



Dylan Alcott Foundation.

Annual Report

FY24-25

Annual Report. FY 2024-2025.



Dylan Alcott
Foundation.





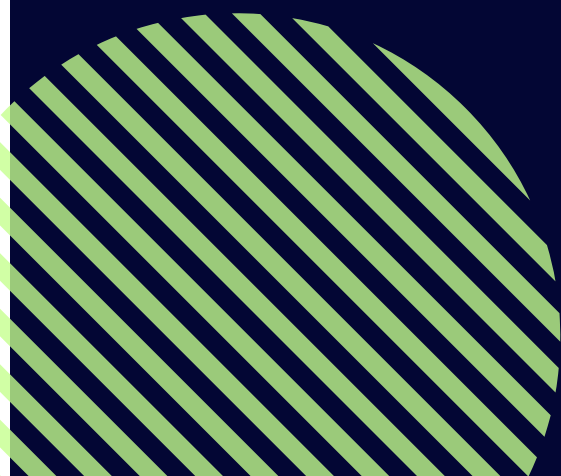
Acknowledgement of Country.

The Dylan Alcott Foundation acknowledges the Traditional Custodians of the lands on which our team is based, the Wurundjeri Woi Wurrung people of the Kulin Nation, and pays our respects to Elders past and present. We recognise that our work extends across many Nations throughout Australia, and we honour the deep and enduring connections Aboriginal and Torres Strait Islander peoples have to land, waters, culture and community.



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Letter from the General Manager.

It has been a privilege to begin my role with the Dylan Alcott Foundation this year. I have been incredibly grateful for the warm welcome from our partners, supporters and the broader community, and for the opportunity to work alongside so many people committed to advancing inclusion and equity.

From the outset of taking on this role, I have been reminded that while many people take access, opportunity and inclusion for granted, people with disability continue to face significant barriers in a society that is often not designed with their needs in mind. It is this reality that reinforces the importance of the Foundation's work and the role we can play in helping remove barriers and create a more equitable society.

FY25 has been a significant year for the Foundation. Across our programs, partnerships and advocacy initiatives, we have continued to expand our impact, supporting young people with disability directly, influencing how disability is represented in culture, and strengthening the foundations that will enable our work to grow into the future.

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Charlie Rothery

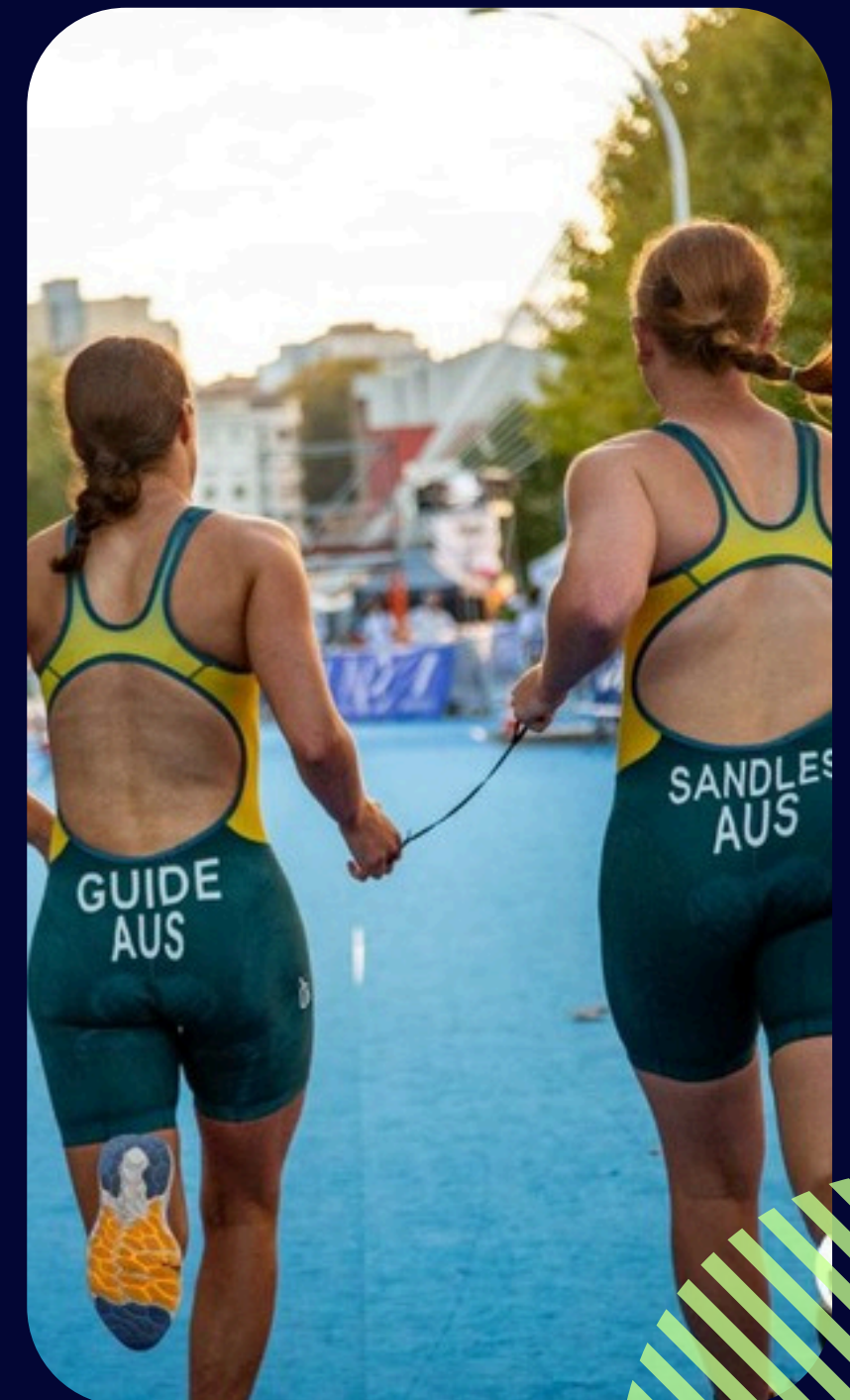
Our grants and scholarship programs saw the Foundation surpass a major funding milestone, delivering more than \$1 million in direct funding to young people with disability. Since inception, 126 young people have been supported to the value of approximately \$1.258 million.

Culturally, it was also a landmark year. In October 2024, we delivered our largest community event to date across two states. Ability Fest returned to Victoria for the fifth time and expanded to Queensland for the first time, bringing together more than 10,000 people to celebrate disability inclusion, accessibility and live music.

This year also marked an important milestone for Shift 20 with the successful delivery of its first year of memberships, equipping marketers with the tools to drive meaningful change in how people with disability are represented. In September, we launched Casting Call on TikTok, a free, accessible platform providing people with disability a direct pathway to on-screen roles.

Beyond programs and events, FY25 was also a year of consolidation and strategic focus. We reviewed our strategic objectives to ensure the Foundation is built on strong financial, operational and governance foundations for the future, while relocating our offices to Gate 8 in East Melbourne, a vibrant ecosystem of like-minded not-for-profits.

None of this work would be possible without the extraordinary community of supporters who stand alongside us. I would like to thank our committed Board, partners, volunteers and donors of all sizes.





Note from the Chair.



When we started this Foundation, the idea was simple: support young people with disability to back themselves and live the lives they choose. Nine years on, in a disability landscape that's constantly changing, that purpose feels more important than ever. While systems and conversations evolve, our focus has stayed the same: supporting individuals on their terms and help change the way Australians think about disability.

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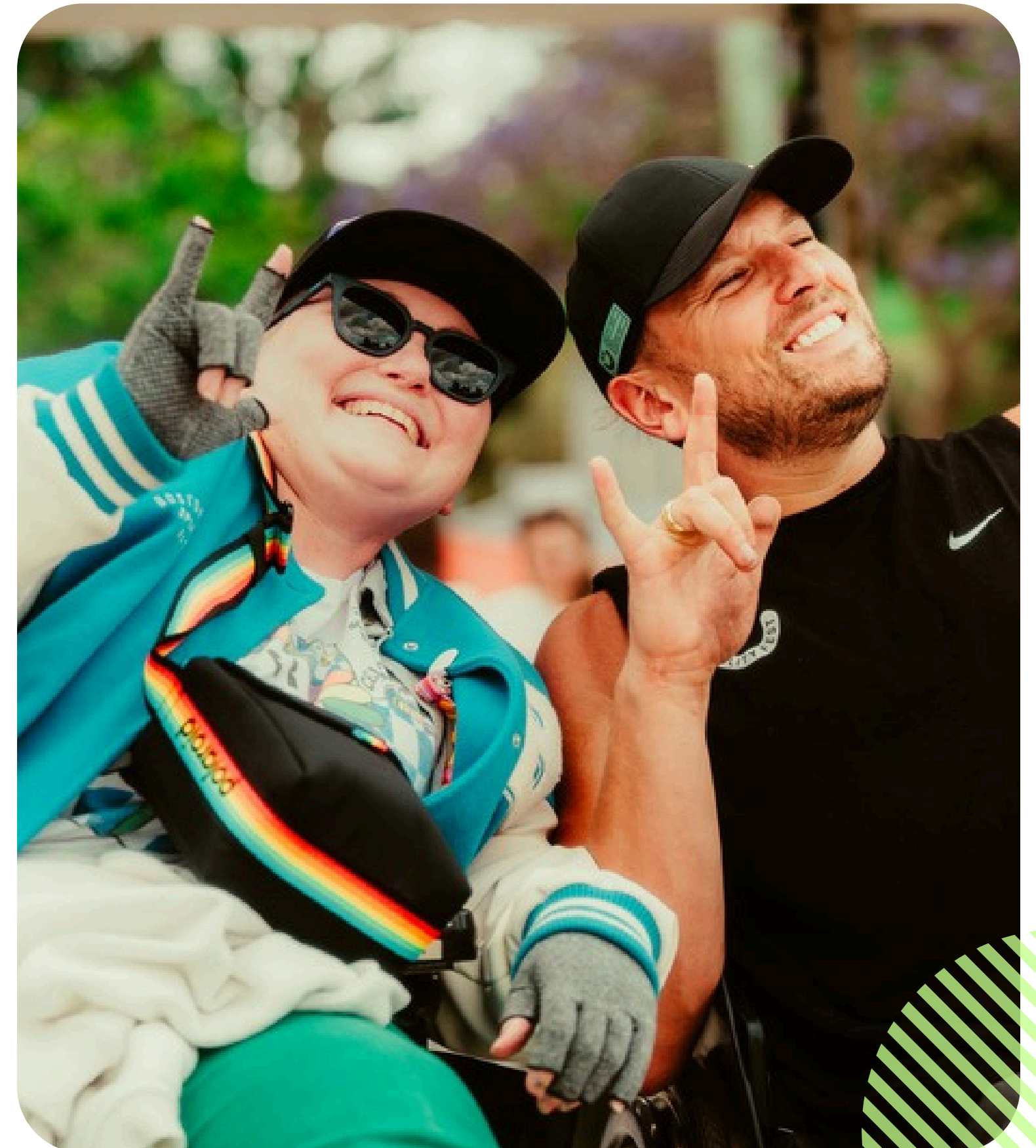
Dylan Alcott AO, Founder & Chair



I know how powerful early support can be. Having the right people in your corner at a young age can change everything. It builds confidence, independence and belief in what's possible. Over the years, our community has grown into something really special. Our alumni are engaged, connected and doing incredible things across sport, business, the arts, advocacy and so many other fields. Seeing that sense of purpose take shape is one of the best parts of this work.

FY25 has been a huge year of growth for the Foundation. We've supported more young people than ever before, strengthened our programs, expanded our reach and built deeper partnerships with organisations that share our commitment to inclusion. Just as importantly, we've continued to listen. Making sure what we do reflects the real experiences and ambitions of people with disability.

This year also marks a significant moment of change as we bid farewell to our outgoing Chair and Co-Founder, Martin Alcott. The Foundation is a testament to his deep commitment to inclusion. His values and generosity have shaped the culture of this organisation in ways that will be felt for many years to come. I'm incredibly grateful for everything he's given, and for the role he's played in supporting this Foundation, and me.



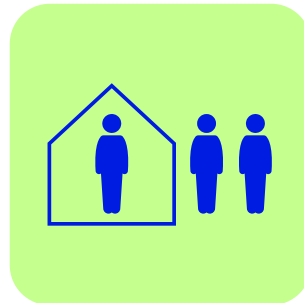


Why We Exist.



Nearly one in five (17.6%) young people with disability aged 15 to 34 experienced discrimination in 2022.

(Children and Young People with Disability Australia (CYDA), 2025)



19% of people with disability aged 15–64 report social isolation.

(Australian Institute of Health and Welfare, 2021)



44% of Australians aged 15–64 with disability report avoiding situations because of their disability.

(Australian Institute of Health and Welfare, 2018)



17% of people with disability aged 20 and over hold a bachelor's degree or higher, compared with 35% of Australians without disability

(Australian Bureau of Statistics, 2018)

More than 5.5 million Australians live with disability, and many continue to face barriers embedded in societal structures, institutions and norms that limit equal access to employment, education, social participation and overall well being.

These barriers are not the result of disability itself, but of systems and attitudes that fail to adapt, include or listen.



Our Mission.



Our mission is to remove barriers and break damaging stereotypes, creating lasting social and cultural change, at an individual level and at scale.



Our Approach.



By meeting young people with disability where they are at, and supporting them to build both confidence and independence and long-term success, whether that be in education, sport, employment, entrepreneurship or the creative industries.

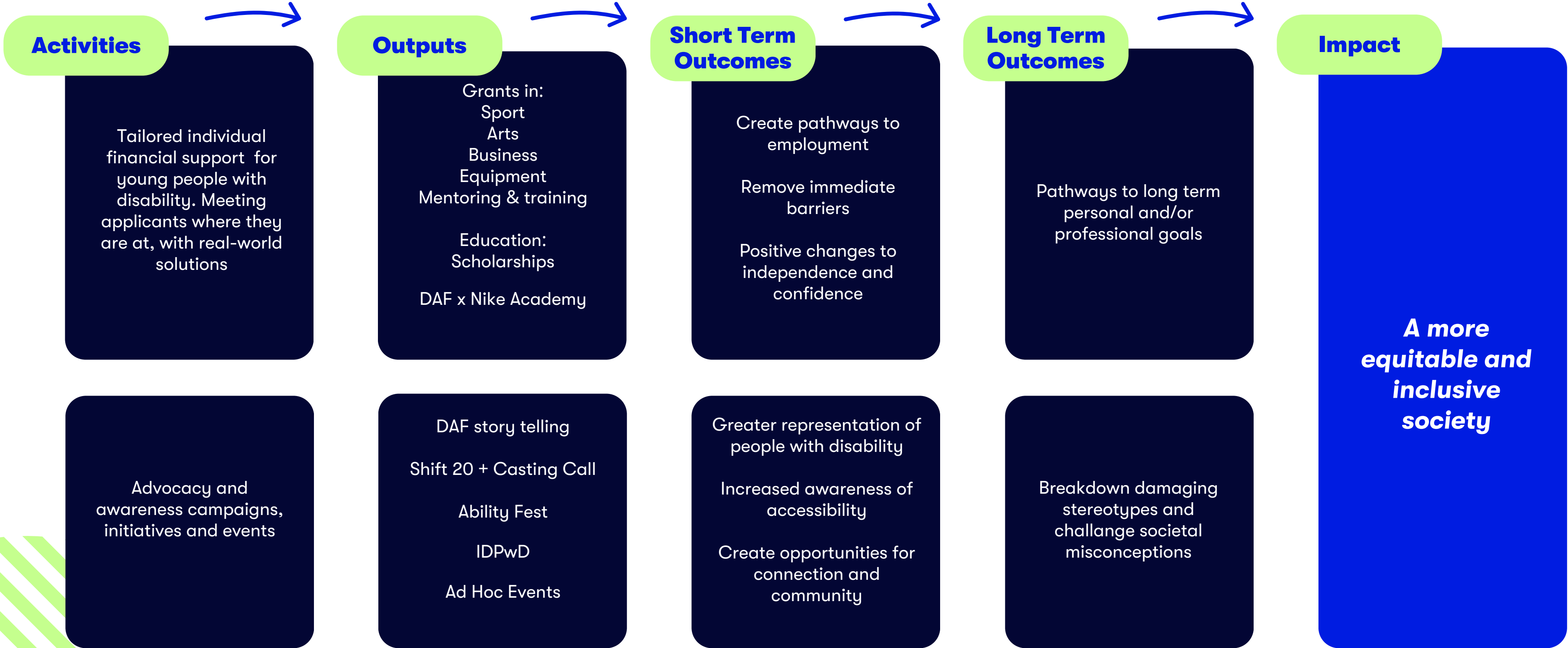


Our advocacy work impacts culture by influencing industry structures, through targeted initiatives such as Shift 20 and Ability Fest, helping reach broader audiences and shaping key drivers of culture across society.



Grants & impacting culture support the mission. Perception change multiplies it. we change negative societal perceptions through sharing our programs and campaigns with large audiences.

The Dylan Alcott Foundation Theory of Change





Grant Program.



Overview

The Dylan Alcott Foundation's Grants program exists to remove barriers for young people with disability, supporting them to pursue dreams across education, employment, sport, business, creative ambitions and more. Through tailored support and trusted partnerships, we invest in individuals to create long-term outcomes that build independence, strengthen community connection and challenge perceptions of disability.



Individual Support.

DAF Grants in FY25

\$80K+

8 Young People living with Disability directly supported

DAF Grants to date

\$809K

88 Young People living with Disability directly supported

Individual support across all DAF Programs to date

\$1.26M

126 Young People living with Disability directly supported
[Grants, Scholarships and the DAF Nike Academy]



Connor Murphy.

Grant Recipient

With support from the Dylan Alcott Foundation, Connor Murphy has taken an important first step toward his goal of becoming a pathologist, enrolling in a Certificate IV and Diploma in Laboratory Techniques at TAFE Queensland.

The grant has helped remove initial barriers to study and establish a clear pathway into medical science and future employment.



“I guess the main thing I’d say is don’t be afraid to reach out. Reaching out and taking the risk, is worth it with an an amazing organisation like the Dylan Alcott Foundation.”

- Connor Murphy

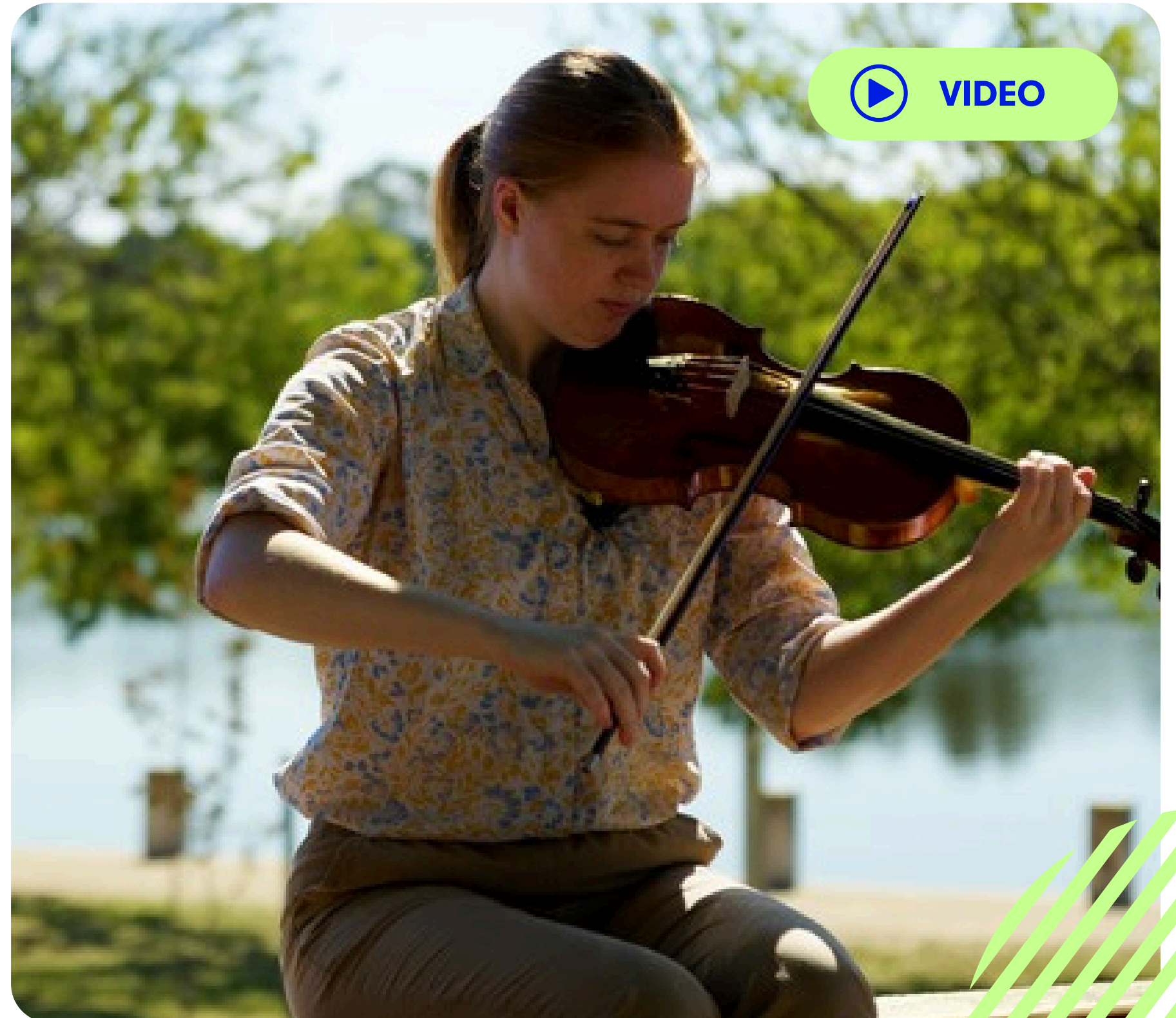


Elinor Warwick.

Grant Recipient

DAF support enabled Elinor Warwick to acquire a professional-grade violin, removing a key barrier to her development as a musician.

Since receiving the grant, Elinor has performed with the Canberra Symphony Orchestra and continues to pursue her ambition of becoming a professional violinist, with aspirations to perform in Australian and international orchestras.





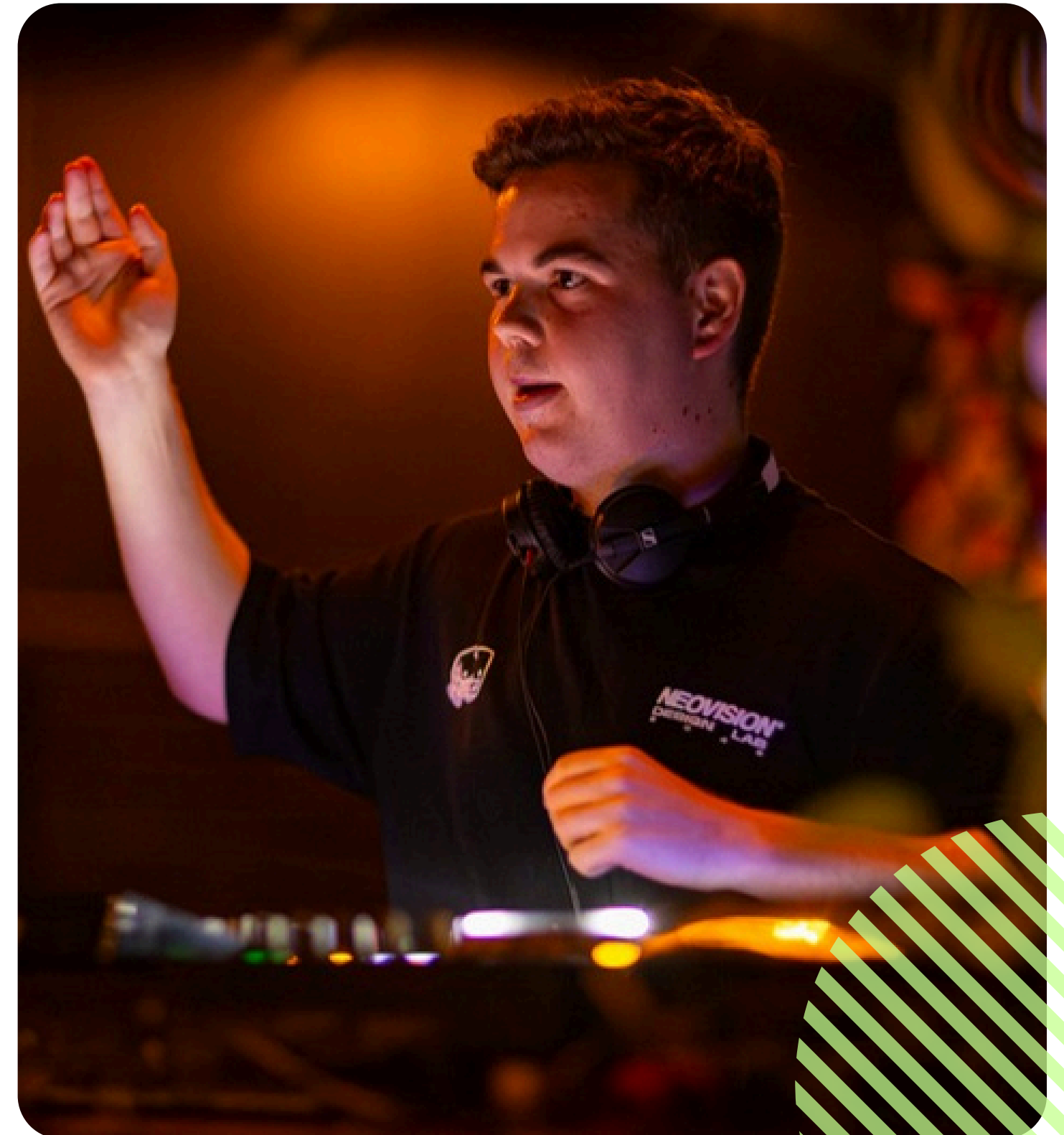
Noah Balderson.

Grant Recipient

Noah Balderson is pursuing his dream of building a career as a music producer and DJ. With support from the Dylan Alcott Foundation, Noah accessed essential equipment and mentoring to develop his technical skills and creative output.

In 2025, Noah signed with Credits Records and released his debut single Goodbye, followed closely by his EP Party Pumpin, marking significant milestones in his emerging music career.

Since receiving his grant, Noah has also collaborated with friends to host a DJ event, raising funds for the Dylan Alcott Foundation and giving back to the community that supported his journey.





Brand Partner Grant Collaborations



Lily Drummond.

DYLAN ALCOTT FOUNDATION & NIB

Lily Drummond is a queer and disabled writer-director from Adelaide, influenced by her experiences as a neurodivergent artist with a rare neuromuscular condition. With support from a DAF, nib, and nib Thrive grant, she created "The Bear Hunt," a short film nominated for AACTA Best Short Film 2026 and winner of Best Performance at the 2025 Swan Women's Film Festival.

The film follows a young girl who attempts to make her teddy bear appear "normal" before her birthday, prompting her to embrace differences in both the bear and herself. Lily's work highlights authentic disabled and queer characters, promoting disability representation through lived-experience storytelling.



“Representation matters because disabled people exist. We’re already here, we’re already telling stories. We just need the opportunity to get those stories out into the world.”

- Lily Drummond



Scholarship Program.

Overview

Now in its third year, the DAF Scholarships program continues to grow year on year, expanding both the number of partner universities and students supported.

Delivered through co-funded, collaborative partnerships with 14 partner universities, the program supported 23 scholarship recipients this year, with four students having graduated to date. By removing financial barriers and providing stability to increase confidence, the program creates more opportunities for young people with disability to complete their studies and transition into meaningful, sustainable careers.



“We [Dylan Alcott Foundation] believe in the transformative power of education and mentorship. Our hope is to create lasting change, where the students we support feel as though they have the backing and mentorship to succeed. We want to give students the best chance to enjoy their studies, be social and enjoy the full university experience.”

– Dylan Alcott AO.



Scholarship Program.

DAF Scholarship Snapshot

23

Scholarship recipients supported this year

14

Partnerships with 14 universities nationwide

4

Students have graduated to date

190K

Spent on university scholarships in FY25

New Scholarships

AFTRS NIDA

Australian Film Television and Radio School



Mia Kennedy.

Scholarship Case Study

Mia Kennedy has been supported by the DAF Scholarships program since its inception in 2023 and graduated in 2025 with a Bachelor of Health Sciences from Swinburne University through a co-funded scholarship partnership. As one of the program's first scholarship recipients, DAF's support eased financial pressure and enabled Mia to focus on her academic and personal growth.

Throughout her degree, Mia explored multiple areas of healthcare, leading her to discover a strong passion for genetics. In 2026, she is excited to commence a Masters of Genetic Counselling at the University of Technology Sydney. Her journey highlights the long-term impact of investing in education as a pathway to independence, purpose and furthering opportunities for meaningful employment.



“The scholarship meant far more than covering the cost of my degree - though that alone was extraordinary! Being selected meant someone had read my story, watched my video, and decided that I was deserving. That they believed I could do this. That I was worth investing in. That belief alone shifted something in me. My mindset changed from doubt to hope, and I felt like I suddenly had this quiet momentum behind me. I knew people had donated to give me an opportunity, and in a very genuine way, it motivated me to show what their support could make possible.”

– Mia Kennedy
Bachelor of Health Sciences at Swinburne University



Our University Partners.



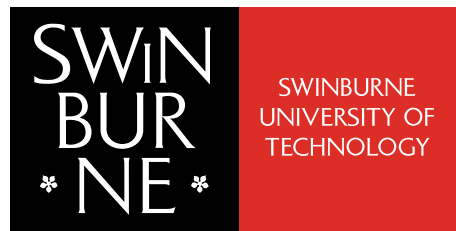
THE UNIVERSITY
of ADELAIDE



UNIVERSITY OF
CANBERRA



THE UNIVERSITY OF
MELBOURNE



UNIVERSITY *of*
TASMANIA



UNIVERSITY
OF WOLLONGONG
AUSTRALIA





DAF Nike Academy.

“This academy is the first of its kind, breaking down barriers and challenging the norms in the sporting world.

As a collective, the DAF and Nike are here to showcase and nurture these athletes to show the world just what us athletes are capable of.”

- Dylan Alcott AO



ACADEMY INTRO VIDEO



ACADEMY ABOUT VIDEO



Dylan Alcott, AO



DAF Nike Academy.



Overview

Launched in 2024, the Dylan Alcott Foundation Nike Academy marked its first year supporting Paralympic-level athletes through a purpose-built, biannual program designed to complement existing high-performance pathways. Delivered in partnership with Nike, the Academy provides tailored development and holistic support to help athletes perform and thrive both on and off the field. In its inaugural year, 11 athletes were inducted into the Academy.

Our mission is to empower Paralympic-level athletes to achieve their best on the global stage. The Dylan Alcott Foundation Nike Academy is dedicated to nurturing high-performance athletes by providing the resources, guidance and support they need to excel, while embodying the spirit of determination, resilience, innovation and achievement.

Under a long-term partnership with Nike through to Brisbane 2032, the Academy represents a sustained investment in athlete performance, wellbeing and future opportunity.



Nike **FY25 Highlights** Academy.

9 of 11 Nike Academy athletes attended the 2024 Paris Paralympic Games:

Jack Howell, Cal Simpson, Eithen Leard, Jaylen Brown, Mali Lovell, Jam Leeson, Dan Michel, Holly Warn, Grace Brimelow.

Medal tally = Gold x 2, Silver x 4, Bronze x 1

Athlete storytelling & community:

Professional studio and on-location photography to build connection and create content that strengthens athlete visibility and personal brand.

Elevate & Inspire sessions (x2):

Group sessions with Brodie Grundy, Ben Crowe and Dylan Alcott AO focused on motivation, mindset, leadership and elite performance.

Mojo Crowe mindfulness platform:

Access to tools that support focus, resilience and overall mental performance.

High-performance Nike product:

Elite training and competition gear for use on and off the field.

Customised individual support:

Personalised check-ins, planning and allowances aligned with each athlete's goals.





Shift 20 Initiative

Overview

This year marked the first full year of the Shift 20 Membership program. The program is structured around four pillars:

- Consulting those with lived experience - to ensure that people with disability are meaningfully contributing to campaigns from strategy through to production and accessibility.
- Education - we run six educational sessions per year with our partner brands, bringing together different voices and perspectives from the community with disability to educate our partners and inform how they approach their marketing efforts.
- Advocacy - engaging with industry to continue to highlight the importance of disability inclusion and representation.
- Measuring our Progress - running reporting to track the impact of the Initiative and our industry, and public sentiment around the value of disability inclusion



Feedback around the program has been overwhelmingly positive, and we're proud to say that we had a **100% retention rate of Year 1 brands moving into Year 2.**

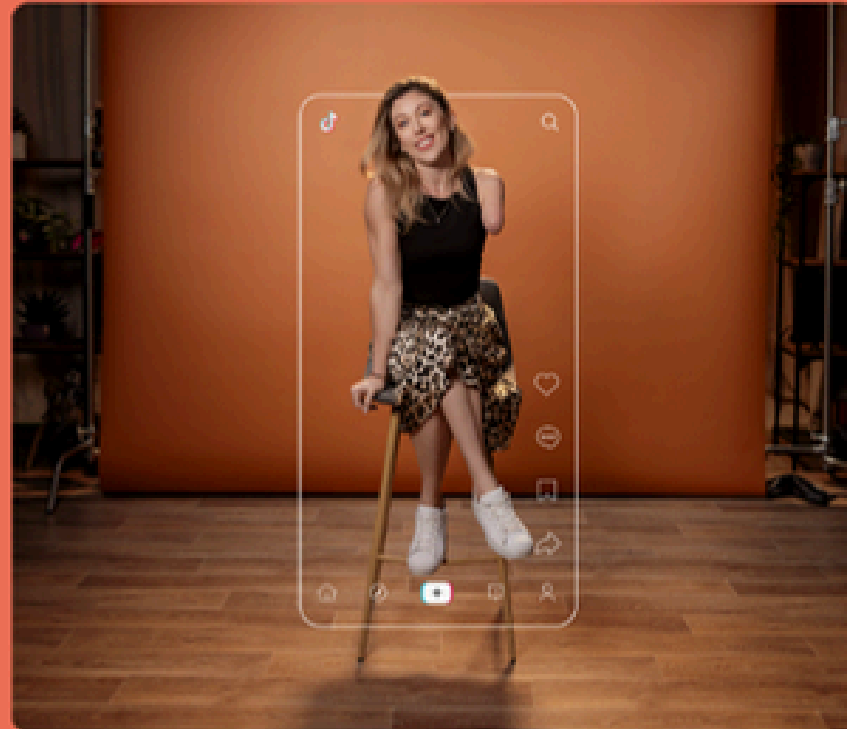
We also launched our Agency Partnership program - a free program that any agency in Australia can join.

Over 20 agencies across the country have signed up since we launched this in January.



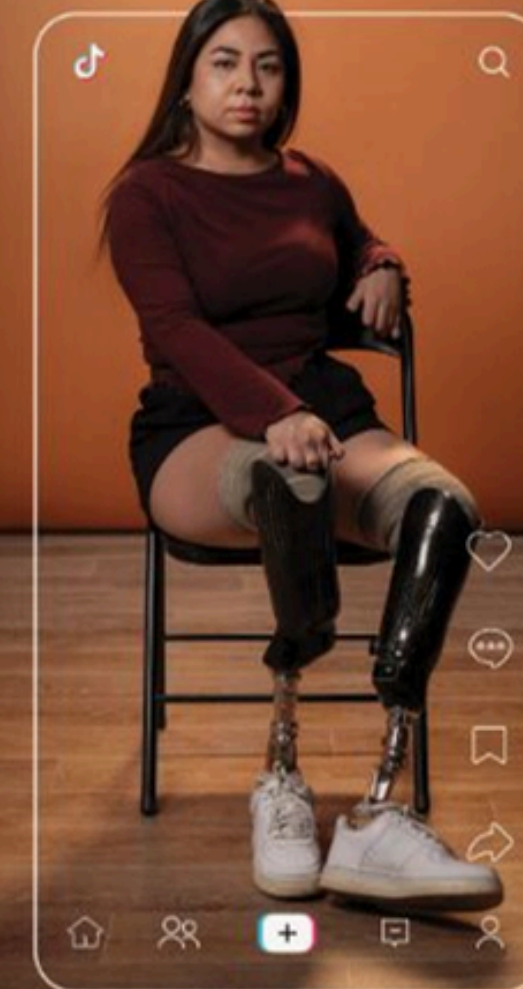
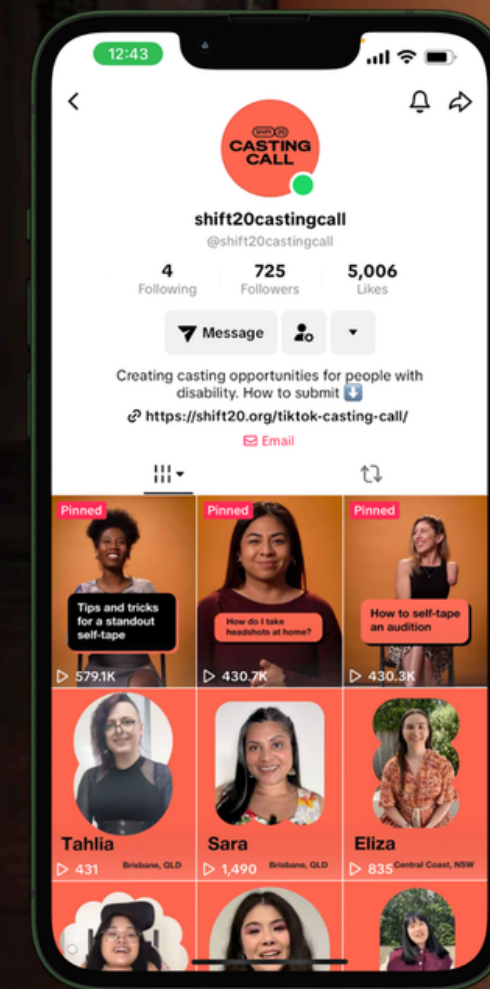


Shift 20 CASTING CALL



110 MEDIA MENTIONS

4.8M AUDIENCE REACH FOR MEDIA MENTIONS



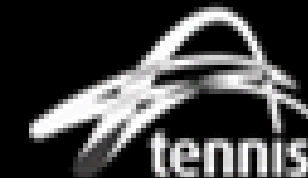
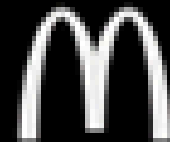
CASTING CALL

In September 2024, we launched Shift 20 Casting Call – a solution to a gap we identified between the requests made for talent with disability vs. number of talent with disability cast in campaigns.

Casting Call provides an opportunity for people with disability to submit personality tapes in a way that is accessible to them, and is an open source database of talent from around the country that any brand, creative agency or casting director can access.



Our Shift 20 Brand Partners.





Impact to date.

75

PEOPLE WITH
DISABILITY
JOINED SHIFT 20
CASTING CALL

11.3M

DOLLARS WORTH OF
IMEDIA BEHIND ADS
FEATURING PEOPLE
WITH DISABILITY FROM
OUR BRAND PARTNERS

282

MEDIA
MENTIONS

13.8M

AUDIENCE
REACH FOR
MEDIA MENTIONS

48%

NEARLY HALF OF
AUSTRALIANS ARE MORE
LIKELY TO PURCHASE
FROM BRANDS WHO
INCLUDE PEOPLE WITH
DISABILITY IN THEIR
CAMPAIGNS

10

BRANDS JOINED
THE SHIFT 20
MEMBERSHIP
PROGRAM



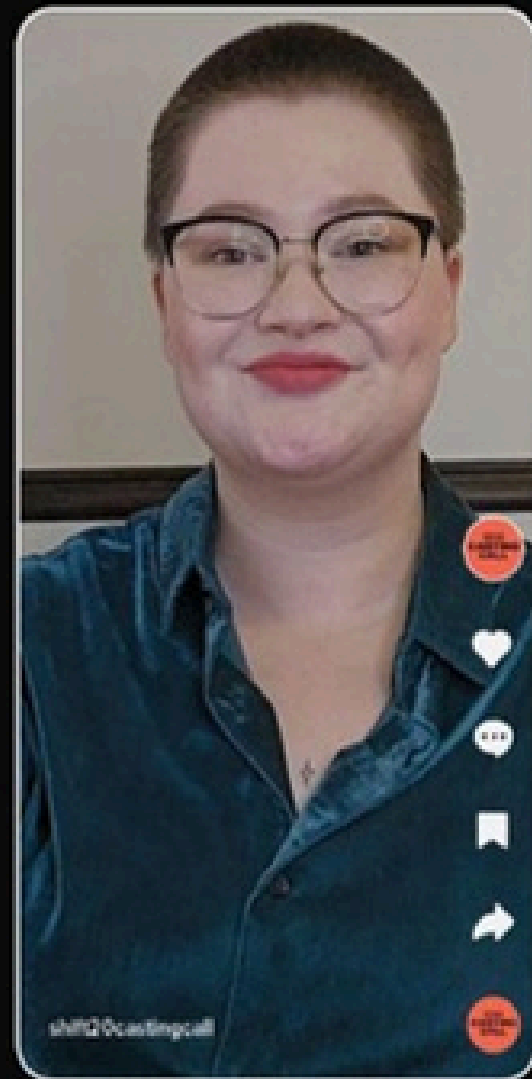
Shift 20 Casting Case Study.

Kat - The Iconic

"Getting to work on the THE ICONIC's campaign was truly an incredible experience, I was so grateful to be there, to work with everyone and feel a part of the team.

Due to my disability I never thought I would be able to do anything like this. I always wanted to see more disabled models and actors. Now I am a part of it! It's so surreal and I am honoured."

-Kat





UNTITLED GROUP, TRIPLE J & DYLAN ALCOTT FOUNDATION PRESENT

ABILITY FEST 2024

Ability Fest

2024 Overview

In 2024, Ability Fest expanded its scale and impact with two major shows and a successful interstate launch in Brisbane/Meanjin. The festival opened to 16+ audiences and introduced a flat \$65 ticket price, further strengthening its mission to create inclusive and accessible live music experiences. Audiences, artists, partners, staff and volunteers came together to push boundaries and build spaces where everyone can fully participate and connect.

Thanks to the incredible support of the community, Ability Fest generated \$587,000 in profit. The event continues to normalise disability inclusion within the music industry. We extend special thanks to our sponsors and partners, particularly the Victorian and Queensland Governments, whose support made the festival possible.



2024 After Movie Video





UNTITLED GROUP, TRIPLE J & DYLAN ALCOTT FOUNDATION PRESENT

ABILITY FEST 2024

Ability Fest

2024 Outcomes

What Patrons said:

“Good vibes - everyone was helpful, nice and it wasn't hectic like typical festivals. Excellent accessibility for people of all kinds!”

“Attendees are always THE BEST PEOPLE. Far more respectful and inclusive than any other festival”

“Great energy and vibe at the festival. Good public transport access and great price to see live music from top bands.”

“The environment facilitating inclusion was incredible. And seeing diversity made me smile from ear to ear. Loved this day!”

How people with disability or those who supported a person with disability at Ability Fest rated their overall satisfaction with accessibility:

QLD

9.1

ACCESSIBILITY SATISFACTION

9.5

OVERALL SATISFACTION

VIC

8.8

ACCESSIBILITY SATISFACTION

9.0

OVERALL SATISFACTION

REACH

6M+

ESTIMATED TOTAL UNIQUE REACH



Global Advocacy.

Zambia with World Vision®



In 2024, Dylan Alcott AO travelled to Zambia with World Vision, representing the Dylan Alcott Foundation and reinforcing our commitment to listening, learning and amplifying the voices of people with disability in vulnerable communities. The visit provided first hand insight into the daily realities faced by young people with disability and the importance of community led solutions.

Reflecting on the experience, Dylan shared, “We went to Zambia to listen and to learn and to amplify the voices of people with disability that live there, as they deserve to have their lived experiences heard. They know what they need but they need people to listen and to have a crack at doing better.”

The journey was captured in the documentary Road to Kasama, which launched in October, highlighting the importance of inclusion and accessibility and continuing to inform DAF’s global perspective as we advocate for inclusive opportunities worldwide.



[WATCH: ROAD TO KASAMA](#)



Board Updates.



Whilst FY25 was a year of significant progress for the Foundation, it was also marked by important changes to the Board. Firstly, our Chair and Founding Member, Martin Alcott, stepped down after years of dedicated service. Martin leaves behind a legacy defined by strong partnerships, clear strategic direction and an unwavering commitment to inclusion. His vision, leadership and personal dedication have been instrumental in establishing the Dylan Alcott Foundation as the organisation it is today.

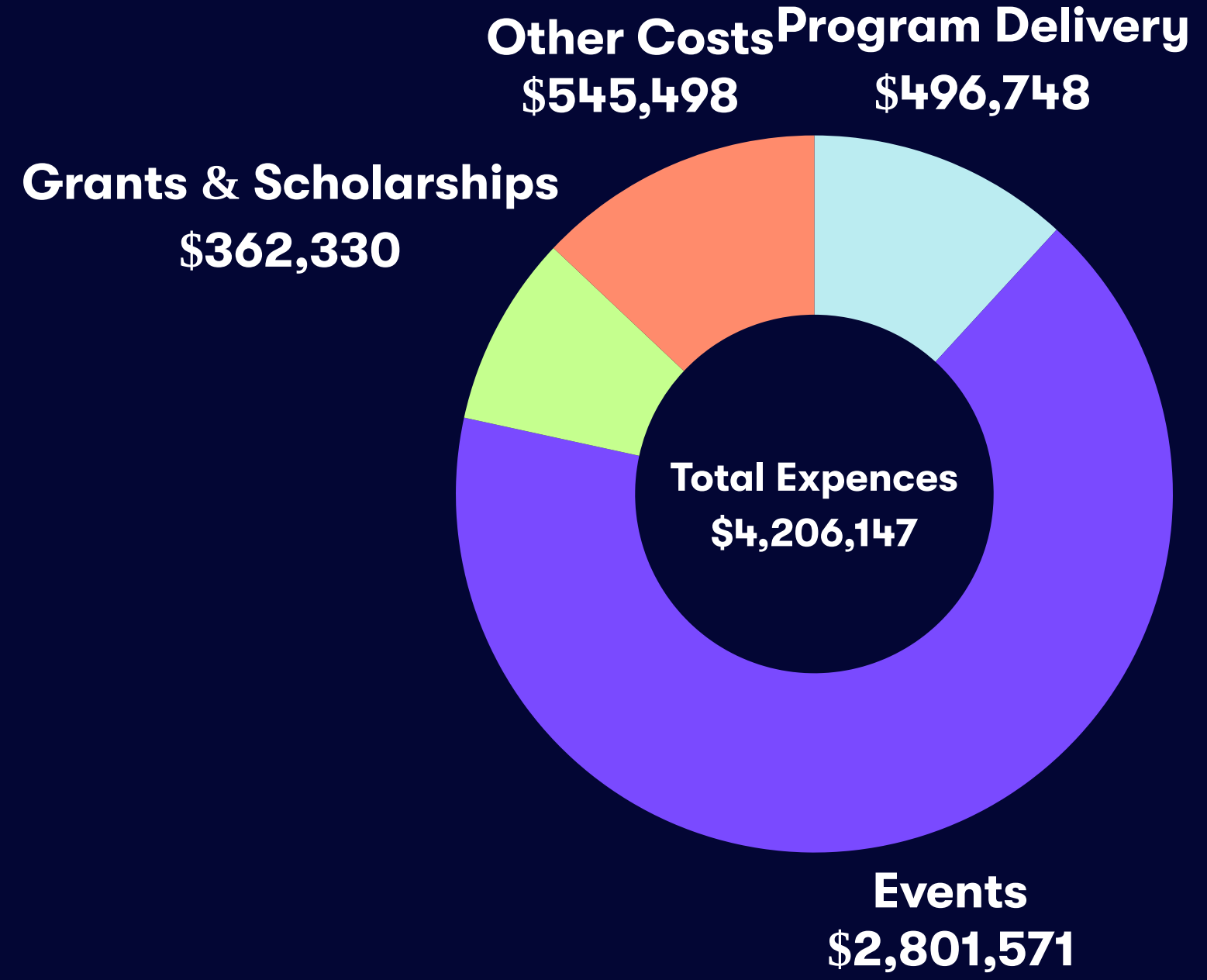
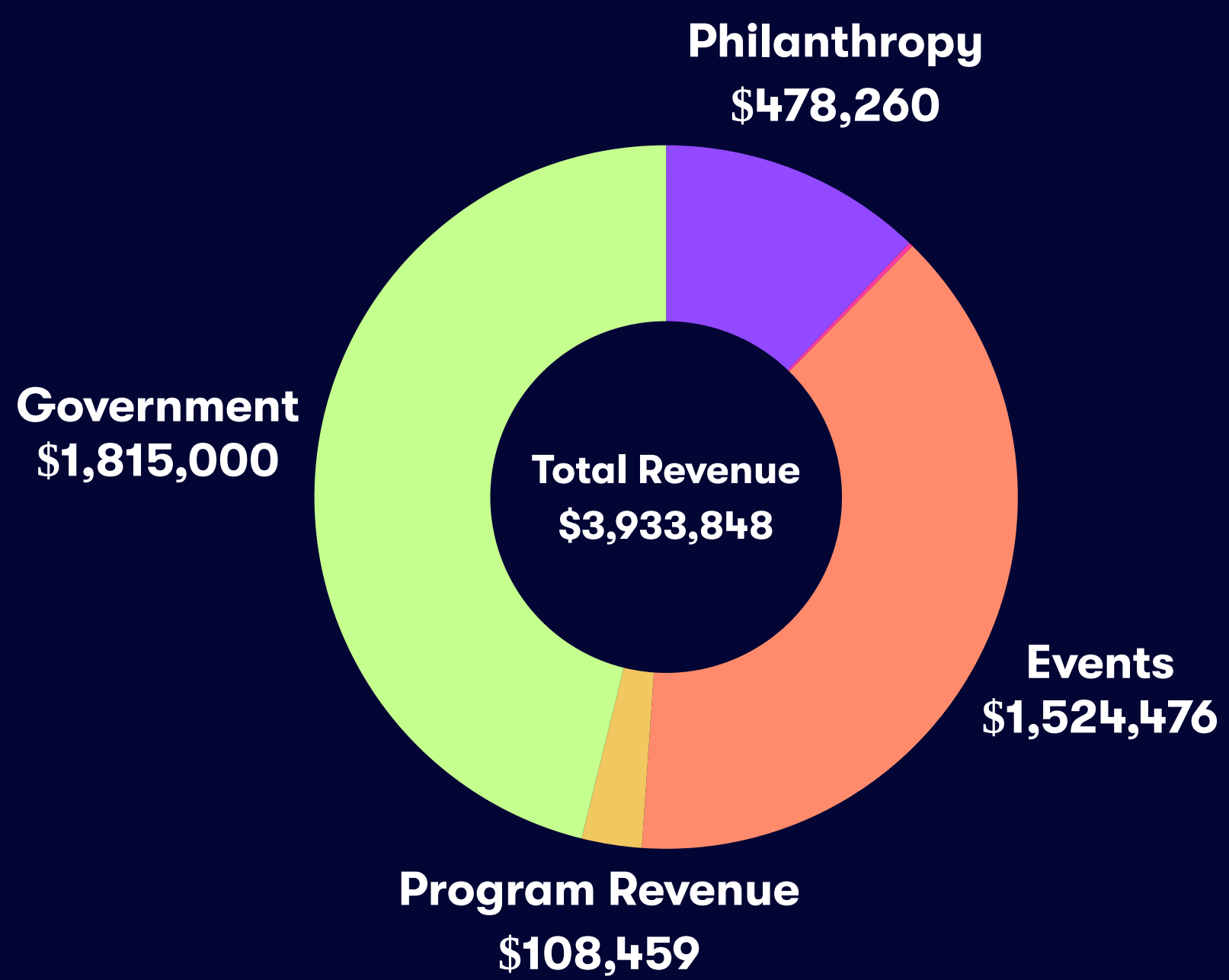
During the year we also said farewell to Andrew Butler, whose passion for advancing inclusion and valued contributions to the Board have been greatly appreciated. We thank both Martin and Andrew for their service and wish them every success in the future.

We are pleased to welcome Priyanka Subramanyam to the Board. Priyanka brings extensive experience across legal, tax and advisory services, along with strong governance and strategic expertise that will support the Foundation as we continue to grow our impact.

FY25 also marks an important leadership transition, with Dylan Alcott AO accepting the role of Chair. As the founder of the Foundation, Dylan's connection to its mission has always been central to its work. Stepping into this role reflects his commitment to working even more closely with the organisation and helping guide the next chapter of the Foundation's growth and impact.



Financials.



Special Thanks.

We extend our sincere thanks to all of our partners and sponsors whose support throughout the year makes the Foundation's work possible. Your commitment enables us to deliver meaningful programs, create inclusive cultural moments and provide life-changing opportunities for young people with disability.

We are deeply grateful for the trust, collaboration and shared belief in our mission that you continue to bring to this partnership, and for the role you play in helping drive lasting impact and greater inclusion across the community.

Foundational Partners



Corporate Partners



Community Partners

