



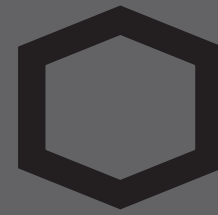
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# THE ETHICS CENTRE

Annual Report 2020–21



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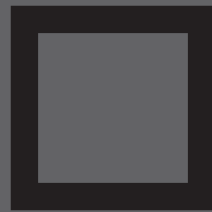
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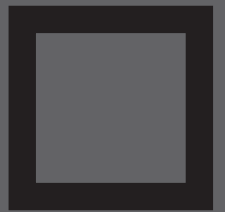
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# Contents

<b>02</b>	<b>In Challenging Times Ethics Can Help</b>
<b>04</b>	<b>Reflection on 2020-21</b>
<b>06</b>	<b>Highlights of 2020-21</b>
<b>08</b>	<b>Our Vision &amp; Strategic Pillars for Change</b>
<b>10</b>	<b>Good Decision Making</b>
<b>14</b>	<b>Building &amp; Maintaining a Civil Society</b>
<b>20</b>	<b>Revitalising Australia's Ethical Infrastructure</b>
<b>24</b>	<b>Fundraising &amp; Membership</b>
<b>26</b>	<b>Our Theory of Change</b>
<b>27</b>	<b>Looking Forward</b>
<b>28</b>	<b>Financial Performance</b>
<b>30</b>	<b>Governance</b>
<b>32</b>	<b>Our Supporters</b>



**ETHICS IS  
AT THE CENTRE OF  
BEING HUMAN.**

# In Challenging Times Ethics Can Help

What helps you through a difficult decision?

ARTICLE – BEING HUMAN  
Five steps to help you through a difficult decision

Should an employer set vaccination as a condition of employment?

ARTICLE – LIFESTYLE + HEALTH  
Vaccines: compulsory or conditional?

ARTICLE – ENVIRONMENT  
Space: the final ethical frontier

What responsibility do we owe space?

ARTICLE – RELATIONSHIPS  
What do we want from consent education?

How can we better talk about consent?

Are certain actions unforgivable?

ARTICLE – BEING HUMAN  
Are there limits to forgiveness?

What counts as a good outcome and how will you know?

ARTICLE – BEING HUMAN  
Three ways philosophy can help you decide what to do

ARTICLE – BEING HUMAN  
Enwhitenment: utes, philosophy and the preconditions of civil society

Are we still living in a white Australia?

ARTICLE – BEING HUMAN  
Living well or comfortably waiting to die?

Is life something we have, or something we do?



## What does the pandemic say about the way society operates?



ARTICLE – BEING HUMAN  
The truths COVID revealed around consumerism

## Why should the environment be given ethical status?



ARTICLE – ETHICS EXPLAINER  
The Last Man on Earth



ARTICLE – ETHICS EXPLAINER  
Love & Morality

## Do love and morality ask us for different things?



ARTICLE – LIFESTYLE/HEALTH  
Being a little bit better can make a huge difference to our mental health

## How can we all do better ethically?

## Can one person make a difference?



ARTICLE – POLITICS  
What's the use in trying?

## How can ethics help us navigate the road ahead?



ARTICLE – BUSINESS + FINANCE  
There's something Australia can do to add \$45b to the economy. It involves ethics.



ARTICLE – LEADERSHIP  
It's time to take citizenship seriously again

## What makes a good citizen?



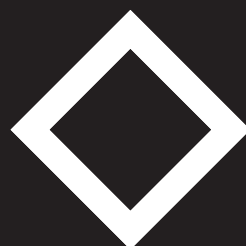
ARTICLE – ETHICS EXPLAINER  
Liberalism

## Who should decide how you live your life?

# 2020-21 Reflection



UNCERTAINTY



ACCOUNTABILITY



COMMUNITY



CLIMATE

**This past year has seen a steady increase in awareness of the role of ethics in everyday life. In one sense, this growth in awareness has been unavoidable.**

Whether it has been the daily challenges of coping with the COVID-19 pandemic, or growing concern about the threats posed by climate change, or working to hold accountable those who use public funds for private political purposes – hardly a day goes by without some new ethical issue emerging. Some of these issues arise at a national level and involve the most powerful people in the land. We might suppose that they have always had more than their fair share of ethical challenges.

However, of late, we are all facing increased challenges in the most ordinary aspects of our lives; when and where to use masks, how to give our children the best lives during lockdown, whether or not to be vaccinated, how to engage with people who hold different views on these topics, and many more.

All of this has led to increasing levels of ‘moral fatigue’ – and the associated desire to be relieved of the need to make decisions. This is a dangerous time for any society and especially for a democracy.

The Ethics Centre resolutely opposes those who encourage us to lay down our responsibility to decide matters for ourselves. We realise that an ‘examined life’ can be more difficult than one defined by adherence to mere habit or by deference to the judgement of others. Yet, we would argue that the reward for doing so is to experience our humanity in its fullest form. It is this conviction that animates all that we do.

That is why we continue to invest in the capacity of our Ethicall service – which is going from strength to strength thanks to funding from major donors and the community that supports our work. This is also why we develop public programs, like the Festival of Dangerous Ideas.

Across all of our work, we aim to assist individuals and groups to make better decisions and thus, to help make a better world. It is this ‘internal logic’ that integrates the work of the Centre over so many fronts.

Each part is connected to the whole by a simple question: how will this help people to make better decisions?

We like to think that our approach to ethics is justified by reference to what makes us human. In that sense, an examined life is worth living – even if it does not produce a large impact in the world. Yet, although living an ethical life can be defended in terms of its intrinsic value, it is possible that it may also have instrumental value.

This possibility led the Centre to ask Deloitte Access Economics a simple question: “To what extent does ethics have an impact on the economy?”. The resulting report, **The Ethical Advantage**, stunned us. It’s not just the ‘headline’ figure – estimating that a ten percent improvement in ethics, in Australia, would generate an annual increase in GDP of \$45 billion. Of equal importance was the finding that economic prosperity increases and decreases in line with a nation’s ethics. That is, one does not need to be perfect to enjoy the ‘dividend’, one need only be better.

That is something that every one of us can grasp and contribute to – if only a tiny amount at a time.

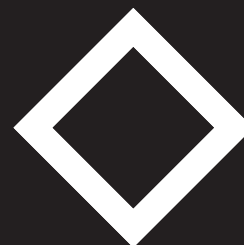
CHANGE



VACCINATION



POLITICS



DIFFERENCE



**We do not have to be saints or heroes. We do not have to aim for a level of perfection that is always just beyond our grasp. We just have to be a little bit better.**

None of this needs to wait until we are old and (hopefully) wise. It's possible to learn the skills of being human from an early age. Thus, the importance of Primary Ethics – and our more direct initiative to develop methods and resources for integration into the secondary school curriculum. Thus, the partnership with Relationships Australia to develop the Moral Courage program to assist young adults at school, as they meet the challenges of building and sustaining mutually respectful relationships. Thus, our plans to invest far more heavily in our engagement with younger generations of Australians – by building on their remarkably natural affinity with the topic of ethics.

Like everyone else, we have needed to adapt to the changing world. Some of this has been caused by COVID-19. Some has been the product of people coming and going. Each of those who have left our ranks has made a significant contribution to our work. Each deserves separate mention. However, three people should be singled out in particular due to their long association with the Centre and significant impact on our work: Dr Matt Beard, Sarah Munro and Ed St John. Matt was the only other full-time philosopher on staff. He is blessed with unusual gifts as a communicator who can take complex ethical concepts and express them in clear terms with contemporary significance. Our challenge is to find new 'Matt Beards' – and enrol them in our work. Sarah oversaw a complete renaming and rebranding of the Centre – working hand in glove with the extraordinary design team from Glider Global. Last (but not least) Ed St John served as Executive General Manager for nearly six years. He can lay claim to much of the Centre's current success.

Looking to the future, there are tremendous opportunities for the Centre to refresh its work. There is new thinking being done on the relationship between ethics and complexity. The relationships that underpin the Ethics Alliance are deepening, enriched in response to the pandemic. There are also opportunities to reframe and refresh The Banking and Finance Oath that has now been reintegrated into the Centre. We are looking forward to an extensive program of new events and content – which will leverage the live with the digital. Finally, we are looking to refresh our engagement with members and supporters.

All of this depends on the talents and work of a tremendous group of people – colleagues all, whether employed or working as volunteers. There is no pretending that the past year has been easy. It has not, and we are all a little 'bruised' by the experience. But oh what magnificent challenges lie before us.

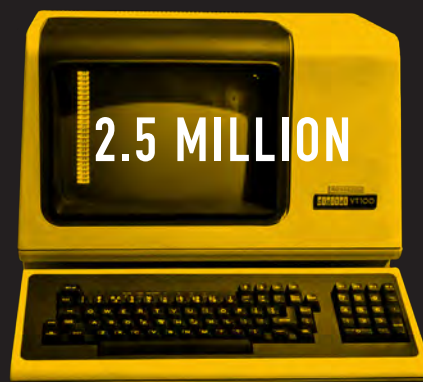
**Simon Longstaff AO**  
Executive Director



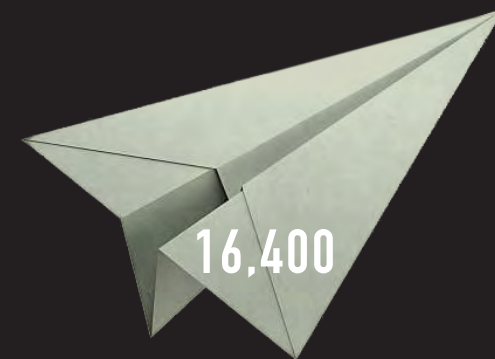
# 2020-21 Highlights



Members of The Ethics Centre, welcoming 143 more members into our community.



Website views across 900,000 visitors, a 2.6x increase in views (from 930,000 in 2019-20).



Emails sent as part of Ethics Unboxed, a new and free introductory online ethics course.



Minutes of Ethi-call counselling, an increase of 55%.



Of people who used Ethi-call reported that their call had a positive impact on their emotional and mental wellbeing, and provided a better way to think about difficult issues.



Podcast downloads, across Little Bad Thing and Festival of Dangerous Ideas, an increase of 104,000.





Fans in our social media community across Facebook, LinkedIn, Twitter, Instagram and YouTube, an increase of 25%.



Member organisations of the Ethics Alliance, a network of organisations united in embedding ethics at the centre of what they do.



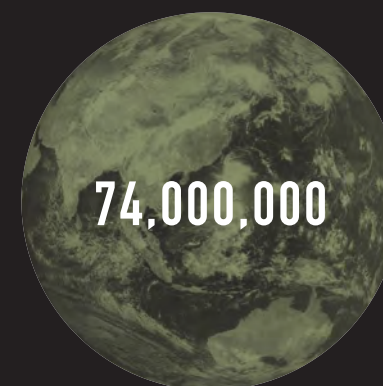
Total signatories to The Banking and Finance Oath.



Views of The Ethics Centre and Festival of Dangerous Ideas videos, a 6.8x increase in views (from 81,000 in 2019-20).



Workshops or webinars delivered virtually to organisations or professional associations throughout the year.



Potential audience reached by media coverage that featured The Ethics Centre.

# Our Vision

2020-21 was a year of continued global challenges. Our vision provides a way forward.

**A WORLD IN WHICH PRIVILEGE HAS BEEN TEMPERED  
BY FAIRNESS; IN WHICH POWER HAS BEEN CHECKED  
BY CONSCIENCE; IN WHICH GOOD AND RIGHT PREVAIL –  
FOR THE BENEFIT OF ALL.**

# Our Strategic Pillars for Change

We bring ethics to the centre of everyday life in three strategic ways:



## The Ethics Centre's role is unique.

We advocate for higher ethical standards in all areas of society; including business, politics, finance, sport, energy, the military, NGOs and more. We work to hold open civic space to debate and discuss the ideas that define our time. When people or organisations need an independent consultant on ethical dilemmas, we provide that confidential service. We provide ethics counselling to anyone who needs it.

We promote ethics to all – from children in schools, to the houses of parliament and Australia's business leaders – as a way to realise our vision for a better world.

**Let's explore how.**

# DEMONSTRATING & SUPPORTING GOOD DECISION MAKING

Our decisions shape the world, one at a time. Philosophers have examined the underlying structure of decision making. It is reflected in the core question of ethics, first posed by Socrates as 'what ought one to do?'





The challenge is that decision making is individual in nature – made from a singular viewpoint, out of habit or societal norms. Often, neither habit nor societal norms reflect what each of us ought to do. However well-intentioned we all are toward our choices, they are frequently driven by subconscious bias and conformity. Yet, decisions are collective in their impact. Each choice we make leaves an imprint on our own lives, those around us and the world at large. Choices matter.

That's why supporting good decision making is a key strategic pillar for The Ethics Centre. Because we believe that supporting Australians to make more considered, ethical decisions will lift the standard of individual, corporate and collective behaviour – for the benefit of all.



## ETHI-CALL

### Expanding the World's Only Independent Ethical Helpline

**Ethi-call**, The Ethics Centre's free independent helpline provided expert and impartial guidance to help people navigate difficult life decisions throughout the year. In 2021, thanks to donor funding, the **Ethi-call** platform and digital presence was revitalised and a new cohort of ethics counsellors were trained, doubling the service's call capacity. 96% of callers to the service reported that their call had a positive impact on their emotional and mental wellbeing, and gave them a better way to think about difficult issues. Over 15,500 minutes of counselling was delivered during the year.



## ETHICS UNBOXED

### An Introductory Online Course on Ethics

As our world continues to shift, the requirements for reflection and decision making remain paramount. **Ethics Unboxed**, a free introductory online course was created to help people understand what drives the choices they make. Launched in late 2020, **Ethics Unboxed** offered a series of bite-sized ethics lessons that relate to everyday life. Online lessons spanning topics such as moral courage, unconscious bias and ethical frameworks were delivered to inboxes twice a week across a period of five weeks. In the past 12 months, **Ethics Unboxed** has delivered over 16,400 lessons by email to over 2,000 people.



## LITTLE BAD THING

### A Podcast Series About the Things We Wish We Didn't Do

Decision making is fundamental to the human experience. Yet we don't always get it right. Our podcast series, **Little Bad Thing** profiled everyday people talking about things they wish they didn't do. Launched in late 2020, the relatable series hosted by Philosopher and The Ethics Centre Fellow Eleanor Gordon-Smith, shared the stories of eight people who made decisions they grew to regret. Looking back on moments of lying, cheating, forgiveness, blame and consent, the series ultimately revealed the complexities of being human and the power of choice. Across the financial year, **Little Bad Thing** accumulated 47,000 listens.



## ALLIANCE GATHERINGS

### A Collaborative Space for Leaders

The 34 member organisations of the **Ethics Alliance** continued to access unique insights, inspiration and core tools to help them embed ethics at the centre of what they do. Through 18 hours of virtual gatherings, the **Ethics Alliance** provided leaders from different sectors a safe environment to come together and share their challenges and ideas in a time which continued to be uncertain. Individual rights and the responsibility of employers to their staff dominated the conversations and decisions this last year. The ethics of reskilling due to COVID-19 as well as increased automation was addressed as was employee well-being. New members included GPex, Thriving Communities Partnership, Ventia and Novartis.

## ETHICS WORKSHOPS

### Guidance for Business in Challenging Times

Through our Consulting and Leadership team, we helped Australian organisations of all sizes create sustainable business outcomes and navigate complexity. The Ethics Centre delivered almost 60 workshops and masterclasses in innovative digital formats since COVID-19 and provided bespoke solutions built around purpose and values. **The Shadow Values** diagnostic helped businesses bring to light the unacknowledged, but pervasive, values and principles that are driving organisational behaviour and shaping their decisions. **Decision Lab**, a new product offering, provided a framework for boards, executive teams and key decision makers, to navigate the ethical considerations of strategic challenges facing the organisation.

**“The best Ethics sessions I have ever done!”**

Workshop Participant

**“There is no doubt that the review and subsequent report of The Ethics Centre into the governance and behaviour has been a seminal event in the organisation’s history. Change has been a recognised, but extremely difficult proposition for many years now. The changes that we have seen as a result of this report far exceed anything we thought possible only a few weeks ago.”**

Culture Review Client

# BUILDING & MAINTAINING A CIVIL SOCIETY

A civil society is an open society. One in which ideas, ideals and beliefs can be addressed openly, with mutual respect. It does not imply a society of uniformity of ideas or perspectives, rather one where discussion and interrogation of belief is not only possible, but undertaken for the pursuit of greater good.





Ethics invites engagement with alternative points of view and spaces where people can challenge their own assumptions about what ought to be done. Through connection and empathy, change becomes possible. This is only achieved by listening, questioning, discovering and interrogating the things that we consider to be true.

At The Ethics Centre we champion the examined life. We provide safe spaces where conversations can occur.

We aim to create opportunities in which people can explore ethical questions; respectful conversation, civic debate and bringing together different perspectives.





**“So really enjoying the series. I love that I can watch on from bed, I have chronic illness. I love that you share the polls so what others believe/ think and how that can change when we are asked to reflect on the hows and whys.”**

Audience Member, The Ethics Of...



## **Forgiveness, Trust, Disagreement**

In 2021, The Ethics Centre presented a trilogy season of **The Ethics Of...** series that featured speakers Dr Simon Longstaff, Dr Matt Beard, Dr Sam Sphall and Dr Luara Ferracioli. The season explored Forgiveness, Trust and Disagreement, asking questions such as 'Are some things unforgivable?', 'Why is it so hard to work out who is deserving of trust?' and 'When should we respectfully disagree?'. Due to COVID-19 restrictions, the events were presented in a hybrid digital-live model, which increased the accessibility of the season to viewers across the country, and resulted in 1,808 paid views of the series. The Ethics Of... was supported by the City of Sydney with \$12,871 as part of their COVID-19 relief fund.



## **Festival of Dangerous Ideas Digital Conversations**

The legacy of the **Festival of Dangerous Ideas (FODI)** continued in late 2020 with FODI Digital 2.0, three thrilling hybrid digital-live events sessions featuring Marcia Langton on Dangerous Fictions, Edward Snowden on Surveillance States and David Wallace-Wells on the Uninhabitable Earth. The popular series saw over 1,900 people stream the paid digital conversations. This was possible with the backing of Professor Cav. Simon Mordant AO and Catriona Mordant AM, who supported and inspired the Surveillance States session with Edward Snowden. The life of the FODI Digital 2.0 series continued post event due to funding from the Copyright Agency. As part of the Cultural Fund, FODI was awarded \$6,000 towards FODI alumni writing articles around the digital series and social commentary on current day topics.





## THE BARE PIT

### A Partnership with NSW Parliament

The Bare Pit, a unique collaboration between NSW Parliament and The Ethics Centre, returned in 2021 giving audiences access to the inner workings of parliament. The conversation explored the ethical dimensions of what enables or inhibits our political leaders from changing their minds – as it appears politicians are often given very little leeway to change course. The event was live streamed from NSW Parliament and featured a panel of journalists alongside former and current political leaders. The free event gathered an audience of 823 viewers, via live stream and on demand.



## MEDIA ADVOCACY

### Bringing Ethics to the Centre of Public Discourse

The media provides a powerful way to bring ethics to a broad, national audience. We work closely with media outlets to ensure that ethical analysis and guidance is available for the big and human issues we face.

In the past 12 months, Dr Matt Beard and Dr Simon Longstaff have been invited to appear on major media programs, including *Q&A*, *The Project*, *Sunrise*, *Sky News*, ABC radio, *The Guardian*, *The Australian*, *The Sydney Morning Herald* and the *Daily Telegraph*, reaching a national audience of over 74 million Australians.

Media interest in initiatives, such as the Little Bad Thing podcast, resulted in stories across ABC Radio, *The Guardian* and *The Age*, featuring interviews with The Ethics Centre Fellow Eleanor Gordon-Smith.



## MEMBERSHIP PROGRAM

### An Invitation to Join Us

As an independent not for profit, the work of The Ethics Centre is made possible with the generous support of our members. In a challenging year, our membership base still grew 25% year on year. Regular gatherings shifted to online and provided a new forum for the member community to come together for discussion and insights, regardless of where they lived. This program will be refreshed over the next 12 months. The Ethics Centre will offer broader benefits to our members and introduce new tiers for members who want to engage with and support the Centre in a deeper capacity.

Know Your Self.

I

ME

YOU

US

YOU

WORLD

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**M E**



**Y O U**



**U S**



**Y O U**



**W O R L D**

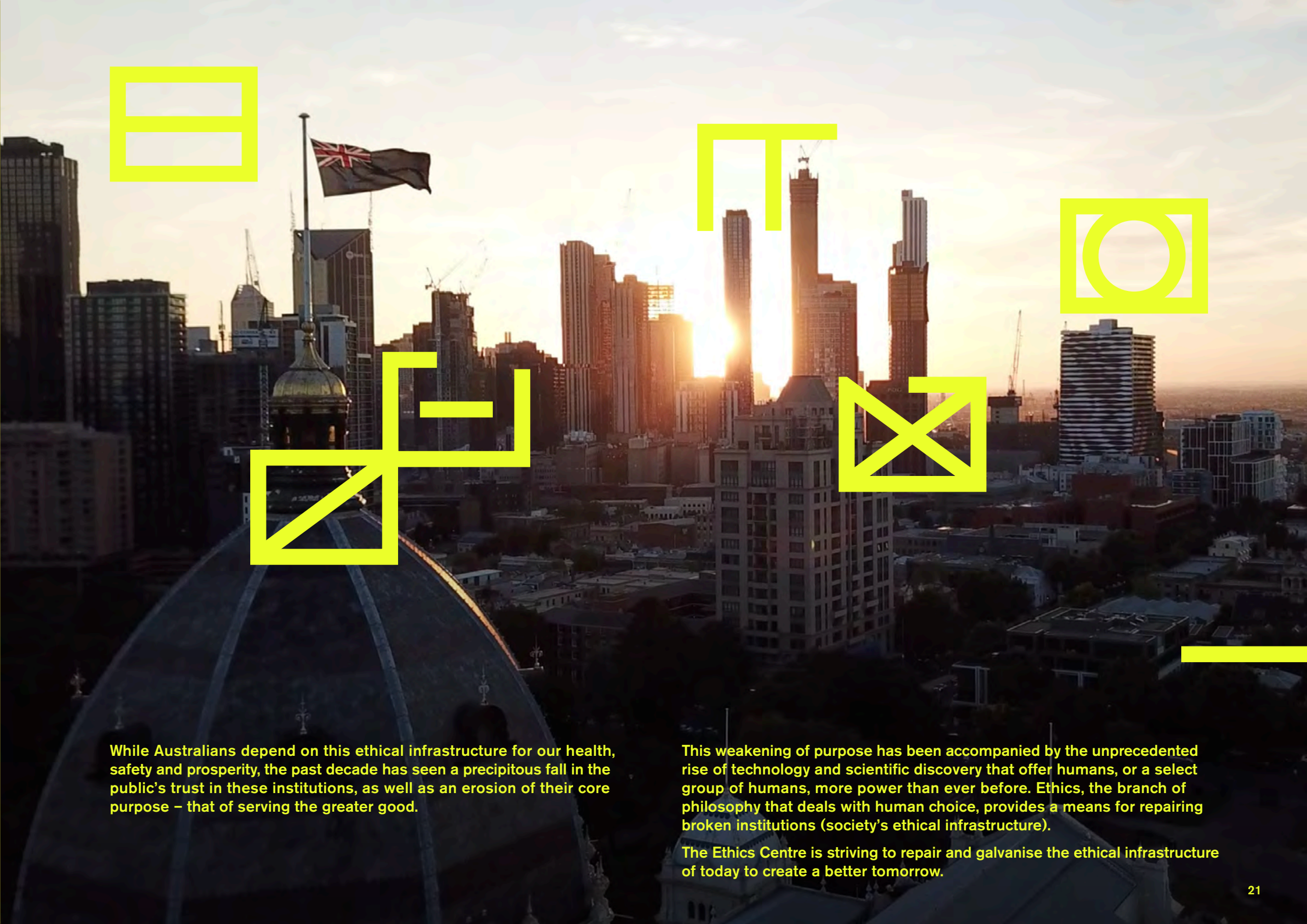


**U S**

**Know Your World.**

# REVITALISING AUSTRALIA'S ETHICAL INFRASTRUCTURE

Ethical infrastructure is a critical component to the ethics of the nation. It refers to the institutional arrangements – like the professions, the media, political parties, churches and the other informal structures – that regulate the use of power in society.



While Australians depend on this ethical infrastructure for our health, safety and prosperity, the past decade has seen a precipitous fall in the public's trust in these institutions, as well as an erosion of their core purpose – that of serving the greater good.

This weakening of purpose has been accompanied by the unprecedented rise of technology and scientific discovery that offer humans, or a select group of humans, more power than ever before. Ethics, the branch of philosophy that deals with human choice, provides a means for repairing broken institutions (society's ethical infrastructure).

The Ethics Centre is striving to repair and galvanise the ethical infrastructure of today to create a better tomorrow.



# THE ETHICAL ADVANTAGE

## The Economic & Social Benefits of Ethics to Australia

The Ethics Centre published a ground-breaking report utilising exclusive economic modelling by Deloitte Access Economics.

For the first time, the report quantified the benefits of ethics for individuals and for the nation.

It showed that if leaders, businesses, institutions and everyday Australians made more ethical decisions, Australia's GDP, wages, corporate returns and mental health would improve. An increase in ethical behaviour could raise Australians' average income by \$1,800 a year, lifting GDP by \$45 billion. An increase in a company's performance based on ethical perceptions can increase return on assets by about 7%. The modelling also revealed a host of individual and collective benefits for Australians across wages, trust and mental health. It identified five interlinked areas for improvement for Australia and its approach to ethics, supported by 30 individual initiatives.

"This is a major reform initiative which opens the gates for deep cultural and social change based on a foundation of substantial economic benefit. Australia would be wise to embrace these principled imperatives."

Stephen Loosley  
Senior Fellow, Australian Strategic Policy Institute

"On the back of numerous royal commissions and recent corporate events, this timely and important report holds a mirror to those of us in the director community, challenging us to understand what we expect of our leadership in governance and whether we have met stakeholder ethical considerations. Do the existing power structures and leadership models reinforce inertia because they benefit ourselves and the status quo at the expense of ethical outcomes? If we do not address these issues, the increasing cynicism around our governance will render us ineffective over time. Are we worthy of the community's trust?"

Ming Long AM  
Chair, AMP Capital Funds Management;  
Deputy Chair, Diversity Council of Australia

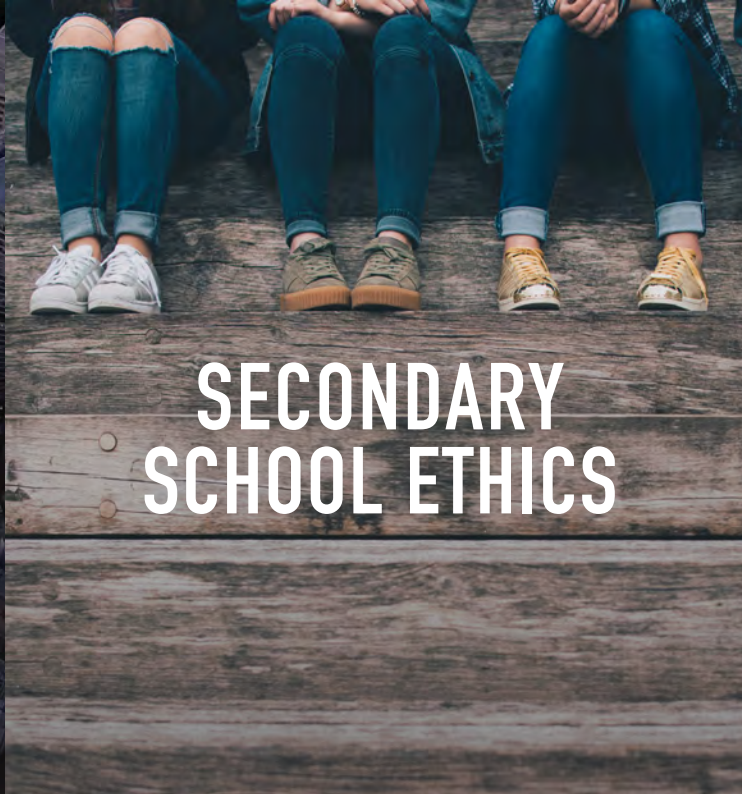




## PROFESSIONAL EDUCATION INITIATIVES

### Ethics Guidance for Finance & Business

In another pivot to digital delivery, The Ethics Centre repurposed the **Ethics in the Boardroom** publication, developed in conjunction with the Australian Institute of Company Directors (AICD) into an e-learning module. The AICD eLearning course aims to provide practical and relevant information for ethical decision making in contemporary boardroom environment and the skills and confidence to apply ethical decision making frameworks in ways that enhance contribution to organisations and boards. We also implemented the Financial Adviser Ethics and Professionalism Continuing Professional Development program, providing valuable material for the adviser community to fulfill their requirement for Ethics and Professionalism continuing professional development hours.



## SECONDARY SCHOOL ETHICS

### Resources for the National Curriculum

Ethical Understanding is one of the Key Capabilities in the Australian Curriculum, Assessment and Reporting Authority (ACARA)'s national curriculum. There is a need in Secondary Schools for resources – both in-classroom and teacher professional development to support the delivery of this Capability. The Ethics Centre researched and produced a Development and Implementation plan for these resources. The plan sets the process, requirements and costs of developing and implementing approaches, tools and resources for teachers in secondary schools aligned to the Ethical Understanding General capability for Stages 4 and 5. This plan is being considered by a partner donor as a future initiative.

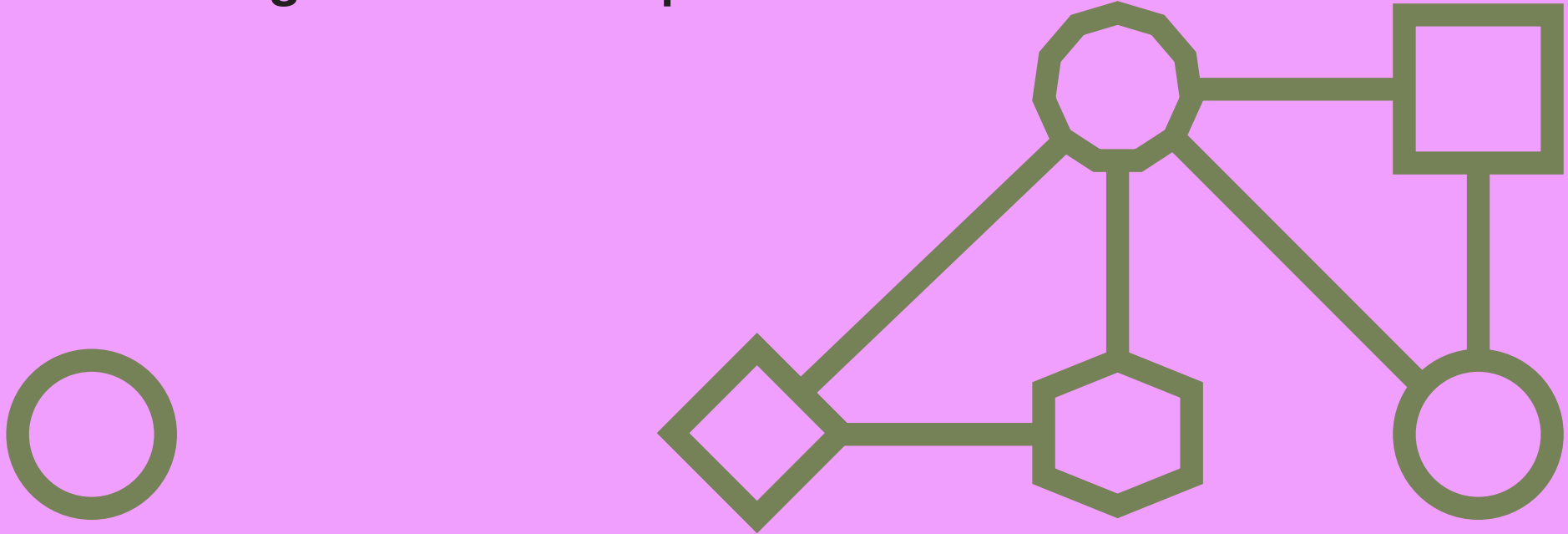


## THE BANKING & FINANCE OATH

### Joining Forces with The Ethics Centre

In March 2021, **The Banking and Finance Oath** (The BFO) announced a merger with The Ethics Centre, signifying a major step forward in expanding and enriching conversations within the banking and finance industries on ethical issues. The BFO was incubated at The Ethics Centre as an industry-led initiative and launched in 2013. This year's merger builds on the momentum already generated by senior leaders, especially with the industry's younger generation through universities and graduate programs in the financial services industry. The BFO has had over 4,500 signatories since inception.

# Fundraising & Membership



The generosity of our donors and members has been key to the success of The Ethics Centre through another turbulent twelve months.

Due to the ongoing impact of the pandemic, our popular in-person member and donor gatherings shifted online. The ongoing resilience, flexibility and positivity of our supporters drives us to find new ways to connect and do our work.

Generous donations for services such as **Ethi-call** and the **Young Philosopher** program had significant impact on the work we delivered, and we seek funding to continue to support these important initiatives. Developing innovative ways to connect with youth is critical to the sustainability of The Ethics Centre.

The 2021 end of financial year campaign was a resounding success, delivering an increase of 40% on last year's campaign by raising \$434,024. These donations are vital to enabling the centre to continue to be an independent voice on important issues, developing and evolving our public events to embrace new technology and building resilience plans so we can successfully continue to offer popular public programs whilst also introducing new offerings such as podcasts.

We continue to pursue state and federal government grants opportunities, established to support to live events impacted by the pandemic. This year, grants and generous donations helped support **The Ethics Of...** series, **FODI Digital 2.0** and **Ethi-call**.

2021-22 will be an important restart for The Ethics Centre. We are excited to relaunch the in-person events program, secure new sponsors and philanthropic partners, and welcome new members, whilst continuing to engage with our long-term, invaluable supporters. Grants will enable us to engage artists, writers and thought leaders as we redesign and relaunch these events and give confidence for invaluable corporate sponsors and donors.



# Major Donors & Supporters of The Ethics Centre

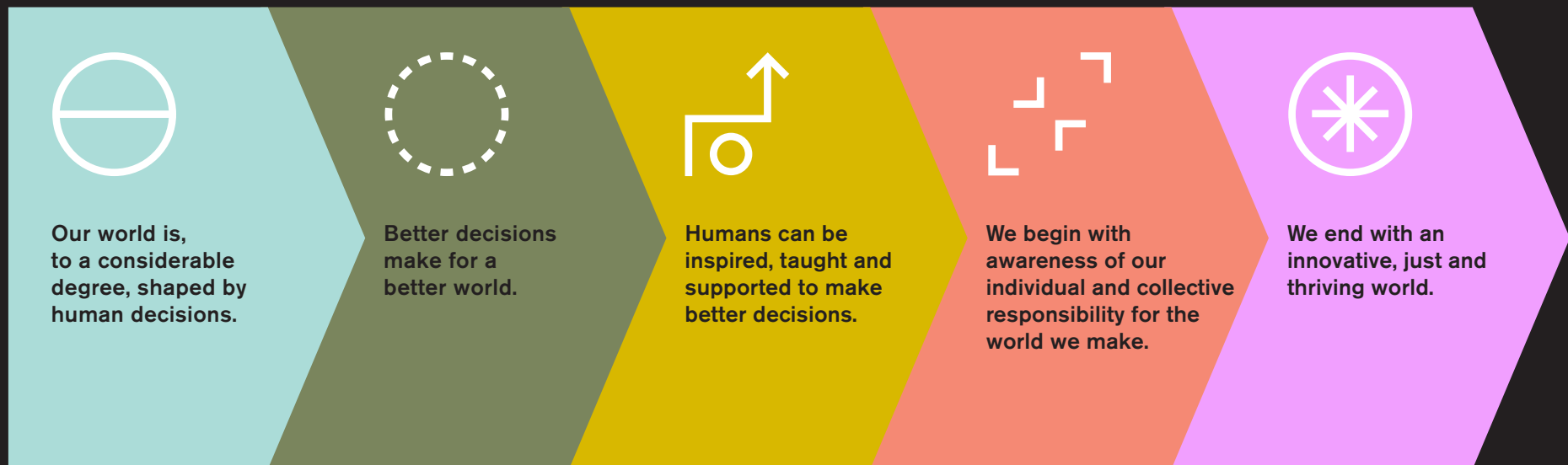
+	Robert Albert AO RFD RD	+	The Berg Family Foundation	+	BHP Group Limited	+	City of Sydney	+	Ecstra Foundation	+	John B. Fairfax AO	+	The Ferris Family Foundation	+	Stephen Fitzgerald AO	+	Hogan Family Foundation
+	IAG Limited	+	JIBB Foundation	+	Peter Joseph AM	+	Cynthia Nadai	+	The Ian & Linda Martin Charitable Foundation	+	Simon & Catriona Mordant	+	Michael Pain	+	Emile Sherman	+	Sherman Foundation
+	Dick & Pip Smith Foundation	+	Craig Stafford	+	Jost Stollmann	+	Third Link Investment Managers	+	Charles Warman Foundation	+	Westpac Banking Corporation	+	Geoffrey White OAM & Sally White OAM	+	John Wylie	+	Alexander & Amely Zaininger

**Our deepest gratitude goes out to all our members, donors, Catalysts and supporters for believing in our work and for staying with us in good times and during hardship.**

**We take this opportunity to particularly thank the following major donors who have gifted significant donations to The Ethics Centre this financial year. With their support we're building a better world where everyone makes more ethical decisions.**

# Our Theory of Change

Our theory of change is ambitious. Central to this ambition is generating system level change. But system level change only begins at an individual level. Here's how:



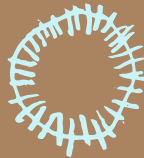
# Looking Forward

We passionately care about creating a better world. In the next year, we will pursue priority programs in:



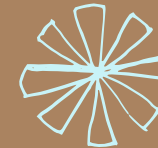
## Good Decision Making

A better world can only be realised when good decision making is combined with active participation. We've seen the huge impact this year by increasing our capacity to directly support good decision making through an expanded Ethi-call service. We will continue to find ways to enhance the ethical literacy of all Australians, improving their ability to integrate ethics into decision making.



## Strengthening Ethics Education

Creating a better future starts with education. In partnership with Relationships Australia, we will continue to develop the Moral Courage program to assist young adults, at school, to meet the challenges of building and sustaining mutually respectful relationships.



## Ethics Discussions for a New World

We are working on a range of programs and events that foster an open society and ethical deliberation. We are planning an extensive program of new events and content that are both live and digital. We are also refreshing our engagement with members and supporters.



## Rebuilding Ethical Infrastructure

We are committed to repairing and galvanising the ethical infrastructure of today to create a better tomorrow. A part of this, there are tremendous opportunities to reframe and refresh The Banking and Finance Oath that has now been reintegrated into The Ethics Centre.



## Youth Engagement in Ethics

We are championing improved ethics awareness in the next generations, by investing more in younger generations of Australians and building on their natural affinity with the topic of ethics.



## Better Businesses

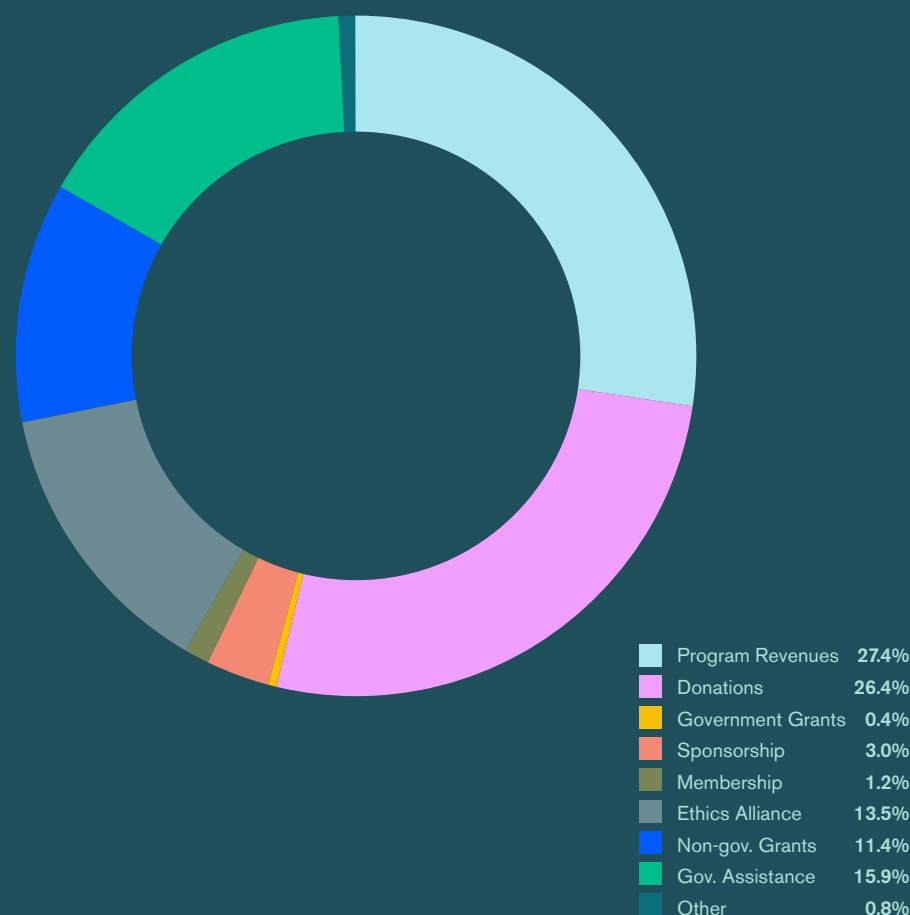
We continue to support organisations wishing to place ethics at the core of their DNA. There is new thinking being done on the relationship between ethics and complexity. The relationships that underpin the Ethics Alliance are also deepening, enriched in response to the pandemic.



# Financial Performance

The Ethics Centre is fortunate to receive income from donations, membership fees, ticket sales and speaking fees. We also operate a consulting practice which receives fees from clients in the public and private sectors for provision of ethics advice and education. Many of our activities are supported by a cohort of volunteers who give generously of their time. On the other side of the ledger, we are obliged to meet the cost of our operating expenses, including the delivery of an extensive range of programs and events that support our organisational purpose.

For the year ended 30 June 2021



## Funding Sources:

### Program Revenues: \$928,201

Income received from consulting services, retainers held in relation to consulting, ethics education learning programs, event ticket sales and counselling services.

### Donations: \$895,777

Income received from fundraising appeals.

### Government Grants: \$12,871

Income received from local government, City of Sydney, in relation to The Ethics Of... series.

### Sponsorship: \$100,000

Income received from sponsors in support of the programs being undertaken.

### Membership: \$41,965

Income received from members of The Ethics Centre as part of the annual membership subscription.

### Ethics Alliance: \$458,792

Income received from members of The Ethics Centre, as part of the annual membership subscription.

### Non-government Grants: \$385,519

Income received from foundations.

### Government Assistance: \$539,900

Income received from Federal Government COVID-19 assistance programs.

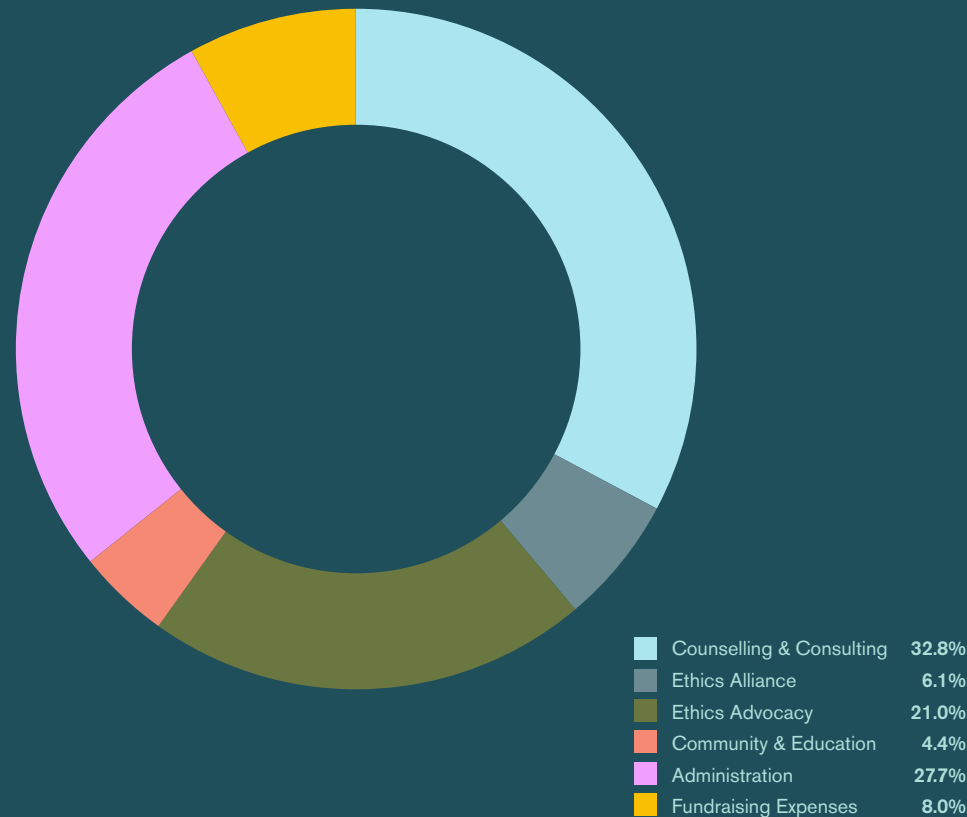
### Other \$24,666

Miscellaneous revenue.

**Total \$3,387,691**

The funding sources and application represented in the charts above relate to activities undertaken by The Ethics Centre only, and do not include the activities of The Ethics Centre's subsidiary Primary Ethics Limited.

In 2020-21, The Ethics Centre posted a profit balance of \$58,745. Being a non-profit has many challenges, especially when the need for what we do has never been greater. We are working hard to secure our financial sustainability in order that we can continue to deliver on our mission to bring ethics to the centre of everyday life.



### Program Costs:

#### **Counselling & Consulting: \$1,092,807**

Includes third party consultants and staff costs in relation to delivery of consulting and counselling programs and the ongoing development of the Ethi-call service.

#### **Ethics Alliance: \$203,233**

Includes staff and third-party costs in relation to developing tools and publications and holding events and discussions for the benefit of members.

#### **Ethics Advocacy: \$697,444**

Includes staff and third-party costs in relation to developing and promoting content, articles and curating public debates.

#### **Community & Education: \$146,182**

Includes staff and third-party trainer costs in relation to delivering education programs and staff costs associated with research.

#### **Administration: \$921,558**

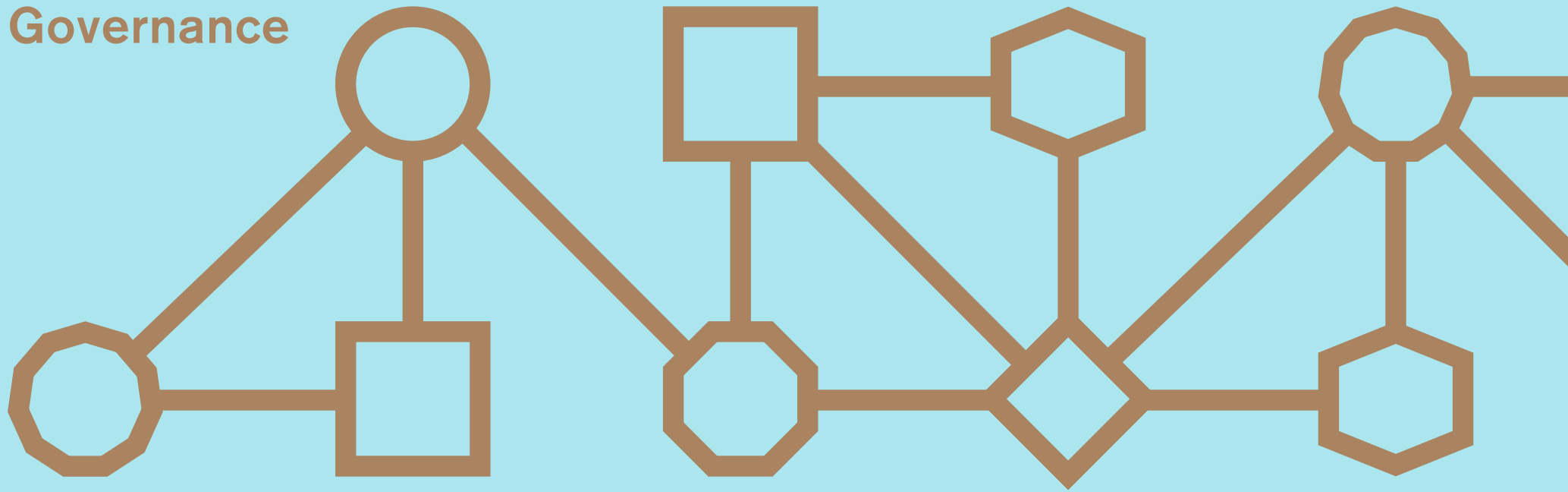
Operating expenses associated with administration, including staff, finance, IT, HR, professional services, telecommunications and general marketing costs.

#### **Fundraising Expenses: \$267,722**

The costs associated with attracting more support through donations, developing funding partnerships and the administration of fundraising activities.

**Total \$3,328,946**

# Governance



## Our Structure

The Ethics Centre is a not-for-profit company limited by guarantee which is established to be, and to continue, as a charity. The Ethics Centre is listed in the Australian Taxation Act as a deductible gift recipient (DGR).

## Board of Directors

The Centre is governed by a voluntary board of up to twelve directors. The Board is responsible for appointing the chair, secretary and treasurer and delegates day-to-day management to the executive director. During the 2020-21 financial year two new directors, Holly Kramer and Steve Tucker, were appointed to our Board. Caroline Lovell retired from the Board and we thank her for her contribution.

Peter Joseph AM, Chair

Stephen Brady AO CVO

Scott Gartrell

Narelle Hooper

Holly Kramer

Stuart Marshall, Treasurer

Professor Cav. Simon Mordant AO

Michael Pain

Emile Sherman

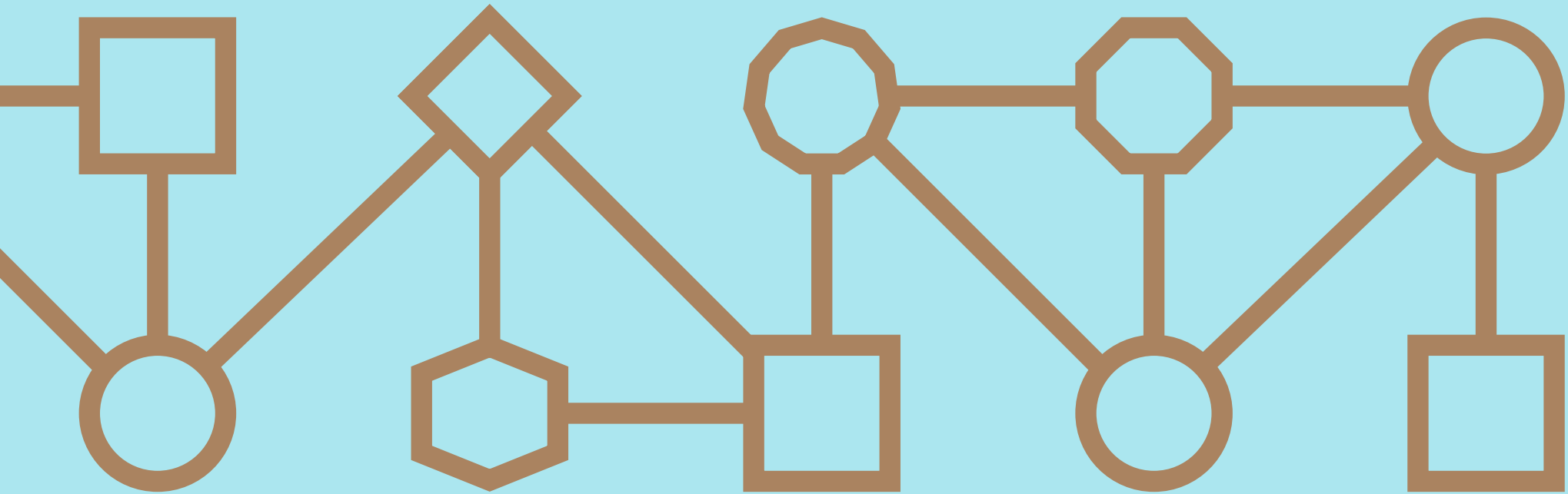
Michelle Tredenick

Steve Tucker

Robert Wannan OAM

Elizabeth Blatchford, Board Observer

Mary Anne Terry, Company Secretary



### Role of the Board

The Board is the trustee of the founding vision of The Ethics Centre and is responsible for its good governance. It oversees the management of the organisation and meets six times a year to:

- + approve the strategic direction and policies
- + approve and monitor budgets
- + define appropriate financial and risk management strategies
- + ensure compliance with relevant standards, regulations and reporting requirements
- + provide accountability to members and stakeholders
- + appoint, support and monitor the performance of the executive director.

### Management & Staff

The Centre's executive management is led by Executive Director Dr Simon Longstaff AO

**More information about our staff is available on our website.**



# Our Supporters



Heartfelt thanks go to all our members, donors, partners, pro bono service providers and volunteers for their tremendous support. With their support we're building a better world where everyone makes more ethical decisions. Just as you rely on The Ethics Centre to provide maps and compasses to lead the way to living ethically, our work depends on the people who care enough to invest time and money in a future with ethics at the centre of everyday life. With ongoing loyalty and generosity, this future is possible.

**Please consider supporting our work.**

As an independent not-for-profit, we don't receive money from the government to help pay our bills or support the work we do. We rely on donations from donors and sponsors – people like you.

If you want to see more reflective, balanced discussions and moral decision making in our banks, health services, emergency services, schools, universities, sporting clubs, workplaces and media, then now is your chance to invest in something you believe in.

This is your opportunity to contribute to positive change.

The Ethics Centre welcomes donations of any kind and there are many ways to donate. Every gift, large or small, makes a difference. All donations to The Ethics Centre are tax deductible.

**Together we can bring ethics to the centre of everyday life.**



# THANKS TO YOU IT IS POSSIBLE

The Ethics Centre team would like to pass on a heartfelt thanks to each of our supporters. It's because of you we can make our work a reality.



