High School, Cygnet Primary School, Dover Primary School, Franklin Primary School, Geeveston Primary School, Glen Huon Primary School, Huonville High School, Huonville Primary School, Kingston High School, Montrose Bay High School, Sorell School, St Helens District High School, Taroona Primary, The Cottage School, The Friends' School, Triabunna District School, Woodbridge School

Organisational members

Anglicare Tasmania, Global Learning Resource Library, Multicultural Council of Tasmania, Positive Lives, Soroptimist International of Hobart, Tasmanian Conservation Trust, Tasmanian Forest & Forest Products Network, Working It Out, Youth Network of Tasmania

Enabling everyone to achieve their full potential

The heart of all our work is to recognise the lived experience of those who have faced systemic barriers and support them to achieve their full potential. A Fairer World's volunteers and community educators tell us that they benefit in many ways from being involved in our programs. Increased self-confidence, resilience, validation of experiences, meaningful work and improved public speaking skills are often reported. Other volunteers have gained employment or started further education - outcomes that they once thought were impossible.

We aim to embed our values in how we work - and one way we can do this is to include diverse people and perspectives across the organisation. In 2023, we welcome five new members to our Management Committee - two human 'books', a long-term volunteer and two new people with strong community experience.

Included below are the stories of four of our volunteers who describe the impact of their involvement with A Fairer World.

Community Educator Training Program

We were excited this year to be able to deliver Course 1 of our Community Educator Training Program in partnership with Disability Voices Tasmania. Alongside this targeted training, we also delivered a number of other training opportunities for existing and prospective human 'books'.

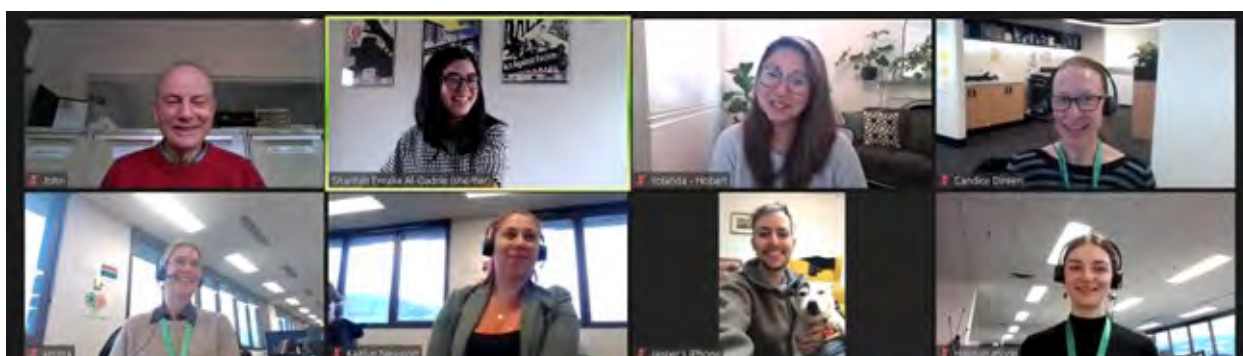
Course 1 is designed to equip participants with essential skills in personal storytelling, emotional safety and empathy building that will enable them to become confident as human 'books' in the *Hobart Human Library*. Many trainees find these foundational skills empowering, one participant put it this way:

"I found the process of sharing my story so helpful. It's difficult to describe but I would say there was a sense of validation of my feelings and experience that can be difficult to find. It was very reassuring that this process is exactly what I was hoping it would be."

In 2022, 10 people undertook the foundation training and so far six have been welcomed as part of the *Hobart Human Library* team — Jasper, Deborah, Jenny, Lisa, Josh and Donna. Others continue to be supported to develop their stories.

Other courses in the program allow human 'books' to train for the new *Inclusion Forum* format, and also to upskill to co-present the *Unconscious Bias* and *Inclusion Strategies* workshops. All units in the Community Educator Training program are available both virtually and in-person.

Below: Virtual *Inclusion Forum* with Spirit Super staff around the country facilitated by Emalia (top row, second from left) and assisted by human 'books', John (top left) and Jasper (bottom row, second from right).



Emma

Emma is a human 'book' and has recently been nominated for our 2023 Management Committee.

Emma joined the *Hobart Human Library* as a book in early 2021, hoping that sharing her story of invisible illness would help people think about diversity and inclusion more expansively.



Above: Emma Missen, a human 'book' who will join the A Fairer World Management Committee next year.

Emma has the story telling bug and has also been a lived experience speaker with Beyond Blue since 2014.

Emma has loved every minute of her involvement with A Fairer World to date, especially getting to know the stories of, and learning from, her fellow human 'books'.

In her professional life, Emma is a policy analyst in the Tasmanian Government, working across a range of policy areas, notably climate change and energy.

Emma is excited to become a Management Committee member where she will draw on her policy and government sector expertise. Into the future, she hopes to contribute to extending A Fairer World's impact in schools, workplaces and the wider community, and assisting with sustainability.

Sue

Hobart Human Library librarian, student mentor, researcher, typist, Sue has undertaken many roles in over 3 years as a volunteer with A Fairer World.



Above: Sue Kitto volunteers in the office and in schools.

Sue first came to our office to offer her time in May 2019. As a teacher for over 30 years, one of Sue's key passions was working with disadvantaged students. With this background, Sue has been able to assist in many aspects of our work. As a librarian with the *Hobart Human Library* Sue helps prepare for workshops and attends to help make sure that the human 'books' and 'readers' are all looked after. As a mentor with the *Let's Get Together* program, Sue assists with events in schools (Community Diversity Expo, Ideas Expo, Student Action Day and mentoring students with their action projects). Sue has also been invaluable in the office researching resources for our student webpages, cataloguing materials and collating feedback from workshops. Sue says,

"A Fairer World was the right place for me. I have always had a passion for cultural diversity, having been an exchange student, and it is nice to give back where I can. I have found everyone associated with AFW to be friendly, helpful and supportive."

Book report: Deborah

Deborah

What's it like to be under the control of an abuser, a man who professes to love you, yet abuses you daily for 25 years? It's like being in a war zone.

Deborah Thomson is an author of two books detailing her lived experience of family violence and coercive control. She is physically disabled and can no longer work in paid employment, so devotes her time advocating for victims of domestic violence through Engender Equality, a not-for-profit organisation based in Tasmania.

Deborah answered a call out for new human 'books' with A Fairer World. Although living in the Northwest of Tasmania Deb is able to attend events all over the state via Zoom. Deborah is also a human 'book' for Living Library Launceston, an organisation that mainly delivers presentations in secondary schools.

Deborah wanted to be a human 'book' to reach out to the youth demographic. As young people they do not have the knowledge adults do for recognising the subtle forms of partner abuse; by informing young minds Deborah feels that this may prevent teens from embarking on an abusive relationship themselves. Deb says,

"We make a difference when we use our voices to instigate positive change. Being a human 'book' for A Fairer World does exactly that! Very empowering."



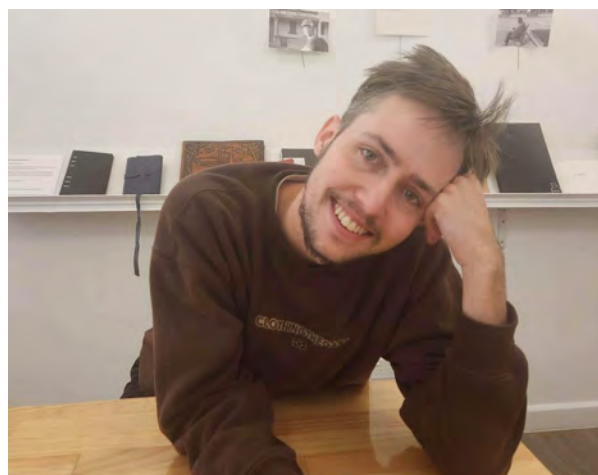
Above: Deborah advocating for change at a rally in Burnie.
Photo credit: The Advocate

Book report: Jasper

Jasper

"I found myself in my first training session for the Human Library in March of 2022. With a background in spoken word performance and a passion for social justice, I felt like a good fit for A Fairer World's human library initiative (although nervous). With the help of Emalia and the training provided I was on my feet in no time!"

My story is one of trauma and mental health and how as individuals we can advocate for ourselves and grow from hardship. I never imagined just how rewarding this experience would be for me. Having a room full of highschoolers relating and invested in my story. Speaking at workplaces and seeing how open the discussion of mental health has become and how at the end of the day people just want to help one another. Every day you get to see the education and its effects on people."



Above: Jasper

"Being a human book and being able to represent people with borderline personality disorder as complex and diverse people has been a huge highlight for me this year. Not to mention the wonderful team and spirit we have between us."

Life journeys told by students from refugee and migrant background

Students Against Racism

This year the Students Against Racism group worked in partnership with TasTAFE on a new project, *Opening Doors*, which is funded by the Scanlon Foundation.

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

Living in Between

In 2022, 20 students worked with founder and manager of Students Against Racism, Gini Ennals, to develop their own *Living In Between* cross-cultural workshop. The presentation allows students to share the story of their journey to Australia and their life now. Through this process they develop skills in public speaking, teamwork and English communication.

Living in Between workshops were presented with 12 different schools in 2022, as well as with trainee teachers, TasTAFE students and staff, Tasmania Police recruits and at Risdon Prison. One teacher wrote,

"I had amazing feedback from our students. It was such a powerful addition to our learning about migration."

Funds raised from the workshop presentations were used for a trip to Melbourne where the group swapped workshops with the Courage to Care team, who are family members of survivors of the Holocaust.



Above: Members of the Students Against Racism getting to know mentors as part of the *Opening Doors* project.



Award

Students Against Racism have added **2022 Hobart City Council Community Initiative of the Year** to their many awards. It was won for *challenging audiences to examine the causes and consequences of racism and how to combat it, while empowering group members in the process.*

1,320 people attended 30 workshops



Above: Founder Gini Ennals accepts the award with Students Against Racism members, Sussie Youssef and Manisha Bista.

"The presenters have grown in many ways but it is their support of each other and the discussions, questions and ideas that flow after the workshops that are the highlight for me. It is an absolute privilege to work on this project and the support and guidance we get from A Fairer World makes this all possible."

Gini Ennals

Diversity and Inclusion training program

Inclusion Forum

The *Inclusion Forum* is our COVID-safe version of the *Hobart Human Library* workshop and has proven very popular with workplaces. This may also be because the virtual delivery option allows people to participate from anywhere in the state. More recently, in a series of forums for Spirit Super staff, there were participants from across the nation. In the New Year we hope to announce another national initiative with new partners, The LOTE Agency.

The *Inclusion Forum* is designed to provide workplaces with an easy first step in their diversity and inclusion journey. Forums can be from 60 to 120 minutes and involve 2 to 4 human 'books'. Their aim is to motivate participants to learn more about diversity and inclusion and also to provide them with actions that they can put into effect immediately to include and support others.



"Before this forum I had not heard an explanation as to why people add their gender pronouns to their profile/contact information. Now that I understand, I will look at adding mine to my profiles/contact information in a way that also helps others understand too."

Department of Treasury and Finance staff member after *Inclusion Forum*



Below: *Inclusion Forum* with TasCOSS staff. Presenting (from left) Emalia, Robin, Diana, John and Emma.

Unconscious Bias workshop

We hope the increasing number of forums means that workplaces will soon be ready for the next step in their journey, learning how our brains work, why unconscious bias is a barrier to inclusion in all workplaces, and personal strategies to disrupt and mitigate the effects of bias.

Broaden consumed media • Watch for inclusion and biased language • Take the time to think slowly and question why I think & act the way I do • By having a greater understanding of my biases I will be able to redirect energy to ensure I remain inclusive • Keeping an eye on each other. Calling out the behaviour & keeping each other accountable.

A sample of answers by Aurora Energy staff to the question, How will you apply what you've learned today?" after an *Unconscious Bias* workshop.



Inclusion Strategies

The final stage in the journey, at least the training part of it, is learning about strategies that can be employed in the workplace to reduce the likelihood of biased decision-making. Participants are introduced to the theory and practice of inclusion nudges and, using a World Café approach, apply these to work activities in their own organisation.

As with all our workshops, *Inclusion Strategies*, is co-designed and co-delivered



Above: Simone Zell from TasCOSS was happy to provide feedback about the diversity and inclusion workshops for a short video made by our talented Admin/IT Officer, Caitlin. Watch at https://youtu.be/fX17Qroi_7Q

by professional inclusion trainers and community educators (human

'books'). It is the doing section of our "Feel (affective), Think (cognitive), Do (active)" training model, although the real doing work starts when an organisation develops and implements the ideas initiated in the workshop.



Excellent as per all other work •
Valuable ideas & considered
approaches with respect for all •
Knowledgeable presenters, good
content • Really appreciated the
practical tips & discussion.

TasCOSS staff after *Inclusion Strategies* workshop

Inclusive Language online course

The Inclusive Language online course has been developed in partnership with Service Tasmania, specifically to suit the needs of their Customer Service Staff around Tasmania.

The course is delivered over seven 45-minute online and virtual sessions. Those participating in courses this year, have also had the opportunity to input to the development of a handy set of *Respectful Language Quick Guides* for use by all staff.

This is all very new territory for
me so the information is very
valuable for my personal life
and going forward in my
current employment. You tend
to not think about these sorts
of things in your normal
everyday life.

Service Tasmania online course participant

Workplace training team

Community educators - see human 'books' page 6
Professional trainers - Robin Banks, Helen Hortle,
and Sharifah Emalia Al-Gadrie
Admin/IT - Caitlin Eiszele

Participating workplaces 2022

Aurora Energy
Department of Health
Department of Treasury and Finance
Relationships Tasmania
Service Tasmania
Spirit Super
Sustainable Timbers Tasmania



Above: Inclusive Language online course with Service Tasmania staff.

Building a culture of wellbeing and respect in Tasmanian schools

Research shows that there is a strong connection between school climate, student wellbeing and academic outcomes. When students feel unsafe, marginalised or not included at school, they are less likely to attend, more likely to display disruptive behaviours, and their educational attainment is lowered.

Over the last three years, the pandemic has significantly impacted mental health across the Tasmanian community, particularly in young people and those who are already vulnerable as a result of disability or health condition. COVID-related school closures have disrupted school programs and led to increases in discrimination, isolation and bullying in schools. These factors contribute to a cycle of student disengagement and threaten educational outcomes.

A Fairer World recognises that schools vary significantly in terms of their capacity to address these complex issues and build a school climate that fosters student wellbeing, respect and inclusion. Our proposed solution is to support schools with a suite of programs that can meet their current needs wherever they are on their *Wellbeing and Respect Journey*.



Inclusion and Resilience Forums

As part of this suite of programs and in response to the COVID-related disruption in schools, A Fairer World worked with teachers to develop a shorter (60 minute), flexible, COVID-safe workshop, the *Inclusion Forum*.

The forum supports the curriculum, is run on-site by A Fairer World, and provides schools with a means of maintaining the momentum of their *Wellbeing and Respect Journey*.

To facilitate the forum, an A Fairer World staff member visits the school and introduces three human 'books', who join via Zoom. Each human 'book' tells their story (on themes such as culture, gender and sexuality, physical and invisible disability) and answers students' questions. To get students active, there is also a powerful activity that gives students a 'taste' of being excluded. Teachers are provided with follow-up activities linked to the curriculum.

Schools jumped at the opportunity to host these forums and, with the assistance of funding from the Department of Education, 59 *Inclusion Forums* and 2 *Hobart Human Library* workshops were delivered to 1325 students around Tasmania in 2022. As COVID restrictions have eased, some of these are being delivered face-to-face.

In 2023, a similar forum, with the human 'books', but with a focus on resilience, will also be available to schools in flexible delivery modes.



1,325 students
attended forums
and workshops
in 2022



Above: Paul Pritchard tells his story at Bothwell District High School from behind a clear face mask at the only *Hobart Human Library* workshops in 2022. We subsequently moved to *Inclusion Forums*.



Above: *Inclusion Forum* at Taroona Primary School with human 'books' John, Natasha and Andy.

What students say

"I learned the value of inclusion no matter of appearance."

Devonport High School student

.....

"Including people can change their day and life. Treat people how you want to be treated."

Oatlands District School student

.....

"Make sure I think before I say/do things."

Campania District School student

.....



Above: Students at Glen Huon Primary School enjoy the "Crown activity" during their *Inclusion Forum*.

What teachers say

"Students learnt that friendship is very powerful. Positive talk can change how you see yourself."

Goodwood Primary School teacher

.....

"Resilience, above all else, but also the importance of inclusivity & a reminder of the deep inner life of all human beings."

Montrose Bay High School teacher

.....

"I think that the students learned that the words they use and the way they treat someone can deeply and genuinely affect that person's thoughts, feelings and lives."

Risdon Vale Primary School teacher

10/10 most frequent
rating by students
for forum quality.
80% average.

Participating schools 2022

60 forums & workshops in 19 schools

Bothwell District High School years 4-11 (2)
Campania District School years 8 & 10 (2)
Cosgrove High School year 7 (4)
Cygnet Primary School year 6 (1)
Devonport High School years 7 & 8 (8)
Dover District School years 5 & 6 (1)
Glen Huon Primary school years 5 & 6 (1)
Goodwood Primary School year 6 (1)

Huonville High School year 7 (3)
Huonville Primary School years 5 & 6 (4)
Montrose Bay High School year 7 (6)
Oatlands District School year 7 & 8 (1)
Princes Street Primary School year 6 (4)
Risdon Vale Primary School year 6 (2)
Sorell School year 7 (4)
Taroona Primary School year 6 (4)
Taroona High School year 7
The Hutchins School and St Michael's Collegiate year 10 (6)

Let's Get Together Program



Let's Get Together aims to create more respectful school cultures, address discrimination and bullying, and build diversity competence in students. It does this by exposing students to a range of learning experiences that develop their knowledge (of stereotypes and discrimination), skills (in collaboration and taking upstander action), and dispositions (to value diversity and behave responsibly). Core principles embedded in the *Let's Get Together* program include transformative learning about real world issues, student-led research with a solutions-focus, and enabling student voice and agency.

Since its inception in 2014, it has reached over 3000 students from years 5-9, in schools across Southern Tasmania.

In early 2022, due to increased COVID-related disruptions in schools, schools previously committed to the *Let's Get Together* program found themselves unable to continue with the full program. Fortunately we were able to work with them on reduced programs (see previous page) so that the program is at least kept alive at the schools until the situation stabilises. As the year progressed, some schools gained that stability and we were successfully able to work with them to deliver the full *Let's Get Together* program.

Participating schools 2022

Cosgrove High School year 7 (funded by Department of Education)

Huonville, Cygnet and Glen Huon primary schools year 5 and 6 (funded by Schools Plus).



School training team

Educational Leader – Jodie Epper,

Hobart Human Library Manager – Sharifah Emalia Al-Gadrie

independent evaluator – Dr Sarah Stewart

Admin/IT – Caitlin Eiszele

Human 'books' – see page 6

Student mentors & education advisers – Barb Mawson, Robyn Aitken, Andy Kowaluk, Maut van Hulst, Helen Hortle

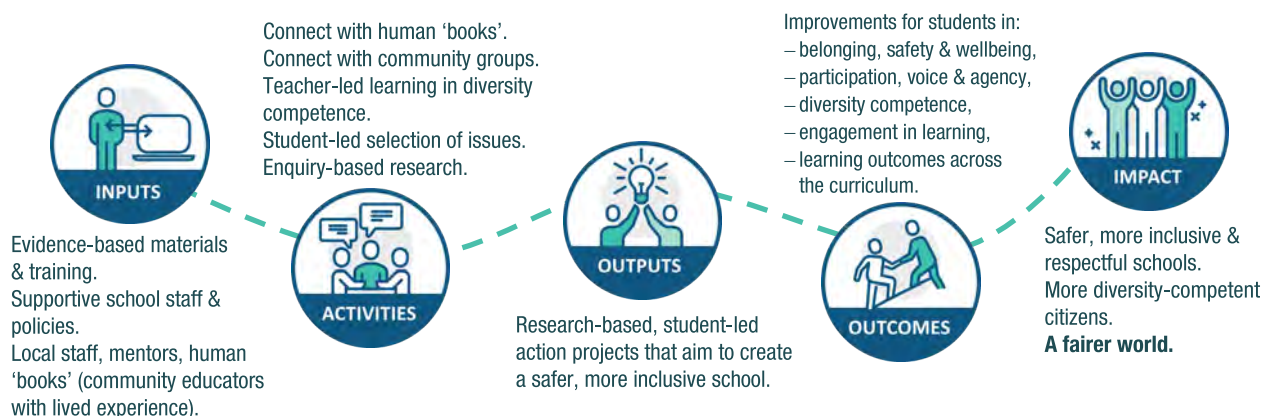
Librarians – Rosa Brammall, Finn Dransfield, Megan Hale, Fengjing Xu

Volunteers in the office – Sue Kitto, Rosa Brammall



Above: New volunteer student mentors, Andy Kowaluk and Maut van Hulst (both retired teachers), at Cosgrove High School's Action Day.

Let's Get Together theory of change





What students say

"I don't know if racism and sexism will ever go completely, but it's getting better and programs like this help."

Cygnet Primary School student

.....

"Look around the settings and try to make sure everyone has equal opportunities."

Cosgrove High School student

.....

"I didn't know about stereotyping before, now I do – just because you think something, doesn't mean it's true."

Glen Huon Primary School student

.....



What teachers say

"Students were really engaged, active and passionate about their topics, wanting to share what they had learned with others."

Glen Huon Primary School teacher

.....

"After doing the program they seem a bit more comfortable about standing up to and on behalf of others."

Huonville Primary School teacher

.....

"Some of their comments in class about gender stereotyping show that they're pulling each other up on stuff, you can see the penny dropping sometimes, they're understanding how certain comments can make people feel."

Huonville Primary School teacher



Top: Students at Cosgrove High School present on Bully Busting at Action Day. Second from top: Students from Glen Huon Primary showcase videos made by students about stopping discrimination. Third from top: Representatives of Association for Children with Disability present at the Community Diversity Expo at Cosgrove High School. Bottom: Students at Glen Huon Primary discuss sexism as part of the *Let's Get Together* program.

A Fairer World Inc &
Global Learning Resource Library Inc
Financial year ended 30 June 2022

2021/22 revenue of **\$253,537** (2020/21 \$419,939) came from:

28% grants (2020/21 30%)

53% professional fees (2020/21 54%)

19% fundraising & other (2020/21 16%)

Note that this revenue includes \$2,629 (2020/21 \$44,327) in COVID-related Government subsidies, which have been removed from the percentages to allow more accurate comparison to prior years.

2021/22 expenditure of **\$285,538** (2020/21 \$369,893) came from:

75% wages (2020/21 80%)

12% operating & projects (2020/21 10%)

5% occupancy & other (2020/21 4%)

8% school support (2020/21 5%)

Financial Report contents

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Statement by the President and the Treasurer

For the year ended 30th June 2022

The President and Treasurer of A Fairer World declare that:

1. The financial statements and notes for A Fairer World Inc, which include the Global Learning Resource Library Inc, as attached, present fairly the organisation's financial position as at 30 June 2022 and its performance for the year ended on that date in accordance with Australian Accounting Standards and other mandatory professional reporting requirements; and
2. In our opinion there are reasonable grounds to believe that the organisation will be able to pay its debts as and when they become due and payable.

This declaration is made on behalf of the Management Committee.



Barbara Mawson
President



Wendy Evans
Treasurer

Dated: 6th October 2022

A Fairer World Inc

Audit Report



Bentleys Tasmania Audit
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INDEPENDENT AUDIT REPORT TO THE MEMBERS OF TASMANIAN CENTRE FOR GLOBAL LEARNING INC ABN: 95 646 520 620

Opinion

We have audited the special purpose financial report of Tasmanian Centre for Global Learning Inc (the Association), which comprises the statement of financial position as at 30 June 2022, the statement of operations and notes to the financial statements, including a summary of significant accounting policies.

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

- a) giving a true and fair view of the registered entity's financial position as at 30 June 2022, and of its financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

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

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



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Liability limited by a scheme approved under Professional Standards Legislation.



Emphasis of Matter – Basis of Accounting

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

Responsibility of the Board for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

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

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

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

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

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



Michael Ian Derbyshire
Director

Hobart

6 October 2022

A Fairer World Inc

Statement of Operations

For the year ended 30 June 2022

	2022	2021
GRANTS & PROJECTS (details page 8)		
Balance 1st July	16,639	44,050
Less Balance 30th June	9,861	16,639
Net movement in grants & projects	<u>6,778</u>	<u>27,411</u>
Add OTHER INCOME		
Grants & projects	57,838	77,560
Interest received	1,185	3,615
Membership subscriptions	-	596
Professional fees for services	92,691	139,402
Sponsorship, fundraising & donations	2,695	6,522
Government subsidies	2,629	33,827
Sundry income	14,502	14,302
Total other income	<u>171,540</u>	<u>275,824</u>
Total income	<u>178,318</u>	<u>303,235</u>
Less EXPENSES		
Equipment & resources	798	703
Financial expenses	864	1,019
Human resource costs	151,326	213,201
Occupancy costs	6,880	7,442
Operating & project costs	50,451	50,824
Total expenses	<u>210,319</u>	<u>273,189</u>
Operating surplus (deficit)	<u>(32,001)</u>	<u>30,046</u>
Add EXTRAORDINARY ITEMS		
Donations	-	20,000
Transfers from (to) Special Reserve	-	6,600
Surplus (deficit) after Extraordinary items	<u><u>(32,001)</u></u>	<u><u>56,646</u></u>

A Fairer World Inc

Statement of Assets & Liabilities

As at 30th June 2022

	NOTE	2022	2021
ACCUMULATED FUNDS			
Accumulated Funds brought forward		96,388	27,342
Net surplus (deficit)		(32,001)	56,646
Special reserve		-	12,400
Total Accumulated Funds		<u>64,387</u>	<u>96,388</u>
This is represented by:			
CURRENT ASSETS			
AFW bank accounts		17,931	182,803
GLRL bank accounts		18,380	7,475
Bendigo term deposits		366,160	365,411
Cash on hand		139	415
Receivables	(2)	<u>34,935</u>	<u>19,024</u>
Total current assets		<u>437,545</u>	<u>575,128</u>
Less CURRENT LIABILITIES			
Creditors & accrued expenses		2,975	23,512
Revenue received in advance		4,933	5,763
Display Board Replacement provision		1,481	1,481
Staff provisions	(1B)	46,550	39,428
Global Learning Resource Library funds held in trust	(3)	500	500
Disability Voices Tasmania funds held in trust	(4)	298,783	361,086
Students Against Racism funds held in trust	(5)	8,075	9,727
Unexpended grants	(6 - 9)	9,861	16,639
Global Learning Resource Library unexpended grants	(10 - 11)	<u>-</u>	<u>5,384</u>
Total current liabilities		<u>373,158</u>	<u>462,039</u>
Working capital		<u>64,387</u>	<u>113,089</u>
Add NON-CURRENT ASSETS			
Furniture & Equipment at cost	(1C)	15,452	15,452
Less provision for depreciation		<u>15,452</u>	<u>15,452</u>
Total non-current assets		<u>-</u>	<u>-</u>
		<u>373,158</u>	<u>113,089</u>
Net Assets		<u><u>64,387</u></u>	<u><u>96,388</u></u>

A Fairer World Inc

Funds Held in Trust

For the year ended 30th June 2022

Global Learning Resource Library

	NOTE	2022	2021
GRANTS & PROJECTS (details page 9)			
Balance 1st July		5,384	12,435
Less Balance 30th June		-	5,384
Net movement in grants & projects		<u>5,384</u>	<u>7,051</u>
Add OTHER INCOME			
Donations & fundraising		28,508	12,173
Membership subscriptions		1,034	1,028
Professional fees for services		40,285	63,657
Government COVID subsidies		-	10,500
Sundry Income		8	2,295
Total other income		<u>69,835</u>	<u>89,653</u>
Total funds available		<u>75,219</u>	<u>96,704</u>
Less EXPENSES			
Equipment & resources		324	1,124
Financial expenses		702	838
Human resource costs		64,243	82,407
Occupancy costs		5,717	6,615
Operating & project costs		4,233	5,720
Total expenses		<u>75,219</u>	<u>96,704</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>

Disability Voices Tasmania

	NOTE	2022	2021
Balance of project funds at 1st July		361,086	352,532
Add grant from NDIA/DSS		206,750	206,750
Less expenses		(269,053)	(198,196)
Balance of project funds at 30th June	(4)	<u>298,783</u>	<u>361,086</u>

Students Against Racism fundraising

	NOTE	2022	2021
Balance of project funds at 1st July		9,727	766
Add income		19,191	17,303
Less expenses		(20,843)	(8,342)
Balance of project funds at 30th June	(5)	<u>8,075</u>	<u>9,727</u>

A Fairer World Inc

Project & Grant Balances

As at 30th June 2022

Projects & Grants - summary

	NOTE	2022	2021
Pathways to Opportunities 2019 & 2021	(6)	-	15,672
Women's Business 2021	(7)	-	967
Workshop subsidies and human 'book' training	(8)	9,861	-
Virtual inclusion project	(9)	-	-
Total unexpended project funds at 30th June		9,861	16,639

Projects & Grants - detailed

	NOTE	2022	2021
Pathways to Opportunities 2019 & 2021			
Balance of project funds at 1st July		15,672	36,830
Skills Tasmania grant		19,328	-
Add workshop income		509	1,070
Less expenses		(35,509)	(22,228)
Balance of project funds at 30th June	(6)	-	15,672
Women's Business 2021			
Balance of project funds at 1st July		967	7,220
Tasmanian Government Multicultural grant 2019		-	-
Add other income		1,364	5,289
Less expenses		(2,331)	(11,542)
Balance of project funds at 30th June	(7)	-	967
Workshop subsidies and human 'book' training			
Department of Education grant		38,510	31,060
Less expenses		(28,649)	(31,060)
Balance of project funds at 30th June	(8)	9,861	-
Virtual inclusion project			
Tasmanian Community Fund grant			46,500
Add Department of Education contribution from LGT grant			8,000
Add A Fairer World contribution from Special Reserve			6,600
Less expenses			(61,100)
Balance of project funds at 30th June	(9)		-

Global Learning Resource Library Inc

Project & Grant Balances

As at 30th June 2022

Projects & Grants - summary

	NOTE	2022	2021
Purchase of tech packs for volunteers	(10)	-	-
Community educator training project	(11)	-	5,384
Total unexpended project funds at 30th June		-	5,384

Projects & Grants - detailed

	NOTE	2022	2021
Purchase of tech packs for volunteers			
Balance of project funds at 1st July			495
TasCOSS Essential Technology Fund Grant 2020			
Less expenses			(495)
Balance of project funds at 30th June	(10)		-
Community educator training project			
Balance of project funds at 1st July		5,384	11,940
Community Support Levy Grant 2020		-	-
Less expenses		(5,384)	(6,556)
Balance of project funds at 30th June	(11)	-	5,384

A Fairer World Inc

Statement of Cash Flows

For the year ended 30 June 2022

	2022	2021
Cash flows from operating activities		
Operating surplus (deficit) after extraordinary items	(32,001)	56,646
Adjustments for:		
Interest received	(1,185)	(3,615)
Decrease (increase) in receivables	(15,911)	(5,583)
Increase (decrease) in payables	(105,582)	(18,352)
Transfer to (from) Special Reserve	-	(6,600)
Cash generated from operations	(154,679)	22,496
Cash flows from investing activities		
Interest received	1,185	3,615
Cash generated from investing activities	1,185	3,615
Net increase in cash and equivalents	(153,494)	26,111
Cash and cash equivalents at 1st July	556,104	529,992
Cash and cash equivalents at 30th June	402,610	556,104

Statement of Changes in Equity

For the year ended 30 June 2022

	2022	2021
Accumulated Funds		
Balance at 1st July	83,988	27,342
Net surplus (deficit) for year	(32,001)	56,646
Balance at 30th June	51,987	83,988
Special Reserve		
Balance at 1st July	12,400	19,000
Transfer to (from) reserves	-	(6,600)
Balance at 30th June	12,400	12,400

A Fairer World Inc

Notes to and forming part of the Financial Statements

For the year ended 30th June 2022

1. Summary of significant accounting policies

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

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

(A) Income tax

A Fairer World Inc is exempt from Income Tax.

(B) Employee entitlements

At 30th June 2022, A Fairer World Inc employed four part-time staff members on contract, 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 2022. All other interest is recognised when credited to bank accounts.

(E) Unexpended grants

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

2. Receivables

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

3. Global Learning Resource Library Inc fund

During 1999/2000 a Library Fund was set up to accept tax deductible donations for the purchase of library resource materials. In 2006 the name of the Fund was changed to the Global Learning Resource Library and in 2012 the Association was incorporated. In accordance with a resolution of the committee of the Global Learning Resource Library Inc on 7 September 2011, when there is sufficient money in the Library Fund it is to reimburse A Fairer World for its share of occupancy costs, library staff and volunteer costs. At 30th June 2022, \$500 remained in the Fund.

4. Disability Voices Tasmania

In February 2020, A Fairer World Inc auspiced a three-year *Information, Linkages and Capacity Building Program* grant of \$827,000 from the National Disability Insurance Agency for the establishment of Disability Voices Tasmania. In October 2020, all grants under the *Information, Linkages and Capacity Building Program* were transferred from the National Disability Insurance Agency to the Department of Social Services. At 30th June 2022, \$827,000 had been received, of which \$298,783 remained unspent.

5. Students Against Racism

A Fairer World Inc has a partnership with the Students Against Racism to run the *Living in Between* project. From time to time the students fundraise for activities outside the funded program and because they do not have a bank account, A Fairer World holds these monies on their behalf. At 30th June 2022, \$8,075 remained in the Fund.

6. Pathways to Opportunities 2019-21

In 2018, a grant of \$128,853 was approved by the Tasmanian Government through Skills Tasmania for the Pathways to Opportunities project to be run in partnership with the Students Against Racism over two years (2019 and 2020). As a result of COVID the 2020 component was postponed until 2021. At 30th June 2022, \$128,853 had been received and all funds had been expended.

7. Women's Business 2021

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

8. School workshops subsidies and human 'book training

In September 2020, a grant of \$31,060 was received from the Department of Education to subsidise the cost of Hobart Human Library workshops for schools (including the cost of trips to rural and regional areas of Tasmania) and to assist in the recruitment and training of human 'books'. In August 2021 a further \$38,510 was received from the Department. At 30th June 2022, \$9,861 of these funds remained unspent.

9. Virtual inclusion project

In February 2021, a grant of \$46,500 was received from the Tasmanian Community Fund for a virtual inclusion project, to build an online learning platform. As part of the grant requirements, A Fairer World Inc contributed \$6,600 from its Special Reserve and \$8,000 from a grant from the Department of Education towards the project. At 30th June 2021, the grant had been fully expended.

10. Purchase of tech packs for volunteers

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 volunteers. At 30th June 2021, the grant had been fully expended.

11. Community educator training project

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

12. Related Parties

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



**A
FAIRER
WORLD**

Learn - Connect - Act

Annual Report of A Fairer World Inc
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