



2024

# Annual Report



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## **Managing Director: A Milestone Year.**

The 2024 period has been a transformative chapter for Karabena Consulting Trust and Weyarn Pty Ltd, marking significant growth and impact since our establishment in 2018. This first Annual Report reflects our journey of achievements, challenges, and growth.

Guided by our commitment to self-determination and cultural safety for Aboriginal and Torres Strait Islander peoples, we have become a trusted partner to governments, non-profits, educational institutions, and corporations. Our values—cultural safety, inclusivity, and sustainability—shape our methodologies, from embedding yarning and Dadirri (deep listening) to prioritising ethical engagement and equitable payments, strengthening our relationships with the communities we serve.

A highlight of 2024 was Weyarn's recognition at the Kinaway Awards, receiving the Best Collaborators Award for the partnership between Ilan Style and Haus of Dizzy. This achievement underscores the power of collaboration in delivering meaningful outcomes.

As we look forward, we are excited to build on the lessons and partnerships forged during this year to amplify our impact. On behalf of Karabena Consulting Trust and Weyarn Pty Ltd, I thank our staff, clients, partners, and communities for your trust and support. Together, we will continue shaping a future of respect, equity, and entrepreneurship.

**Prof. Kerry Arabena**

Managing Director

Karabena Consulting Trust and Weyarn Pty. Ltd.





## Introduction

The past year has been a turning point for Karabena Consulting and Weyarn Pty. Ltd., as we reflect on our achievements in this first Annual Report. Since starting in 2018, we've grown into trusted collaborators, delivering culturally grounded and sustainable outcomes across Australia.

Our Karabena Consulting team has focused on pathways to Aboriginal and Torres Strait Islander self-determination, supporting communities to shape their futures through culturally safe, inclusive, and collaborative initiatives. Our work has engaged governments, non-profits, businesses, and community organisations, adding to the evidence base of what Indigenous businesses can achieve.

Weyarn, through Ilan Style, has expanded significantly. The brand launched new products, increased its presence at markets, and strengthened its public and corporate engagement. New staff have boosted its capacity, and the award-winning collaboration with Haus of Dizzy highlights its commitment to cultural expression, community empowerment, and sustainable business. First 1000 Days Australia continued to deliver culturally grounded support and education for professionals working with families. By engaging directly with communities, we've reinforced the importance of early years in shaping future outcomes, empowering families and fostering resilience.

Our projects in Victoria, New South Wales, and South Australia addressed challenges while promoting sustainable growth and capacity building tailored to local contexts.

## **Strengthening Partnerships**

Partnerships remain at the heart of our work. Collaborating with Indigenous businesses and leaders, we've bridged sectors to create economic, social, and cultural benefits. This year, we focused on:

- Executive Training: Preparing leaders to create inclusive environments.
- Strategic Planning: Guiding stakeholders in culturally safe, sustainable action plans.
- Evaluation: Providing evidence-based insights to inform policy.
- Health Initiatives: Designing culturally informed health strategies.
- Quality Improvement: Helping agencies enhance their impact on staff and communities.

## **Looking Ahead**

This Annual Report reflects the strength and vision of the Aboriginal and Torres Strait Islander communities we serve. Together, we're building a future defined by cultural pride, self-determination, and lasting change.

**This Annual Report is more than a summary of our achievements; it is a testament to the shared efforts of our staff, clients, and partners. Together, we are building a future defined by respect, cultural pride, and self-determination.**



## Our Principles and Values

Our work is guided by self-determination and the recognition that culture is a vital protective factor for Aboriginal and Torres Strait Islander families. We use strengths-based language to support individuals, families, and communities in exercising choice and control, fostering resilience and well-being across generations.

We engage communities as co-creators in research and knowledge translation, using participatory and co-design methods to ensure culturally informed and impactful outcomes. Peer and community researchers are trained and supported to gather data and build capacity within their own networks.

Each project is tailored to meet the unique needs of the community, grounded in ethical practices and an ecologically informed framework that considers environment, social standing, and cultural connections. We integrate Indigenous knowledge with Western research methods to ensure cultural relevance and scientific rigour.

We uphold Indigenous data sovereignty, ensuring communities retain control over their data throughout the research lifecycle. Our work is informed by peer-reviewed literature, using both qualitative and quantitative data for robust findings.

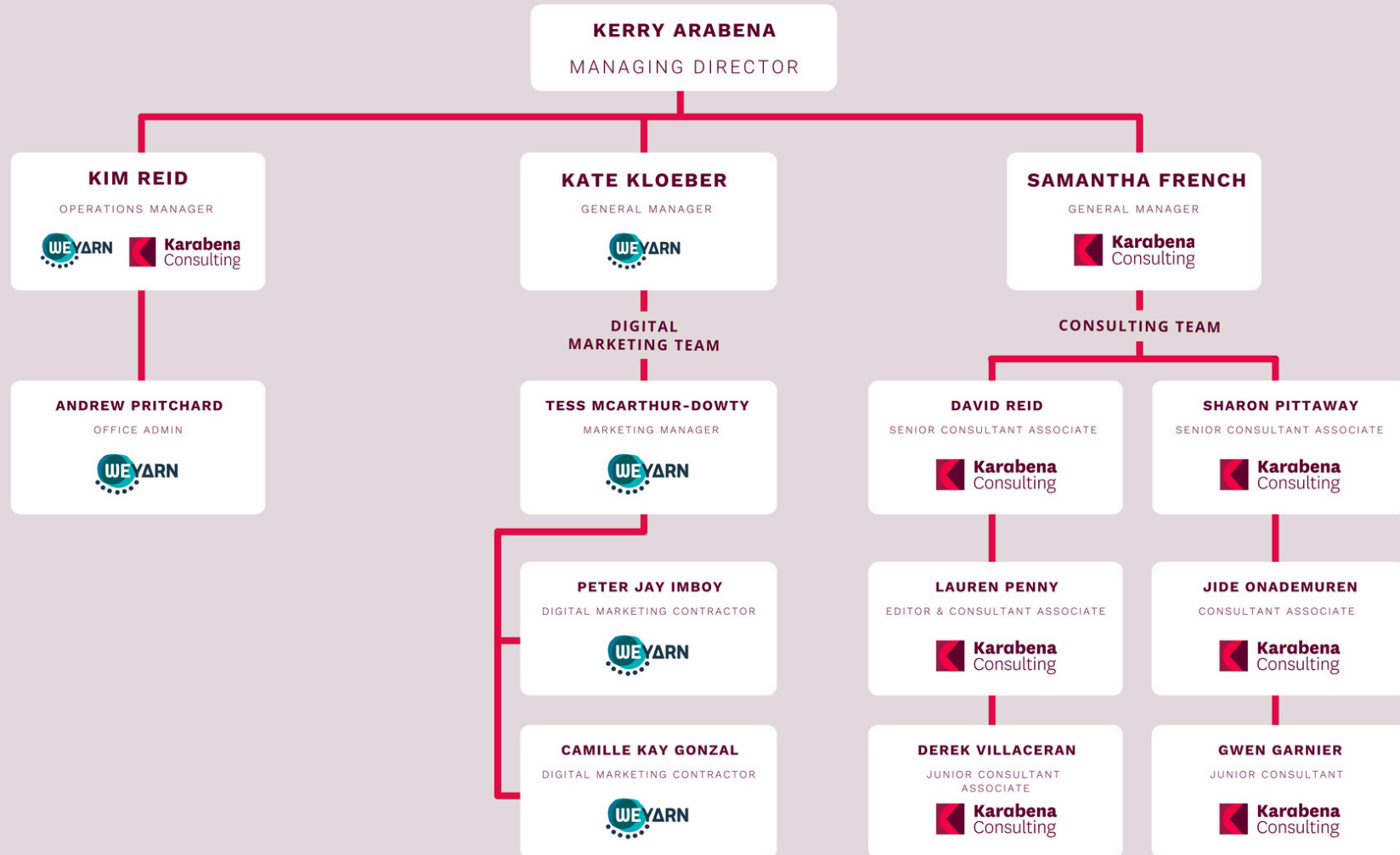
Our consultancy is utilisation-focused, delivering meaningful results through collaboration with key stakeholders. We scale ideas and innovations using Social Emergence theory, a holistic approach aligned with the cycles of life, death, and rebirth central to Indigenous health and well-being.

Our efforts help take ideas and innovations to scale. We use Social Emergence as a theoretical basis for our work. Emergence is an inherently complex system construct that acknowledges the cycles of life, death and life. As such, it aligns most closely with the holistic concepts of health and well-being used by Aboriginal and Torres Strait Islander Australians.

**Our work is grounded in self-determination, cultural pride, and respect. We use strengths-based language, integrate community co-design, and ensure Indigenous data sovereignty. Projects are tailored to each community's needs, combining Indigenous knowledge with Western research methods for culturally relevant and scientifically rigorous outcomes.**

# Our Organisational Chart

## KCT and Weyarn





# Karabena Projects

## Project 1:

### Swinburne Innovation Hub Strategic Plan

Funded by: Swinburne University

#### Key Deliverable/s

Developed a strategic plan to embed Indigenous cultural values and perspectives into education and industry, fostering Indigenous entrepreneurship. The plan promotes stronger community engagement, collaborative partnerships, and culturally appropriate pathways to support Aboriginal and Torres Strait Islander economic self-determination.

#### Learnings

1. Cultural integration drives innovation and sustainability through diverse knowledge exchange.
2. Strategic partnerships enhance impact by leveraging strengths and addressing gaps.
3. Community-led, culturally grounded solutions deliver greater and lasting outcomes.
4. Scalable frameworks enable broader success across diverse contexts.
5. Aboriginal and Torres Strait Islander cultural knowledge offers valuable insights for global leadership and challenges.





**Strong Culture,  
Strong Youth:  
Our Legacy, Our Future**



## Project 2:

# Closing the Gap Priority Reforms Performance Measurement Project

Funded by: National Indigenous  
Australians Agency

### Key Deliverable/s

Worked with stakeholders to create **a culturally relevant performance measurement framework**, enhancing data collection to evaluate the National Agreement on Closing the Gap with locally meaningful data.

### What we learned

1. Metrics should reflect Aboriginal and Torres Strait Islander values and regional disparities.
2. Collaboration and culturally sensitive data collection are crucial.
3. The framework must adapt to the diverse needs of Aboriginal and Torres Strait Islander communities.



## Project 3:

# Evaluation of the Dhelk Dja: Safe Our Way 3-Year Action Plan

Funded by: Department of Families, Fairness and Housing, Victoria

### Key Deliverable

Produced an **evaluation report** on the Dhelk Dja Action Plan, focusing on cultural safety, Aboriginal self-determination, and governance. Recommendations included stronger monitoring mechanisms, more investment in Aboriginal-led research, and strategies for community empowerment. Insights from community engagement informed practical, culturally relevant approaches to addressing family violence.

### What we learned

1. Cultural safety in governance and services builds trust and improves outcomes.
2. Aboriginal-led initiatives succeed with adequate resources and funding.
3. Lived experiences of Aboriginal communities ensure programs are relevant and effective.
4. Collaborative governance fosters accountability, equity, and community ownership.
5. Culturally appropriate monitoring tools are essential for tracking progress and adapting strategies.





## Project 4:

# National Redress Scheme Survivor Roundtable

Funded by: Department of Social Services (DSS), Australian Government

### Key Deliverable/s

Integrated survivor perspectives into the governance of the National Redress Scheme, ensuring their voices informed decision-making. Delivered feedback systems to capture survivor insights, shaping operational improvements, and developed trauma-informed recommendations to enhance support, privacy, and accessibility.

### What we learned

1. Survivor inclusion in governance ensures the Scheme reflects lived experiences for greater effectiveness.
2. Trauma-informed policies build trust and engagement.
3. Simplified processes and strong privacy safeguards reduce barriers and improve access.
4. Feedback systems drive continuous improvement and accountability.



## Project 5:

# Cultural Awareness Training Program: Australian Unity

Funded by: Australian Unity

### Key Deliverable

Delivered the Living Libraries cultural awareness program, integrating reconciliation narratives and cultural safety into Australian Unity's corporate strategy. The program featured immersive activities like Wayapa practice, Totem exercises, and visits to community organisations, fostering meaningful connections and practical insights to embed cultural awareness into decision-making.

### What we learned

1. Immersive programs deepen understanding of reconciliation and cultural safety.
2. Wayapa and Totem exercises offer valuable perspectives for corporate strategies.
3. Collaborating with Aboriginal and Torres Strait Islander organisations ensures authenticity and impact.
4. Engagement with community organisations bridges corporate goals with cultural knowledge.







## Project 6:

# Victorian First Peoples' Tourism Plan Consultations

Funded by: Victorian Department of Jobs, Skills, Industry and Regions (DJSIR)

### Key Deliverable/s

Conducted statewide consultations to shape the Victorian First Peoples' Tourism Plan, identifying priorities like infrastructure investment aligned with Country, a First Peoples' Tourism Authority, and strategies for cultural integrity, sustainability, and resilience. These insights informed actionable recommendations to grow a culturally rich and sustainable visitor economy.

### What we learned

1. Statewide consultations ensure plans align with First Peoples' aspirations.
2. Cultural integrity is vital for authentic and sustainable tourism.
3. Engaging stakeholders builds resilient and interconnected tourism networks.
4. Supporting entrepreneurship places First Peoples at the forefront of a thriving visitor economy.



## Project 7:

# Evaluation of the Specialist Trainee Support Program (STSP)

Funded by: Australian Indigenous Doctors' Association (AIDA)

### Key Deliverable/s

Conducted an independent evaluation of the Specialist Trainee Support Program, assessing its impact on recruiting and retaining Aboriginal and Torres Strait Islander doctors in non-GP specialties. The evaluation identified achievements, challenges, and opportunities, offering recommendations to improve program delivery and support Commonwealth funding efforts.

### What we learned

1. Tailored support mechanisms are vital for recruitment and retention in specialty training.
2. Ongoing funding is crucial for program continuity and long-term impact.
3. Embedding cultural safety fosters a supportive environment for trainees.
4. Independent evaluations provide insights to guide strategic improvements and strengthen outcomes.





## Project 8:

# Strong Brother Strong Sister (SBSS) Lapsing Program Evaluation

Funded By: Victorian Department of Health

### Key Deliverable/s

Karabena Consulting evaluated the Strong Brother Strong Sister (SBSS) program, analysing its effectiveness, efficiency, cost-effectiveness, and risks of funding loss. Key findings and recommendations were provided to support a 2026–27 budget bid, secure funding, and enhance the program.

### What We Learned

1. Cultural identity and community connection are crucial for social and emotional well-being.
2. Community-led models build trust, relevance, and impact in mental health support.
3. Stable funding is essential to sustain momentum and protect community well-being.
4. Evaluations offer strong evidence for funding bids and program sustainability.



## Project 9:

# Victorian Aboriginal Early Years Framework

Funded by: Victorian Department of Health

### Key Deliverable/s

Karabena Consulting facilitated an Aboriginal-led co-design process for the Victorian Aboriginal Early Years Framework 2024–2031. This included a literature review and consultations with over 90 stakeholders. The Framework outlines a vision for integrated, culturally informed services for Aboriginal and Torres Strait Islander children and families, with guiding principles, priorities, actions, and evaluation strategies.

### What We Learned

1. Aboriginal-led co-design aligns with community values and aspirations.
2. Integrated services improve cultural safety and effectiveness.
3. Stakeholder input ensures strategies meet regional needs and drive impact.
4. Built-in evaluation supports accountability and ongoing improvement.







## Project 10:

# Better Futures and Home Stretch Evaluation – Lived Experience

Funded By: Victorian Department of Families, Fairness and Housing

### Key Deliverable/s

Karabena Consulting conducted a culturally safe, participatory evaluation of the Better Futures and Home Stretch programs, focusing on Aboriginal young people and ACCOs. Led by a Peer Researcher with lived experience, the evaluation produced a report, summary, and stakeholder presentation, with recommendations under review to improve funding, training, and program tools.

### What We Learned

1. Peer Researchers ensure evaluations reflect lived experiences and cultural relevance.
2. Culturally safe approaches effectively engage young people and ACCOs.
3. Tailored funding, tools, and training address the unique needs of young people transitioning from care.
4. Empowering ACCOs in program design and delivery leads to sustainable outcomes.

## Project 11:

# VAHS: A Focus on the Workforce

Funded by: Victorian Aboriginal Health Service

### Key Deliverable/s

Karabena Consulting developed a culturally tailored OHS strategy for the Victorian Aboriginal Health Service (VAHS), incorporating Indigenous methodologies, co-design workshops, and workforce training. Outputs included updated induction materials, leadership guides, hazard guidelines, improved reporting mechanisms, and consultation processes for Aboriginal staff, fostering a culturally safe workplace.

### What We Learned

1. Indigenous-informed OHS strategies effectively address workplace safety and trauma.
2. Co-design and consultation build trust, ownership, and alignment with staff needs.
3. Workforce training ensures long-term implementation of safety measures.
4. Comprehensive resources streamline processes and improve compliance.







## Project 12:

# Perinatal Mental Health Screening – Aboriginal Co-Design

Funded By: Victorian Department of  
Health

### Key Deliverable/s

Karabena Consulting co-designed culturally safe perinatal mental health screening guidelines through workshops and consultations with Aboriginal parents and sector experts. Outputs included a report with recommendations on trust-building, strengths-based approaches, and inclusive language, plus a literature review, stakeholder presentations, and practical suggestions to improve screening practices for Aboriginal and Torres Strait Islander families.

### What We Learned

1. Trust is essential for effective mental health screening with Aboriginal families.
2. Strengths-based approaches create respectful and impactful practices.
3. Inclusive, culturally relevant language improves communication and engagement.
4. Co-design with parents and specialists ensures practical and meaningful guidelines.



## Project 13:

# Link-Up Victoria: Enhancing Support for the Stolen Generations

Funded By: Victorian Aboriginal Child Care Agency (VACCA)

### Key Deliverable/s

Karabena Consulting completed a needs analysis for Link-Up Victoria (VACCA), focusing on Stolen Generations members and their families. The final report recommended strategies to enhance cultural safety, healing, and intergenerational empowerment, including stronger services, increased visibility, and collaboration with Traditional Owners and community organisations.

### What We Learned

1. Honouring cultural identity is essential for effective service delivery.
2. Addressing intergenerational trauma requires holistic, family-centred approaches.
3. Collaboration with Traditional Owners and community organisations grounds services in local needs.
4. Amplifying the voices of Stolen Generations members fosters understanding and support.





## Project 14:

# Human Rights Law Centre: First Nations Impact Area

Funded by: Human Rights Law Centre (HRLC)

### Key Deliverable/s

Karabena Consulting evaluated the Human Rights Law Centre's (HRLC) support for Aboriginal and Torres Strait Islander self-determination. The report included recommendations for governance reform, resource optimisation, inclusive workplace policies, and culturally respectful partnerships, aligning HRLC's work with First Nations' priorities.

### What We Learned

1. Governance reforms must prioritise First Nations' aspirations.
2. Respectful partnerships build trust and enable shared goals.
3. Resource optimisation strengthens self-determination initiatives.
4. Inclusive, culturally safe workplace policies improve engagement with First Nations peoples.



## Project 15:

# Improving Cultural Safety and Access in Emergency Departments

Funder: West Metro Health Service Partnership (WMHSP)

### Key Deliverable/s

Karabena Consulting conducted a participatory inquiry into cultural safety and access in Emergency Departments (EDs) for Aboriginal and Torres Strait Islander patients. The final report provided findings and recommendations on physical space, staff interactions, processes, and communication, laying a foundation for improved cultural safety at the Royal Melbourne Hospital (RMH) and Royal Children's Hospital (RCH).

### What We Learned

1. ED design and atmosphere greatly impact cultural safety and patient comfort.
2. Respectful, culturally aware interactions build trust and enhance patient experiences.
3. Streamlined, culturally informed processes reduce care access barriers.
4. Engaging patients and stakeholders ensures practical, community-driven recommendations.







## Project 16:

# Victoria First Peoples' Consultation: Voluntary Assisted Dying Act

Funded By: Victorian Department of Health

### Key Deliverable/s

Karabena Consulting reviewed the Voluntary Assisted Dying Act 2017, focusing on accessibility, cultural safety, and First Nations needs. A summary report with evidence-based recommendations was delivered, addressing equity, cultural safety, service access, education, policy updates, and support systems to improve inclusive end-of-life care.

### What We Learned

1. End-of-life care must respect Aboriginal cultural beliefs and practices.
2. Addressing VAD access disparities requires solutions tailored to Aboriginal patients and families.
3. Consulting Elders and healthcare providers grounds recommendations in lived and professional experiences.
4. Ongoing training equips staff to deliver culturally respectful care.

## Project 17:

# Eastern Health Executive and Board Cultural Awareness Training

Funded By: Eastern Health

### Key Deliverable/s

Karabena Consulting delivered a two-day cultural awareness program for Eastern Health, featuring interactive training, cultural immersion experiences, and a comprehensive report with recommendations. The program advanced reconciliation, integrated Indigenous methodologies, and enhanced strategies for cultural safety and care for Country.

### What We Learned

1. Cultural immersion fosters genuine understanding and respect.
2. Indigenous methodologies in decision-making strengthen reconciliation efforts.
3. Equipping staff with cultural awareness tools improves service delivery.
4. Practical guidance helps embed cultural safety into daily operations.







## Project 18:

# Optimal Care Pathways Refresh: Aboriginal and Torres Strait Islander People with Cancer

Funded By: Cancer Australia

### Key Deliverable/s

Karabena Consulting reviewed evidence and conducted consultations to refresh the Optimal Care Pathway (OCP) for Aboriginal and Torres Strait Islander people with cancer. Outputs included a consultation report, updated principles, and culturally tailored recommendations for Cancer Australia to improve culturally safe, high-quality cancer care.

### What We Learned

1. Engaging communities ensures care pathways are relevant and respectful.
2. Training healthcare providers improves patient experiences and outcomes.
3. Telehealth and targeted screening address disparities in care access.
4. Culturally informed approaches support better outcomes for patients and families.

## Project 19:

# Exploration of the Clontarf Foundation Driver Education Program

Funded by: The Transport Accident Commission

### Key Deliverable/s

Karabena Consulting reviewed the Clontarf Foundation Driver Education Program, funded by the TAC, which combines driving instruction, culturally safe mentorship, and road safety education to support young Aboriginal and Torres Strait Islander men in overcoming licensing barriers and boosting employment readiness. Actionable recommendations were provided to enhance the program's growth and impact.

### What We Learned

1. Mentorship ensures effective engagement and addresses unique challenges.
2. Combining driving instruction, mentorship, and road safety education creates a holistic model.
3. Tailored, flexible strategies are vital to overcoming systemic licensing barriers.
4. Regular evaluations and stakeholder input refine delivery and ensure long-term success.







## Weyarn Pty. Ltd.

Weyarn Pty Ltd has been instrumental in driving innovative collaborations and initiatives that amplify Indigenous excellence and create meaningful impact. In 2023–2024, its transformative contributions were highlighted through Ilan Style and First 1000 Days Australia, two complementary brands.



## Ilan Style

As a culturally rich platform for Indigenous creativity, Ilan Style focuses on native botanical teas, bespoke collaborations, and entrepreneurial pathways for Aboriginal and Torres Strait Islander women. With Weyarn’s strategic support, including partnerships and resource optimisation, Ilan Style has gained national and global recognition, fostering economic opportunities and cultural pride for



## **First 1000 Days Australia**

This initiative targets the crucial period from conception to a child's second birthday, emphasising early childhood development, family health, and community wellbeing. Weyarn has strengthened its capacity-building efforts, streamlined delivery, and fostered cross-sector collaborations, ensuring sustainable and measurable outcomes.

**Weyarn Pty Ltd continues to lead by integrating Indigenous knowledge with contemporary opportunities, driving positive economic, social, and cultural outcomes. The 2023–2024 period marks a significant milestone in its journey of innovation and impact.**



# Annual Highlights

## Ilan Style Fellowship

Ilan Style is extremely proud to have launched The Ilan Style Fellowship in partnership with the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS). In 2024, the inaugural fellowship was awarded to Jessie Lloyd for her exceptional research project, which builds upon her work on the Ailan Songs Project.

The Ailan Songs Project is a vibrant celebration of Torres Strait Islander heritage, seamlessly blending history, music, and community. This initiative honors the enduring spirit of 'ailan' life by preserving and sharing the rich tapestry of historical songs from the Torres Strait. Presented through the lens of island reggae—a genre that perfectly complements the region's dynamic cultural identity—the project breathes new life into traditional melodies while connecting them with contemporary audiences. Jesse's work stands as a testament to the resilience, creativity, and cultural pride of Torres Strait Islanders, ensuring that these stories and songs are preserved for generations to come.

## Market Presence

In 2024, Ilan Style had a strong presence at markets, building our brand and fostering a thriving community of Indigenous entrepreneurs. We were proud to participate as a stallholder during NAIDOC Week Markets and Koori Krismas at Federation Square, standing alongside other remarkable Indigenous businesses. These events provided valuable opportunities to connect with the public and share our story, while showcasing the incredible talent within Indigenous communities.

Additionally, we participated in several other public markets and corporate-specific events, allowing us to engage directly with businesses that are committed to supporting Indigenous enterprises. These experiences not only expanded our visibility but also reinforced the importance of creating spaces where Indigenous businesses can grow and thrive.

## Partnerships

In 2024, Ilan Style formed exciting collaborations with other Indigenous women-owned businesses to create unique, limited-edition products that highlighted the beauty of cultural craftsmanship:

- Haus of Dizzy: Together, we designed a collection of statement earrings celebrating Indigenous artistry and storytelling.
- Kiara Davies from Yulaali: We partnered with Kiara to create beautifully handwoven tea strainers, combining traditional weaving techniques with functional design.

These collaborations showcased the immense talent within our community and allowed us to offer products that carry meaningful stories and cultural significance.

## First 1000 Days Australia

First 1000 Days Australia continues to lead transformative work in supporting the health, wellbeing, and cultural strength of Aboriginal and Torres Strait Islander families during the critical early years of life. In 2024, the program expanded its reach, delivering a range of training courses and initiatives designed to empower practitioners, strengthen community-led approaches, and foster holistic care for families.

This year, First 1000 Days Australia has offered a comprehensive suite of training programs tailored to professionals working with Aboriginal and Torres Strait Islander communities. These courses focus on culturally safe practices, early childhood development, and integrated support for families. Training sessions incorporate culturally immersive activities and case-based learning, equipping practitioners with practical tools and knowledge to support families effectively.

Over 250 professionals trained across both online and in-person courses in 2024. Participant feedback highlighted improved confidence in delivering culturally informed care and strengthened connections between practitioners and communities.



## Looking Ahead

As we approach 2025, First 1000 Days Australia remains committed to scaling its impact. Plans include expanding course offerings, enhancing online delivery platforms, and collaborating with more community organisations to ensure a wider reach. Together, we aim to support professionals and families, fostering a future where every child thrives in the critical early years.

## Return on Investment (ROI) achieved in 2024

In 2024, Karabena Consulting and Weyarn demonstrated significant Social and Economic Return on Investment (ROI) through impactful initiatives that delivered cultural, social, and economic value.

By embedding culturally informed practices across sectors such as healthcare, education, and governance, the business generated tangible benefits, including enhanced trust, reduced systemic barriers, and frameworks for better service delivery, which align cultural priorities with sustainable investment.

Weyarn's collaborations, including the Best Collaborators Award partnership between Ilan Style and Haus of Dizzy, highlighted the economic and cultural value of Indigenous business ecosystems. By supporting Indigenous entrepreneurs and fostering new market opportunities, these partnerships contributed to revenue growth, expanded supply chains, and amplified cultural products that resonated with diverse audiences. These efforts enhanced, not only, economic outcomes for Indigenous businesses but also the broader creative economy, exemplifying the value of collaboration and cultural alignment.

The combined ROI of Karabena Consulting and Weyarn underscores our ability to deliver transformative change by integrating cultural knowledge with strategic innovation. Their work has strengthened social and economic fabric across sectors, ensuring sustainable benefits for Aboriginal and Torres Strait Islander communities and their partners. By driving cultural safety, community self-determination, and resource optimisation, we have set a benchmark for leveraging cultural and economic strengths to create enduring value.

## Financial results

### Karabena Consulting

**Revenue** \$2,155,436

### Weyarn

**Revenue** \$612,637

## Top expenses

Employee expenses

Subscriptions and memberships

Consultants

Rent

Insurance

**Supported by:**

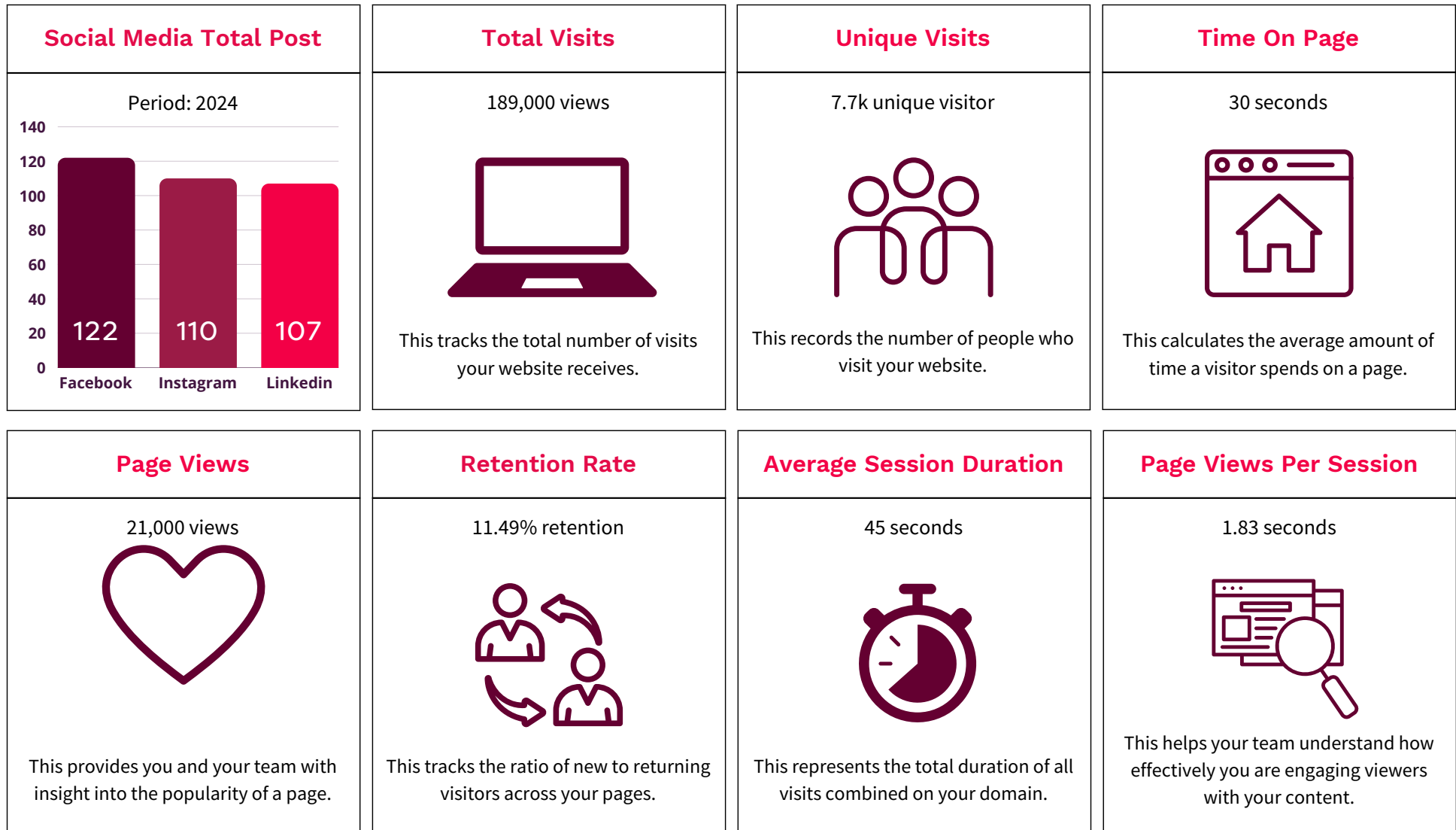




# Digital Analytics

## Karabena Consulting

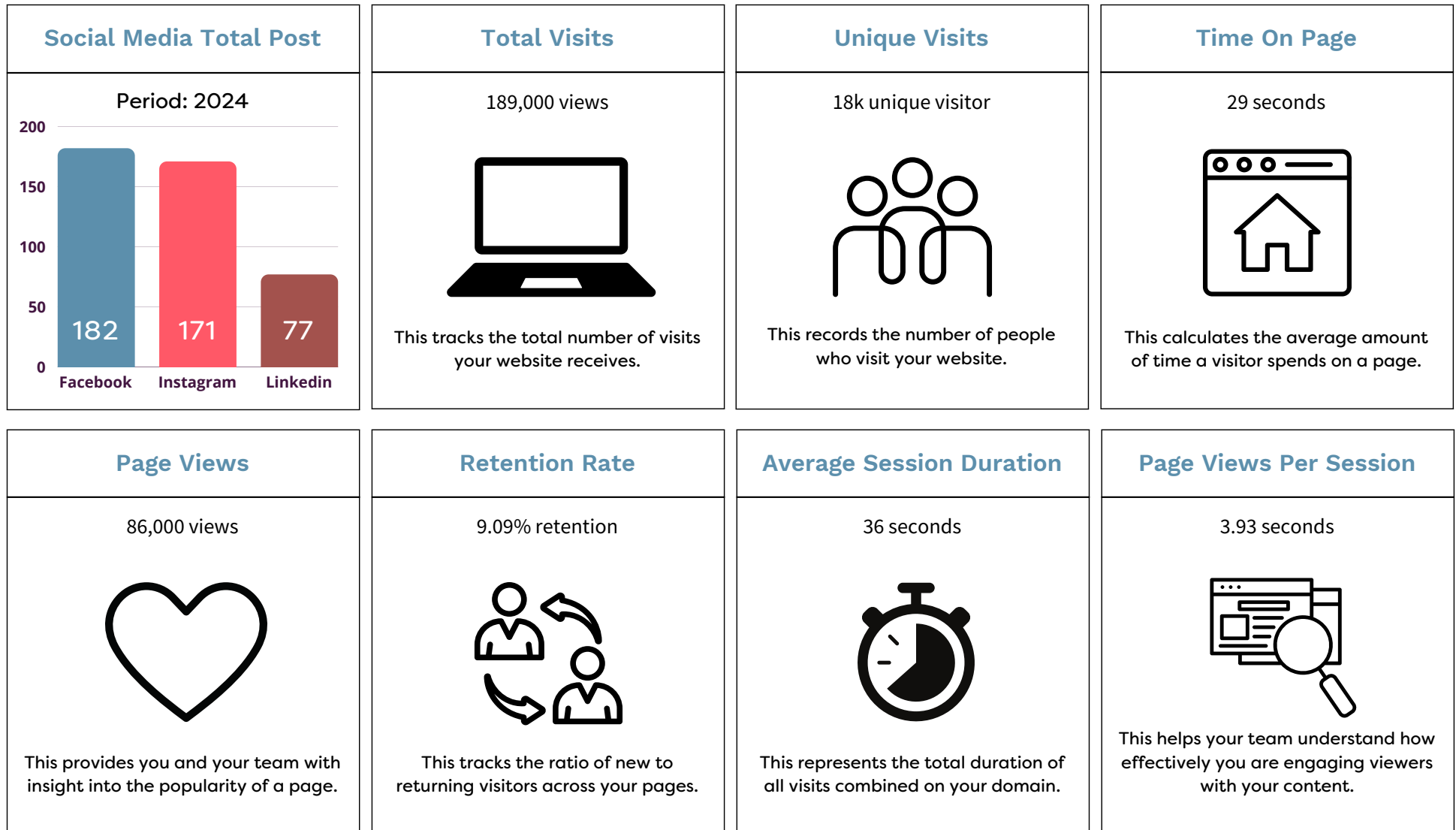
Period : 2024



# Digital Analytics

Ilan Style

Period : 2024

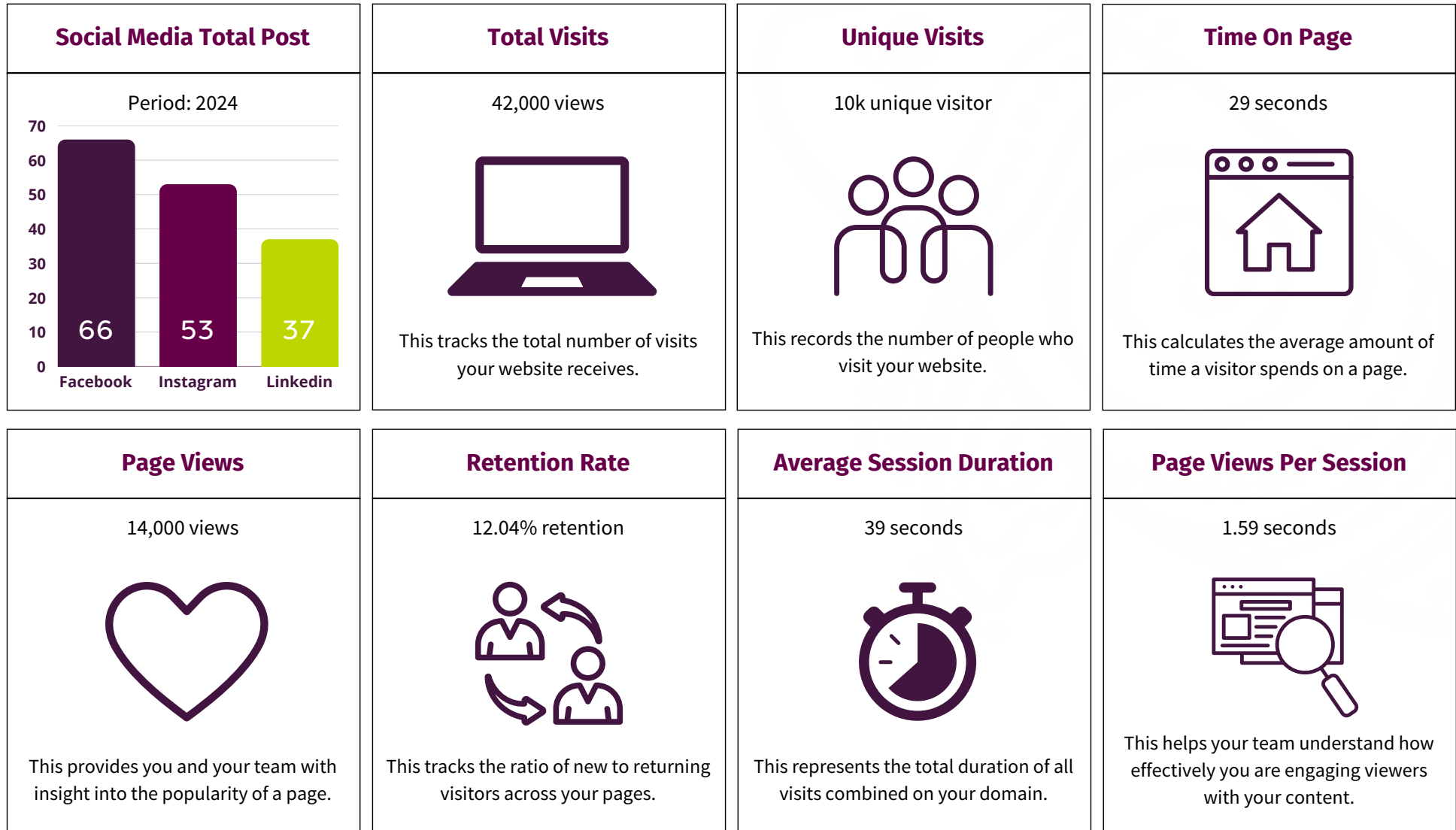




# Digital Analytics

## First 1000 Days Australia

Period : 2024





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**Karabena**  
Consulting

