



**KARI**  
FOUNDATION



ANNUAL REPORT 2022 - 2023

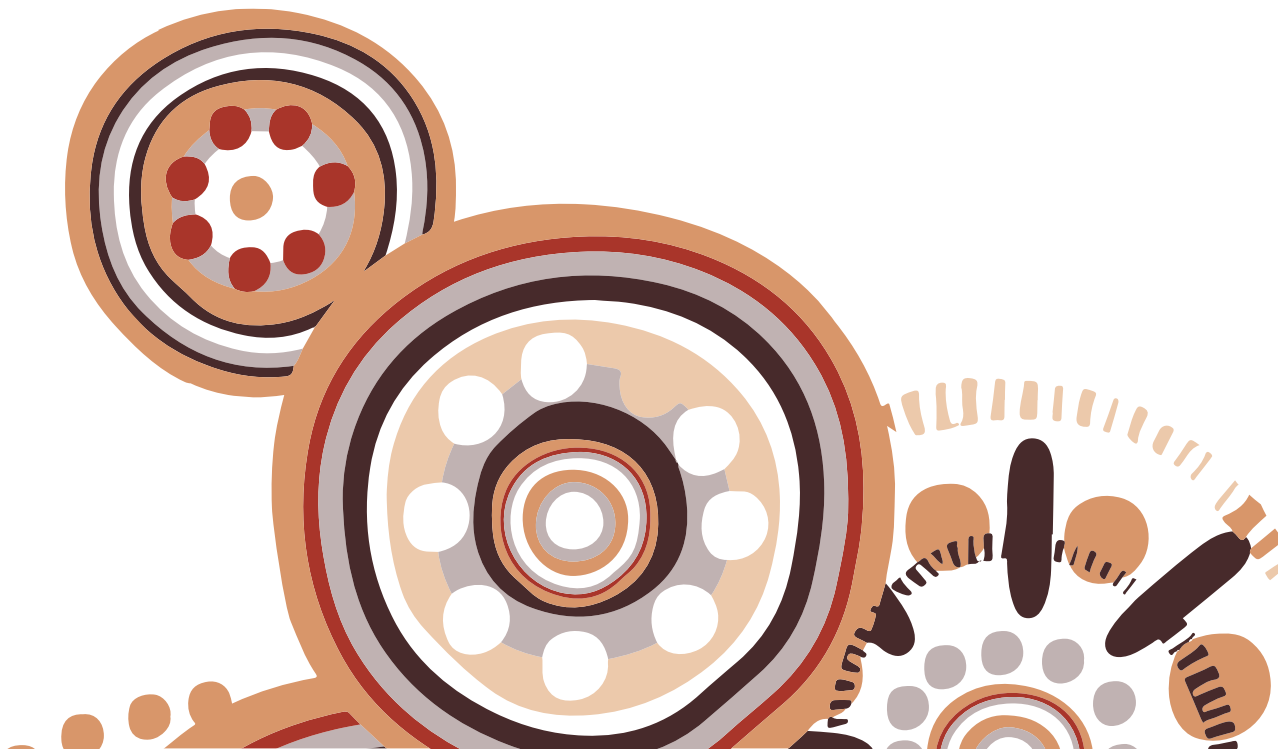
KARI Foundation acknowledges the Traditional Owners and Custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community.

\* Aboriginal and Torres Strait Islander people should be aware that this publication may contain images / names of people who are deceased.



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# Our Mission - Our Vision

**KARI Foundation brings Aboriginal culture and excellence into wider community life through its people, advice and support.**

## Our Vision

Community life in Australia is strengthened by Aboriginal people, culture, reconciliation and connection.

## Our Mission

We work with community to create meaningful points of connection to share Aboriginal culture and achievement.

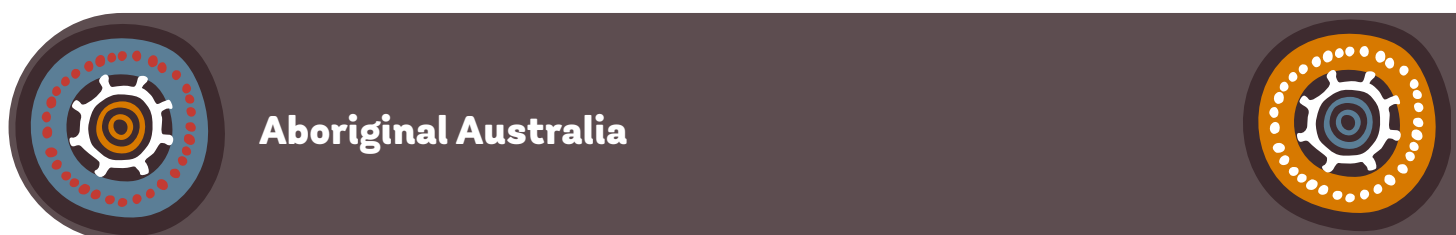
**We drive change through our seven pillars.**



## These pillars aim to:

- Create strong leaders by connecting with other leading Aboriginal professionals.
- Strengthen sporting life by creating opportunities for Aboriginal children and young people to train, participate and live healthy lives.
- Strengthen working and business enterprises by employing and working alongside Aboriginal people.
- Enrich school, TAFE and university life through thriving Aboriginal students.
- Reconnect Aboriginal children and young people, families and community to strengthen culture within.
- Enhance the Australian creative and performing arts industry by nurturing and showcasing Aboriginal talent and culture.
- KARI Aboriginal Procurement (KAP), provides end-to-end, cost effective Aboriginal procurement solutions to Corporate Australia.

**For our future, we work with 3 key communities.**



Employment and  
Business Enterprise



Leadership

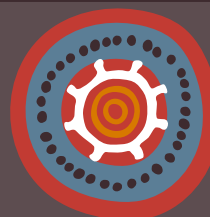


Procurement



Sport and  
Healthy Lifestyle

**Collective Australia**



**Corporate Australia**

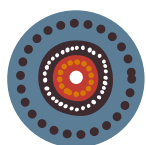
# KARI Foundation is guided by five core values:



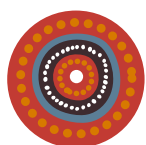
**Innovation**



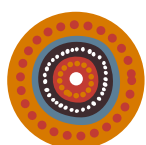
**Inclusion**



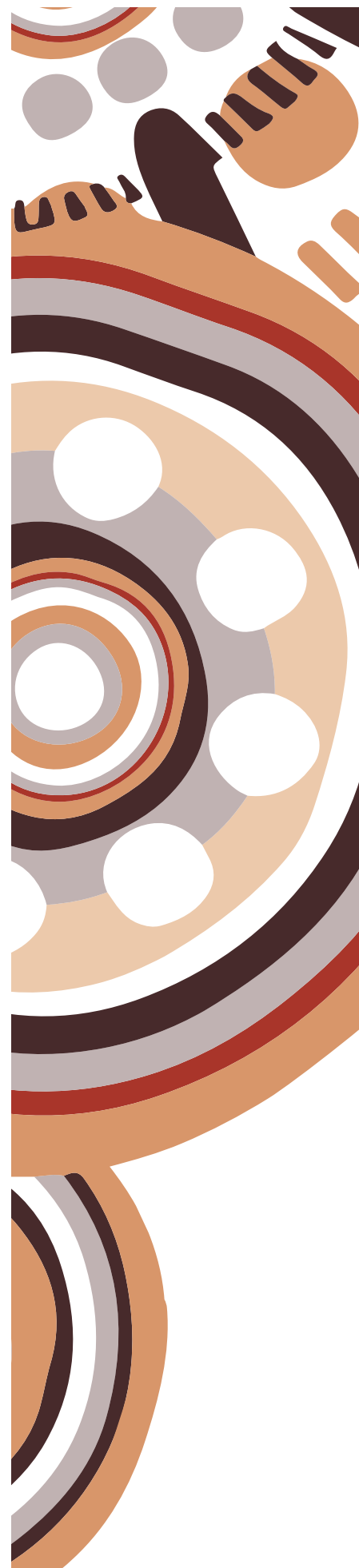
**Optimism**



**Authenticity**

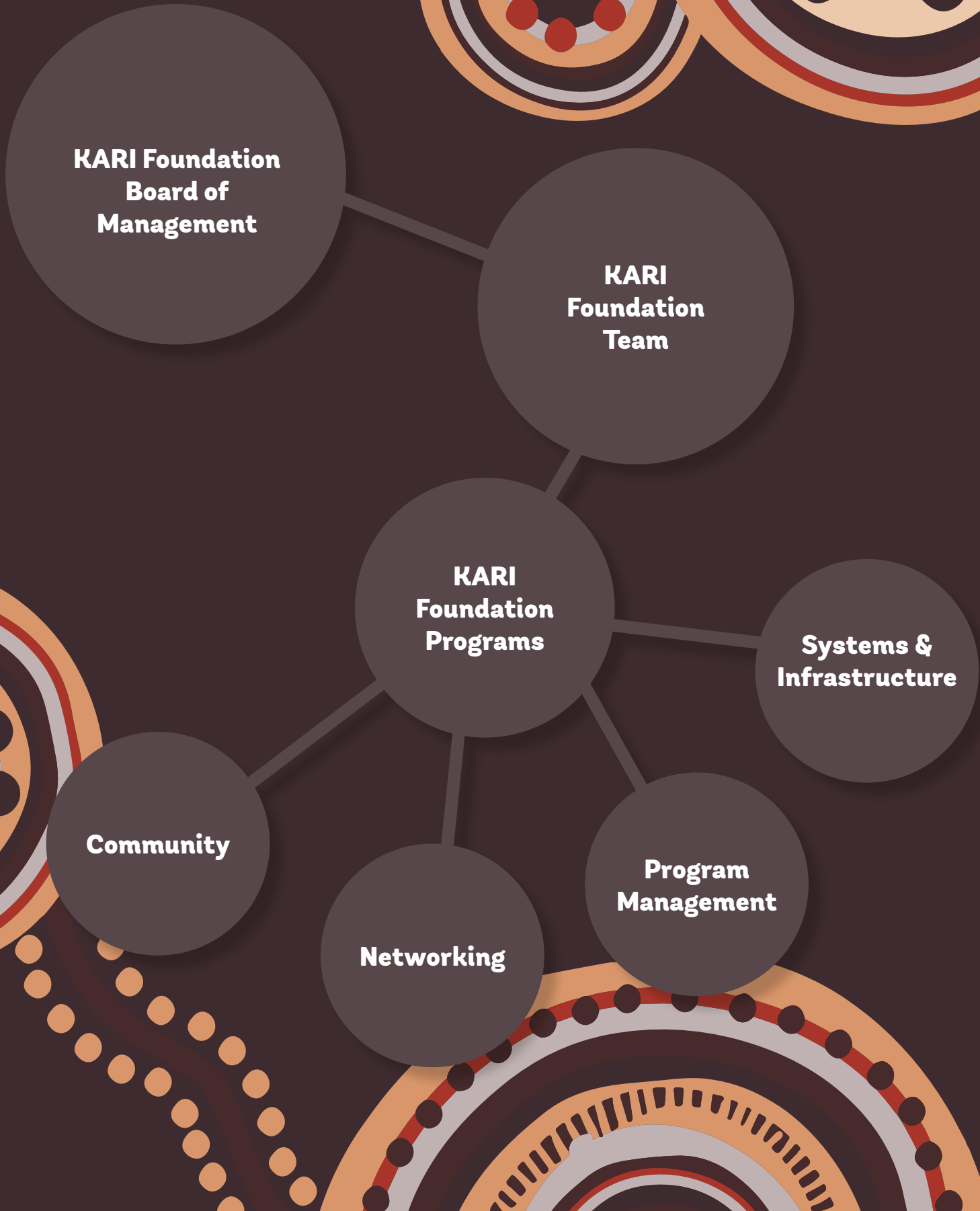


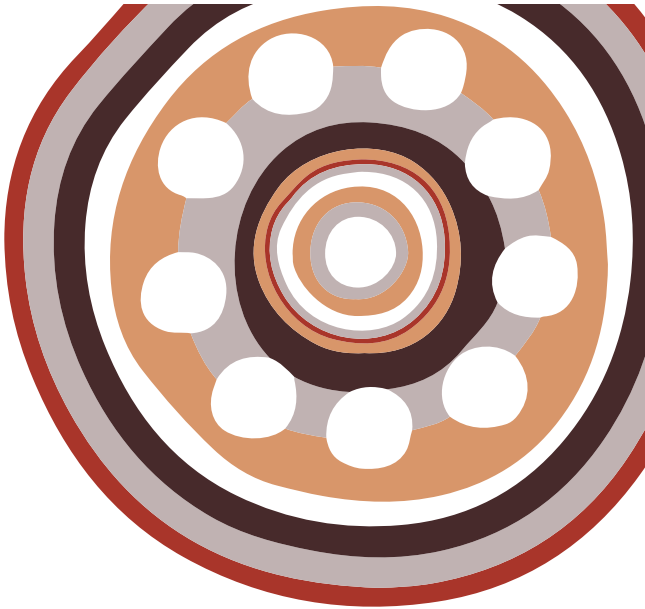
**Cultural Legacy**





# Service Structure





# Chairperson Report

“The strides we have made together in bridging cultures and fostering understanding are indeed a beacon of hope and progress.”

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“It is with immense pride and profound appreciation that I extend my sincerest thanks to our wonderful staff and the distinguished Chief Executive Officer for their unwavering dedication and service this past year.

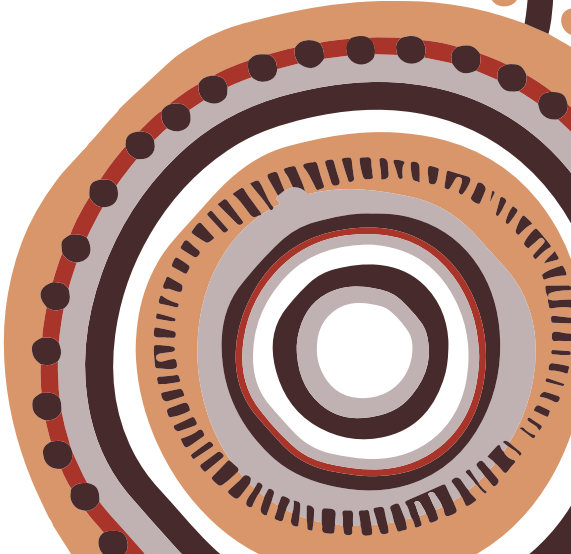
Their commitment to delivering substantial outcomes for our community and forging a supported pathway for Corporate Australia to engage with First Nations communities is commendable. It is testament to the spirit of collaboration and mutual respect that defines our mission.

The strides we have made together in bridging cultures and fostering understanding are indeed a beacon of hope and progress. I am wholeheartedly grateful for the dedication, resilience, and vision that have propelled us forward. Our collective achievements stand as a resolute affirmation of our shared values and aspirations.”

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Gary Potts'.

Gary Potts  
Chairperson





## CEO Report

“Our success is a reflection of our collective commitment to making a difference and the strong support we’ve received from all quarters”

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“As the CEO of the KARI Foundation, I am profoundly moved by the passion and effort our team has invested over the past year.

Our journey, marked by significant achievements in connecting Corporate Australia with First Nations communities, has been nothing short of inspiring.

This year, we’ve not only met our goals but exceeded them, thanks to the hard work and innovative approaches of our staff. Their dedication has been pivotal in creating meaningful partnerships which I am confident will lead to lasting impacts.

I am honored to work with such a dynamic team and excited for the future we are building together. Our success is a reflection of our collective commitment to making a difference and the strong support we’ve received from all quarters. Together, we are setting a new standard for inclusivity and mutual respect.”

Yours sincerely,

A handwritten signature in black ink, appearing to be 'CR' or similar initials.

Casey Ralph  
KARI Foundation CEO



# Board of Management Profiles

## Gary Potts - Chairperson



Gary, a Wiradjuri man originally from Parkes NSW, has spent the majority of his days in Campbelltown. A proud father, grandfather and a devoted husband to his loving wife Debbie, Gary has been a leader in Aboriginal Affairs since 1992.

He's held a number of positions on boards and committees in the Campbelltown/ Liverpool areas and is currently employed with the NSW Department of Education, where he performs a crucial role as an Aboriginal Education Specialist. Both Gary and Debbie know firsthand the trials and tribulations that come with being a foster carer; they also know the rewards. They themselves have been foster carers for a number of years.

Gary is honoured to be KARI's Chairperson and is thrilled to see the service grow to become a leader in the field of Aboriginal child protection, prevention and community capacity building.

## Paul Ralph - Director



A founding member of KARI and former CEO, Paul is a proud Aboriginal man with family connections from both the North Coast and South Coast of NSW. For the past 35 years he has lived in Gandangara Country, South West Sydney.

During his professional career, Paul has worked across a number of important Aboriginal portfolios specific to employment outcomes, housing, education and human services. Such a position has given him the opportunity to visit many Aboriginal communities and witness firsthand the vast social issues affecting Indigenous Australians today – as well as the sheer resilience of the world's oldest living culture.

Since 1999, Paul has been committed to working exclusively in the Aboriginal community sector and has found this to be the most challenging and exciting time of his professional career.

## Isabelle Phillips - Director



Dr Isabelle Phillips is a purpose driven, leadership authority with over 20 years' experience working across public and private sectors around Australia and in China, Singapore and New Zealand. Isabelle works with leaders to create spaces for workforce populations to flourish and thrive.

She also brings the business case for diversity and inclusion to her public sector and multi-national client base. Clients gain diversity dividends, recognise unconscious bias, and strategically position their enterprises to succeed in the global village.

Isabelle's research investigates the fascinating neurobiological drivers of workplace performance, cognitive fitness, wellbeing and sustainability in tumultuous times. Isabelle builds industry partnerships at the UTS Business school and the UTS Transdisciplinary Innovation school where she lectures and creates program content for post-graduate students. Isabelle is a seasoned learning and development professional and sought-after leadership coach.

## Stephen Ella - Director



Stephen is an Aboriginal man from the Yuin Nation on the South Coast of NSW, however he grew up in the Aboriginal community of

La Perouse. Stephen is the Manager of Nunyara Aboriginal Health Unit for the Central Coast Local Health District; has a 20 year background in Aboriginal Drug and Alcohol work and was inducted into the National Indigenous Drug and Alcohol Honour Roll in 2012 at the National Indigenous Drug Alcohol conference in Fremantle. He was awarded the First Peoples award at the Australasian Professional Society on Alcohol and other Drugs (APSAD) conference in Brisbane in 2013.

Stephen is a member of the NSW Health Aboriginal Directors and Managers Strategic Leadership Group and previously lectured at Sydney University as an Adjunct lecturer. Stephen has also

co-authored a handbook for Aboriginal Alcohol and Drug Work and is an Associate Investigator with the Centre of Research Excellence Indigenous Health and Alcohol Research.

## Casey Ralph - CEO



Casey is a proud Aboriginal woman with connections to the North and South Coasts of NSW. She has spent the majority of her life living on Gandangara Country in South Western Sydney.

Casey started her career working in education and in 2005 transitioned to working within the community welfare sector. She is now the current CEO of both KARI Ltd and KARI Foundation.

Casey is passionate about ensuring that Aboriginal children, families and communities have every opportunity afforded to them and is committed to designing and implementing innovative programs that empower, support and enhance skill development.





## KARI Ambassadors

### Ray Hadley - OAM



Ray works tirelessly to bring his listeners an informative and entertaining Morning Show from Monday to Friday. He has rated number one in Sydney since 2004, and is now heard every weekday morning on 4BC in Brisbane and dozens of network stations right across Australia.

On Saturdays, during the National Rugby League season, his Continuous Call Team remains unbeaten since 1992, and has continued to dominate the ratings since joining 2GB in 2002.

Ray has won 30 Australian Commercial Radio Awards (ACRAs), recognising everything from his sports presenting skills – including National Rugby League Grand Finals and the Olympics to his ongoing success commenting on news and current affairs to a national audience. In 2017 he was inducted to the ACRA Hall of Fame. Ray is the most awarded broadcaster in the history of the ACRAs.

### Laurie Daley



Laurie officially signed with KARI as a Community Ambassador in 2018.

Laurie will not only help promote the Foundation's positive work, he will also promote Indigenous excellence at a national level. Laurie's values and behaviour align with everything that KARI Ltd and the KARI Foundation stand for.

He demonstrated this throughout his rugby league career, which continued then, in his career in the media and coaching following his retirement.



# KARI Champions of Change

## Beau Champion



Beau Champion played National Rugby League for the South Sydney Rabbitohs as well as the Parramatta Eels. He is also a proud Aboriginal man who's committed to giving back to the community through his position as a role model.

He strives to be a positive influence and help young people tackle tough times not too dissimilar to those he's experienced in his own life.

## Luke Carroll



Luke is a seasoned theatre, film and television performer. Recent television projects include Upright for Foxtel and Total Control for ABC.

On stage recent projects include Black Cockatoo for Ensemble Theatre; Black is the New White, The Harp in the South, The Hanging, The Battle of Waterloo and Cherry Pickers for Sydney Theatre Company (STC); Black Diggers and Mother Courage and her Children for QLD Theatre Company, Eora Crossing for The Sydney Festival, Purple Dreams and My Girragundji for Bell Shakespeare and for STC.

Luke has a strong track record on screen; he was a nominee for the 2012 AACTA Award for 'Best Guest or Supporting Actor in a TV Drama' for his work on Redfern Now.

Luke Has been nominated twice for AFI Awards for 'Best Supporting Actor' for Australian Rules and 'Best Supporting Actor' in a TV series for R.A.N.

Luke's other film credits include Strangerland, Needle, Stone Bros, Subdivision, The Tender Hook and Children of the Revolution. For television, Luke's credits include The Gods of Wheat Street, Redfern Now, Home and Away, R.A.N, The Alice, Stingers, All Saints, Water Rats, Heartbreak High, Man from Snowy River and The Flying Doctors. Luke has been a very proud member of the Playschool team for ten years.



# Culture

KARI Foundation believes culture can drive change.

As Aboriginal people, we know just how important it is to create a connection to one's identity and country - we embrace it knowing that together they form the foundations of belonging. While we are all on our own personal journey, a communal approach is needed to achieve this goal.

The core objective of the KARI Foundation's Cultural Programming is to establish practices that are both socially and culturally inclusive for all to enjoy.

Our aim, is to see a more reconciled Australia, so we offer a suite of program opportunities to strengthen relationships between Aboriginal peoples and non-Indigenous peoples whilst showcasing the excellence that exists both historically and presently in Aboriginal people and culture.

"A strong connection to one's culture helps to provide a foundation for a strong sense of identity and a healthy self-esteem resulting in individuals, and in turn a community, more equipped to navigate challenges with resilience, confidence and kindness."



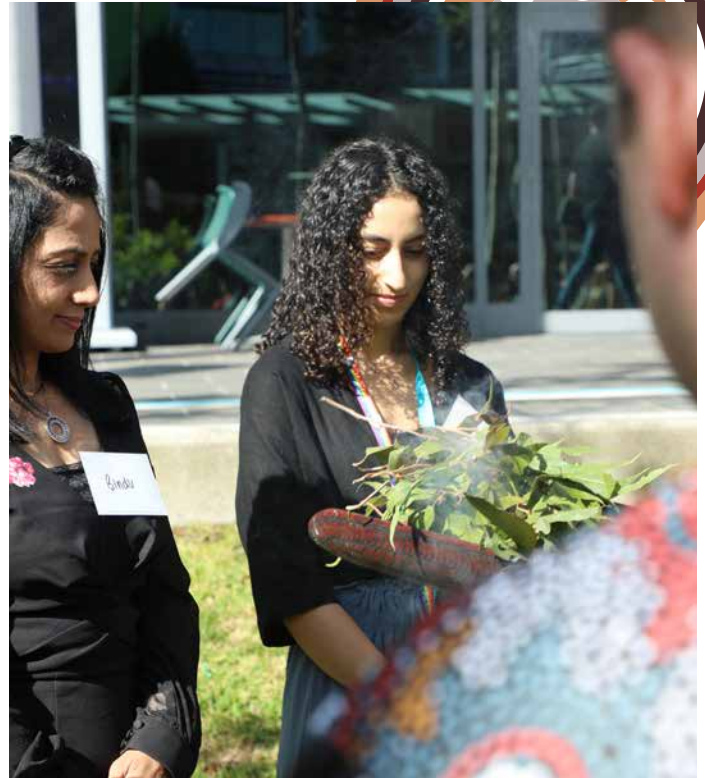




## Corporate Cultural Immersion Program

The KARI Foundation's commitment to promoting cultural safety, understanding and respect has never been stronger. Our Corporate Cultural Immersion Program stands as a testament to our dedication to fostering appreciation for Aboriginal culture.

Culturally appropriate and relevant, the program offers participants a hands-on experience covering various aspects of traditional arts, whilst also empowering attendees with knowledge and skills necessary to communicate effectively with First Nations people, fostering inclusivity and unity within our diverse community.



Participants engaged in face-to-face activations, such as didgeridoo playing and artefact carving and weaving.

"The KARI Foundation's commitment to fostering cross-cultural understanding has been a boon to our community. The Cultural Immersion Program has contributed significantly to unity and respect among our residents. We eagerly anticipate its continued success in the coming year."

Rachel, Community Member

Over the past year, we have had the privilege of welcoming 2500 individuals from various backgrounds into our program. These participants engaged in workshops that explored cultural competency, allowing them to delve deep into the essence of Aboriginal heritage.

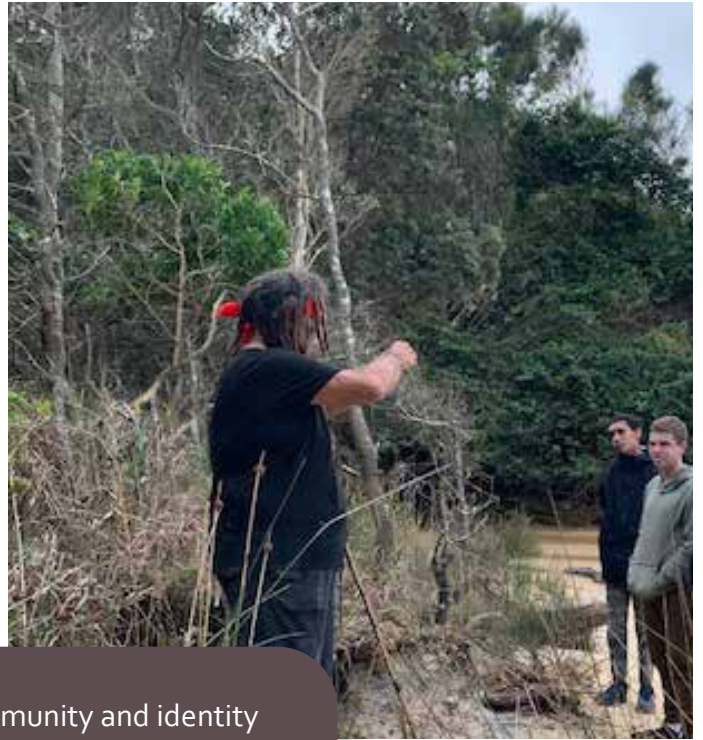


## Community Cultural Camp

KARI Foundation's Community Cultural Camps have continued to draw young attendees, providing invaluable opportunities for reconnection with their heritage. These camps are carefully designed to empower our young people, offering them a gateway to recognising the richness of their culture.

The youth enjoy activities such as guided visits of significant cultural sites, traditional tool making, traditional arts, stories around the campfire, learning about bush foods and medicines, bushwalks and swimming.

But the heart of our camps is the sense of community they foster, participants find a place where their identity is strengthened, where they can immerse themselves in culture, and where they feel safe and engaged. It's a holistic experience that transcends learning; it's about belonging.



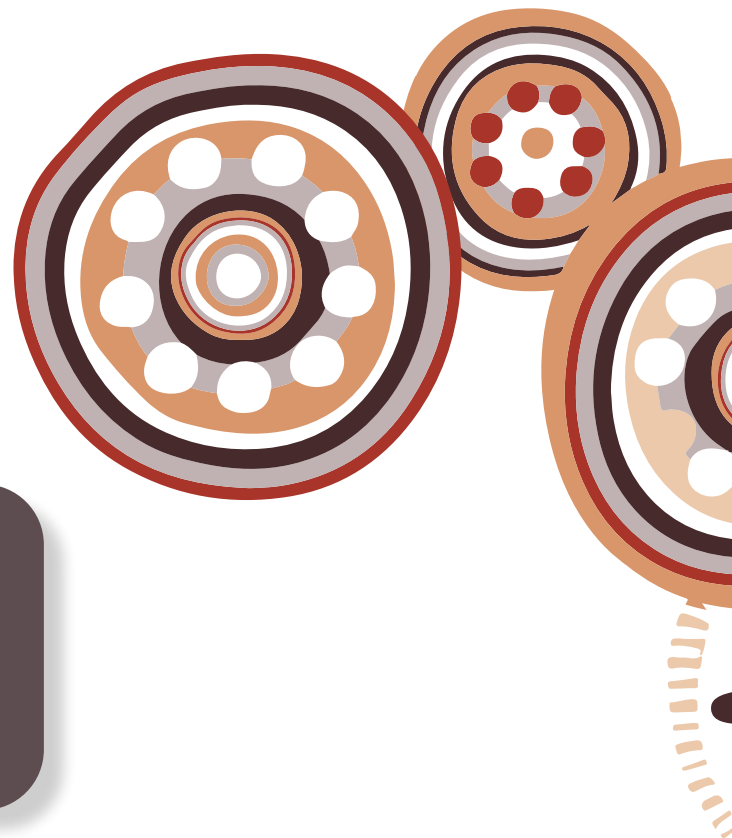
"I've been to cultural camps, but the sense of community and identity I found here was different. The traditional food talks were especially fascinating. I feel like I've grown both personally and culturally."

James, Camp attendee





As we reflect on the impact of our Community Cultural Camps, we remain resolute in our mission. In the coming year, we will continue to provide these invaluable opportunities, fostering a greater appreciation and understanding of Aboriginal culture among all attendees. Together, we will continue to build bridges that connect us to our heritage and to each other.



"I learned so much about my heritage, and felt a real sense of belonging. The campfire stories was my favorite part, they made me feel connected to my roots."

**Olivia, camp attendee**





# Education

KARI's Aboriginal education programs are an integral part of what we do best.

Our holistic approach to service delivery provides Aboriginal children, youth, families, and community every opportunity to flourish.

We deliver activities and events that are educational and supportive. These activities develop a connection to community and culture and provide those participating with a sense of belonging.

"Cultural connection not only opens up opportunities for informal learning about history, traditions, and customs but also has the potential to enhance formal education, leading to a more comprehensive and inclusive learning experience for all students."







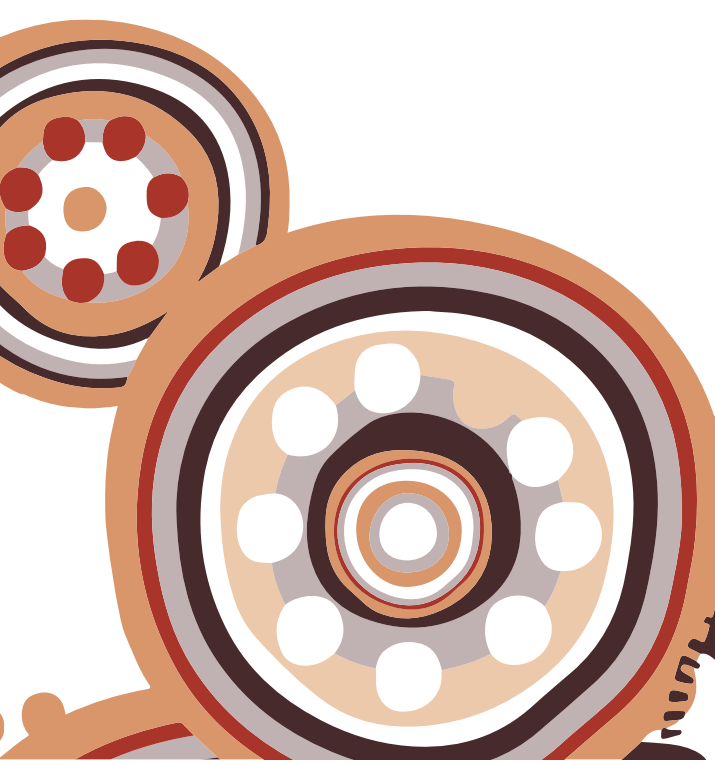
## MACE Foundation Family Legacy

The MACE Foundation is a steadfast supporter of our educational and scholarship programs. Their commitment to empowering young individuals has propelled our shared vision to new heights, making a lasting impact on the lives of Aboriginal youth.

The enduring generosity they have shown has played a pivotal role in our ability to create pathways for young people to cultivate their skills, expand their knowledge, and pursue their dreams with unwavering determination.

The ripple effect of their efforts are felt by every young person who benefits from our programs. We are profoundly grateful for the MACE Foundation's dedication. This partnership has allowed us to amplify our impact, extending a lifeline of resources and encouragement to those who need it most.

Together, we will continue to work tirelessly to equip Aboriginal young people with the tools and opportunities they need to thrive, ensuring a legacy of success that will endure for generations.





## Endeavour Energy Partnership

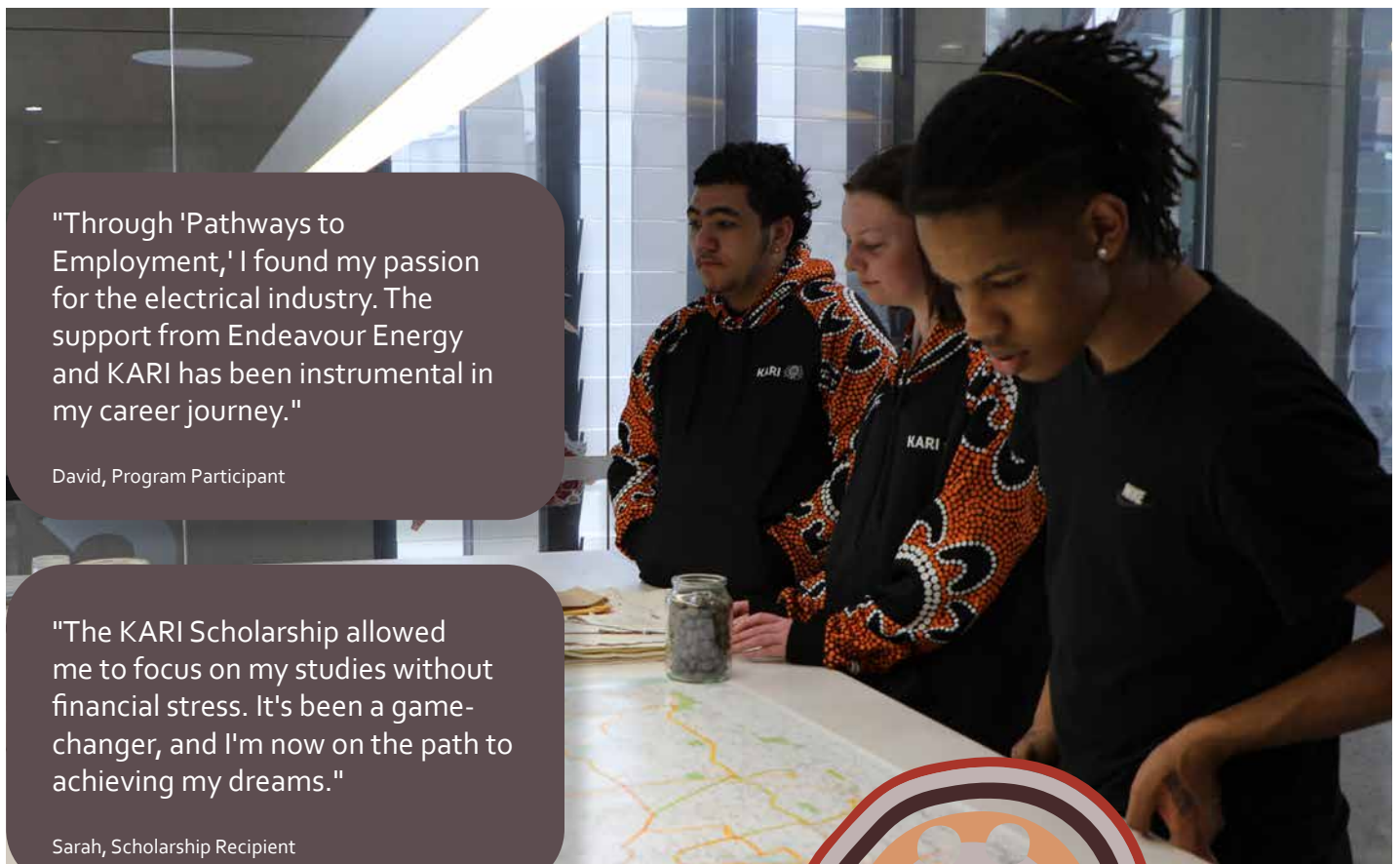
The partnership between the KARI Foundation and Endeavour Energy is making a positive impact on the lives of Aboriginal and Torres Strait Islander students by connecting them to education and job opportunities. Endeavour Energy is proud to stand alongside us in this shared mission, and we're excited to highlight the significant progress we've achieved together.

Our key initiative is the Endeavour Energy-supported KARI Scholarship program, which plays a central role in our partnership. This program provides vital financial support to high school students in South Western Sydney, enabling them to thrive academically and unlock their full potential.

In addition to the scholarships, we've collaborated on two groundbreaking programs. The "Pathways to University" program empowers Aboriginal youth to pursue higher education.

We achieve this by actively engaging with students, sharing valuable insights, and providing information about educational pathways. This includes mentoring and our University Expo, where Endeavour Energy staff members play a crucial role. Together, we're making a real difference in opening up opportunities for these students.

Together, we have unlocked doors and created pathways that may have otherwise remained closed. As we move forward, our shared commitment to education and employment remains.



"Through 'Pathways to Employment,' I found my passion for the electrical industry. The support from Endeavour Energy and KARI has been instrumental in my career journey."

David, Program Participant

"The KARI Scholarship allowed me to focus on my studies without financial stress. It's been a game-changer, and I'm now on the path to achieving my dreams."

Sarah, Scholarship Recipient

"The partnership between the KARI Foundation and Endeavour Energy is an example of what's possible when organisations come together to invest in the future of our youth. It's truly inspiring."

John, Community Advocate



## Optus Partnership

Five years ago, the Optus and KARI Foundation partnership was forged with a commitment to creating pathways and opportunities for Aboriginal young people. In our ongoing collaboration, Optus staff have played a pivotal role as mentors, guiding and empowering the youth we serve. This partnership not only opens doors but also illuminates the challenges and remarkable achievements of Aboriginal communities, fostering a sense of shared purpose and giving back to society.

This year, the return of students to Optus HQ for exclusive workshops was met with much enthusiasm. These workshops, centered on employment, leadership skill development, and the management of digital footprints, provide invaluable experiences and guidance, equipping our young participants with the tools they need to navigate the ever-evolving landscape of their future careers and employment.



"The Optus Mentoring Program has been a transformative experience. Having a mentor from Optus has not only opened my eyes to the world of opportunities but has also given me the confidence to pursue my dreams."

Jessica, Program Participant

"The workshops at Optus HQ challenged me in the best way possible. I learned skills that will stay with me for life, and I'm grateful for the guidance I received from the Optus team."

Alex, Workshop Attendee





**This financial year, Optus celebrated five years of providing skilled and personal volunteering to support the KARI Foundation.**

Additionally, we are proud to have supported the development and implementation of the Optus Reconciliation Action Plan, an initiative that underscores our shared commitment to reconciliation and a united future.

As we look back on another year of partnership with Optus, we are grateful for the continued support and commitment to our mission of empowering Aboriginal youth. We are excited about the future and the opportunities that lie ahead as we continue to work hand in hand, creating brighter futures for the youth we serve.



"The partnership between the KARI Foundation and Optus is a great example of what can be achieved when corporate responsibility meets social impact. "

Maria, Community Advocate





## The KARI Pathways to University Program

The KARI Pathways to University Program offers a transformative experience to all Aboriginal students in Years 10, 11, and 12. This program, crafted and facilitated by the KARI Foundation, opens the door to a world of possibilities, enabling students to explore the higher education landscape in New South Wales.

At its heart, this program serves as a one-stop-shop experience, where students have the chance to connect with representatives from various universities across the state. Beyond the glossy brochures and pamphlets, students delve into the essence of these institutions, exploring pre-entry program opportunities designed specifically for Aboriginal students.

The objectives of the Pathways to University Program are twofold: to increase awareness of and access to pre-entry programs tailored for Aboriginal students and to provide comprehensive information on the diverse range of higher education options available to them. It's not just about attending university; it's about finding the right path to success.

KARI Foundation remains steadfast in our commitment to providing increasing numbers of Aboriginal students with the opportunity to pursue higher education, helping students to unlock their full potential and embrace the future with confidence.

*"I never knew there were so many opportunities out there for Aboriginal students like me. It's a game-changer."*

Sarah, Year 11 Student

*"Meeting university representatives and fellow students has been inspiring. I now feel equipped to take the next step in my education journey."*

James, Year 12 Student



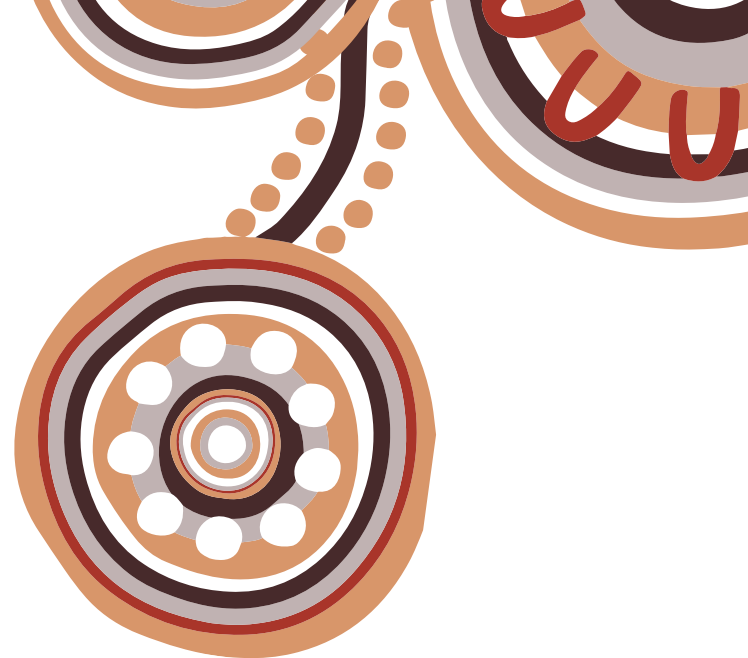
# The KARI Foundation's Transition to High School Backpack Program

The KARI Foundation's Transition to High School backpack program is designed for Aboriginal Year 6 students embarking on their journey from primary school to high school. This program recognises the pivotal nature of this transition, aiming to equip students with the essential tools they needed to thrive in their formative high school years.

This year, the KARI Foundation received a significant boost as the Mounties Group came forward to sponsor the Transition to High School backpack program. Their contribution allowed the program to expand its reach and impact.

Schools in the Sydney Metro and South West Sydney regions played a crucial role in the delivery of the backpacks along with the Community Programs Team and the Aboriginal Education team from across the South West region.

Each backpack contained the essential items to thrive in school, such as math sets, stationery, calculators and the like, provided free of charge to eligible students.





*"As a parent, I was worried about the transition to high school for my child. The Transition to High School backpack program provided not only the supplies my child needed but also peace of mind for both of us. It's a fantastic initiative that makes a real difference."*

Lisa, Year 6 Parent

The KARI Foundation remains committed to supporting Aboriginal Year 6 students and their families during this critical juncture in their educational journey. It is our belief that by investing in these young minds, we are investing in a brighter future for the community and beyond.



## Transition to Kindergarten Backpack Program

The Transition to Kindergarten backpack program, supported through a partnership of dedicated organisations, distributed hundreds of free school bags and carefully selected, relevant resources, to nurture skill development and support the sometimes daunting transition of Aboriginal children into kindergarten.

One of the cornerstones of this initiative is the ten-part YouTube video series titled "Getting Ready for School – The Deadly Way." Hosted Aboriginal television and film actor, Luke Carroll, this series provides practical ideas and guidance for parents, caregivers, and young people as they navigate the critical developmental early years leading up to kindergarten.

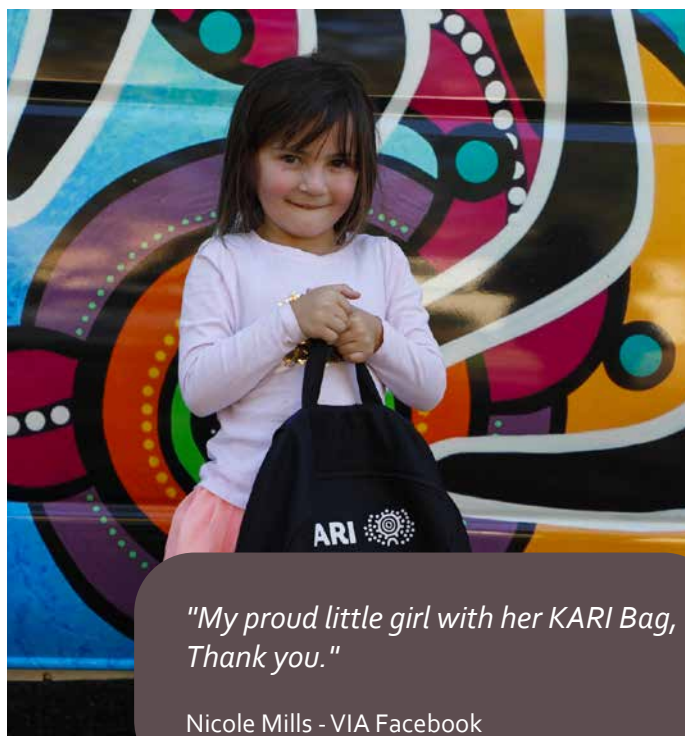
Luke Carroll, known for his roles in iconic productions, sees this project as an opportunity to give back to his community. He stated, "It's incredibly rewarding to be a part of an initiative that empowers our young people and their families. Education is a powerful tool, and by providing resources and support, we're setting these children on a path to success."

The video series covers a wide range of topics, from developing essential motor skills to fostering a love for reading and numeracy. It also addresses cultural sensitivity, helping young Aboriginal children connect with their heritage as they take their first steps into formal education.



*"Our mission is to create opportunities for Aboriginal children and families, and this program is a testament to that commitment. We believe in the potential of every child, and we're proud to support them on their journey to kindergarten."*

Casey Ralph, CEO of the KARI Foundation



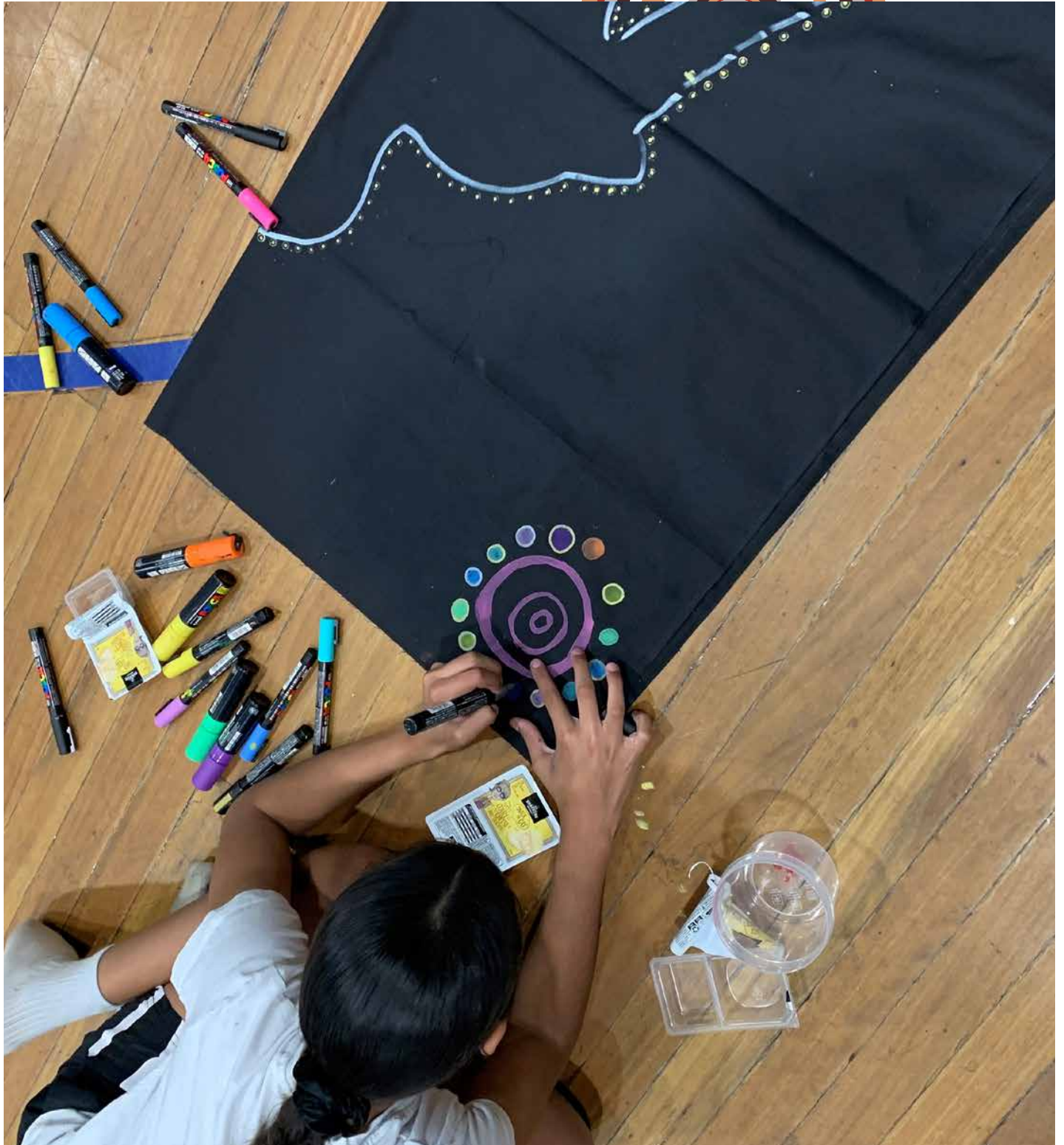
*"My proud little girl with her KARI Bag, Thank you."*

Nicole Mills - VIA Facebook



## Empowering First Nations Girls Tidda Talk's Journey

Tidda Talk was conceived as a response to the pressing need to nurture the wellbeing of First Nations girls. With the guidance of UTS, the program was designed to be a blend of research, healthy lifestyle practices, and cultural experiences. Fostering the holistic development of the participants and helping to build a robust foundation for their futures through engaging workshops and discussions.







### **Building Resilience**

Young women learn to harness the power of resilience. They are assisted in uncovering the strength within themselves to navigate life's challenges, and they begin to realise their potential to overcome obstacles.

### **Cultivating a Positive Mindset**

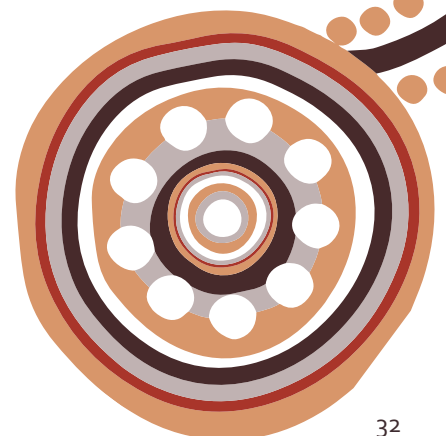
The girls learn to embrace positivity as a way of life. They explore strategies for self-empowerment, self-acceptance, and the importance of a growth mindset, laying the foundation for a brighter future.

### **The Cultural Connection**

The girls experience the richness of their culture through art, storytelling, and traditional practices. This connection fosters a profound sense of identity and belonging.

As the program reaches its close, the girls stand taller, more confident, and with a renewed sense of purpose. We hope this ultimately results in a ripple effect extending far beyond the individuals to their families and communities.

With each passing year, Tidda Talk continues to evolve, expanding its reach and impact, unveiling the potential of these young women, hopefully leaving an indelible mark on the lives it touches.



## The South West Sydney Aboriginal Student Achievement Awards

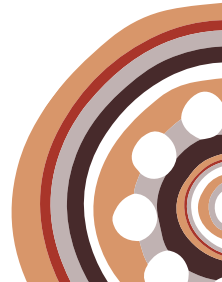
The South West Sydney (SWS) Aboriginal Student Achievement Awards is an annual event that celebrates the remarkable accomplishments of Aboriginal students within the region.

This award ceremony also recognises the invaluable contributions made by members of the Aboriginal community to promote Aboriginal education in South West Sydney.



### KARI 'All Rounder Initiative' Award

This award aims to acknowledge students from each grade (K-12) who excel across all areas of learning. The award includes a medallion and either a book pack for grades K-6 or a gift voucher for grades 7-12. Additionally, an Art Competition is held as part of the event, spotlighting the creative talents within the Aboriginal student community.



### KARI All Rounder Initiative Award Winners

#### Kindergarten to Grade 6

1. Brodee Great
2. Jacinta Wheeler
3. Bowen Baker
4. Grace Brien-Hogan
5. Riley Long
6. Ashton Dredge
7. Aaliyah Johnson
8. Sienna Caruana

#### Grade 7 to Grade 12

1. Bradley Russell-Thorpe
2. Andrew Dates
3. Michellie Bevis
4. Kye Jones
5. Bethany Sykes
6. Dylan Kao



## 2023 Art Competition Winner

The 2023 Art Competition showcased the exceptional artistic talents of Aboriginal students in South West Sydney. We are delighted to announce that the winner of the 2023 Art Competition is:

### Ruby Palmer

Ruby's artwork not only displays her artistic abilities but also encapsulates the rich cultural heritage of the Aboriginal community in South West Sydney.

The South West Sydney Aboriginal Student Achievement Awards continue to be a source of inspiration and motivation for Aboriginal students in the region. By recognising academic excellence, artistic talents, and contributions to the community, we foster an environment where Aboriginal students can thrive and reach their full potential.



## CONGRATULATIONS

To all the award winners and participants in the 2023 event.

Your dedication, commitment, and outstanding achievements serve as a beacon of hope for the future, inspiring us all to strive for excellence and unity within the Aboriginal community. We eagerly anticipate the 2024 awards, where we will once again come together to celebrate the achievements and contributions of South West Sydney's Aboriginal students and their community.



# Greater Western Sydney Opportunity Hub

## Transforming Pathways for Aboriginal Youth

The Greater Western Sydney Opportunity Hub represents a transformative initiative aimed at empowering Aboriginal young people to successfully navigate the transition from school to further education and employment.

Established in partnership with Training Services NSW and funded by the NSW Government, Opportunity Hubs are a critical component of the broader strategy to provide Aboriginal youth with the confidence, knowledge, and support needed to chart their course to success.

This detailed report offers an in-depth examination of the Greater Western Sydney Opportunity Hub, emphasizing its pivotal role in building essential connections between schools, employers, training providers, and local Aboriginal communities. At the core of this initiative is the commitment to providing tailored pathways to employment that align with the career aspirations of Aboriginal students, supplemented by ongoing mentoring and support.

"The mentorship I received here changed everything. Now, I'm more confident in pursuing a career in health sciences. It's a game-changer!"

Mia, Year 12

### Key elements:

#### 1. Fostering Partnerships

The Opportunity Hub acts as a facilitator, fostering meaningful partnerships and collaborations between schools, employers, training providers, and local Aboriginal communities. These connections form a robust network committed to the success of Aboriginal students.

#### 2. Empowering Career Planning

Through the coordination of career planning, mentoring, and support services, the Hub empowers Aboriginal young people to envision and realise their career goals. The goal is to maximise retention and ensure successful completion of Year 12 or its equivalent, providing clear pathways to secondary school, sustainable employment, and further education and training.

#### 3. Unlocking Local Opportunities

By identifying and securing job placements and opportunities that align with Aboriginal students' career aspirations, the Opportunity Hub bridges the gap between education and employment. It transforms aspirations into concrete steps towards realising dreams.

#### 4. Access to Tertiary Education

The Hub actively engages Aboriginal students and their families, guiding them toward tertiary education and training pathways that align with their career interests. This holistic approach enhances their overall wellbeing and strengthens their cultural connection.





## Operational Framework

The Greater Western Sydney Opportunity Hub operates within a robust framework designed to facilitate collaboration, personalise support, and promote holistic development. Key components of this framework include:

### 1. Partnership Coordination

The Hub serves as the central point for coordinating partnerships and fostering collaboration among schools, employers, training providers, support services, and Aboriginal communities. This collaborative approach ensures a unified effort to support Aboriginal youth.

### 2. Comprehensive Career Services

The Opportunity Hub offers a wide range of career planning, mentoring, and support services, including opportunities for cadetships, apprenticeships, part-time employment, and volunteering. These services equip Aboriginal students with the tools they need to develop and pursue their career aspirations effectively.

### 3. Enhanced Education Pathways

The Hub collaborates closely with schools to enhance the educational journey of Aboriginal young people. It emphasises the importance of completing Year 12 or its equivalent and develops clear pathways that transition students from secondary school to sustainable employment and/or further education and training.

### 4. Cultural and Community Connection

Acknowledging the significance of cultural identity and community engagement, the Opportunity Hub offers opportunities that facilitate connections to culture, identity, and community. This approach supports the holistic wellbeing of Aboriginal youth.

### 5. Stakeholder Engagement

The Opportunity Hub places a strong emphasis on consulting with key stakeholders to build partnerships, facilitate planning, and review operations. This ensures that the Hub remains responsive and adaptable to the evolving needs of the community it serves.

"The Hub's support in developing career plans has been invaluable. It's remarkable to see how it empowers students to set and achieve their goals."

Career Advisor

"I can't thank the Opportunity Hub enough. It's not just about education and jobs; it's about giving our kids the confidence to dream big."

Parent



# Business Enterprise and Employment

Our Aboriginal Business Enterprise program strives to encourage an entrepreneurial culture within Aboriginal communities.

KARI Foundation offers business support and advice to Aboriginal entrepreneurs, as well as Aboriginal community organisations. The challenges Aboriginal businesses and organisations can face are many, and the opportunity to collaborate with a reputable and established organisation such as the KARI Foundation can be of great benefit.

Our analysts offer expertise in the areas of business, financial and governance management. They are on hand to mentor, provide advice and practical support for businesses to grow and succeed.





# Leadership

KARI Leadership architecture is relevant, unique and trusted. It is designed to deliver a social multiplier effect.

We resource those who can make the biggest difference by delivering the latest in leadership learning content, to people who are already leaders in organisations and Aboriginal communities.

## KARI Leadership aims to:

- Decolonise leadership development
- Deliver contemporary mainstream leadership frameworks, tools, experiences and ideas
- Invite Aboriginal only cohorts
- Enable psychologically safe spaces to learn
- Create space for cultural mainstream approaches and models.

“Ultimately, we seek to support Australian employers to learn to create safer spaces to successfully recruit and retain Aboriginal staff and to promote Aboriginal leaders, so that Australia's major institutions plan with Aboriginal people for successful futures.”







## KARI Leadership Program

The KARI Leadership Program welcomed an inspiring array of participants from diverse industry sectors across Australia.

From education to community justice, banking, high-performance sports coaching, and corporate level partnership engagement, this program brought together a rich tapestry of talent.

One of the distinctive features of this year's program was the rare opportunity for participants to learn from Indigenous leaders in sectors vastly different from their own adding a unique dimension to their learning.

Participants engaged in face-to-face sessions held at the offices of ISPT, CBA, and iCare, where they could immerse themselves in corporate environments. Simultaneously, we offered COVID-19 safe options, including online and hybrid sessions, ensuring maximum attendance and flexibility.

A special thank you goes to the leaders from ISPT and the dedicated Lifetime Care Workers at iCare who generously contributed to the group's learning journey. Furthermore, executive coaching and business mentoring, spearheaded by KARI Founder Paul Ralph and other experienced coaches, served as invaluable pillars of support and development.

But the impact of the KARI Leadership Program didn't end with graduation. These participants have remained closely connected, nurturing the strong relationships and support networks they built during the program.



"The program offered a fresh perspective and exposed me to leadership principles that I hadn't encountered before. It has expanded my horizons, and the connections I've made are priceless."

"Being part of the KARI Leadership Program has been a highlight of my career so far.

The insights, coaching, and support have given me the confidence to take on new challenges and make a lasting impact."

"The KARI Leadership Program has been a transformative experience. It's not just about leadership in our respective fields but also about the power of connection and shared experiences. It's been a privilege to learn and grow with this remarkable group."





As we reflect on the success of this year's program, we remain committed to nurturing leadership, fostering connections, and empowering individuals to make a difference in their respective fields. The KARI Leadership Program is a testament to the power of collaboration and shared learning, and we look forward to its continued growth and impact in the years to come.



# Sport and Healthy Lifestyle

KARI Foundation delivers healthy lifestyle messaging and assessments 'Closing the Gap' for Aboriginal communities through the delivery of culturally appropriate allied health services.

Utilising the power of sport we provide access for communities to participate in grass roots sporting events and activities, whilst also delivering supported elite pathways for talented youth.

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## Celebrating Our Partnership with the Sydney Roosters

Our collaboration with the Roosters continues to be a source of inspiration and achievement, with significant milestones and moments that showcase the shared commitment to our community.

In 2022/23, we celebrated triumphs, perseverance, and dedication across various sporting platforms.



### Tarsha Gale Cup Victory

One of the crowning achievements of the Sydney Roosters Indigenous Academy was the back-to-back Tarsha Gale Cup title win. In an exhilarating match against the Canterbury-Bankstown Bulldogs, our team came from behind to secure a 26-22 victory at Leichhardt Oval.

Tavarna Papalii's incredible performance in the middle of the park, marked by show-stopping tackles, earned her the Player of the Match award. Captain Ally Bullman etched her name in history as the only player in the Tarsha Gale Cup competition to achieve consecutive Premierships. The Roosters' defense in the dying minutes showed their determination and tenacity to secure back-to-back titles.

### Final Score:

Sydney Roosters Indigenous Academy

**26**

**Tries:** Paige Lowe  
Jaydah Tofae  
Krystal Bulmer  
Lailani Montgomery  
Brooke Talataina tries

**Goals:** Mia Barber (3)

Canterbury-Bankstown Bulldogs

**22**

**Tries:** Tatiana Finau  
Tarli Dennis  
Noaria Kapua  
Abby Aros

**Goals:** Tatiana Finau (3)

## NRLW Team Achievements

The Sydney Roosters NRLW team showed exceptional talent and commitment throughout the season. With standout performances from key players, they solidified their place among the best.

The following Roosters players were named in the NRLW Team of the Year:

**Fullback** - Sam Bremner

**Centre** - Isabelle Kelly

**Centre** - Jessica Sergis

**Halfback** - Raecene McGregor

**Second Row** - Keilee Joseph

**Second Row** - Olivia Kernick



Furthermore, Roosters captain Isabelle Kelly was recognised as the NRLW Dally M Captain, demonstrating her leadership and exceptional skills.

## Men's Indigenous Round Team

KARI Foundation featured prominently during the Sydney Roosters' Indigenous Round. The Roosters demonstrated their commitment to community engagement by auctioning off their Indigenous-themed jerseys, with the proceeds contributing to joint programs that make a meaningful impact.

## Roosters vs. St George Illawarra Dragons Indigenous Round

In an electrifying match, the Sydney Roosters faced the St George Illawarra Dragons. Although the Roosters mounted a spirited second-half comeback, they narrowly fell short, succumbing to a 24-22 defeat in the final minute of the match at Netstrata Jubilee Stadium.



The KARI Foundation's partnership with the Sydney Roosters in 2022/23 has been filled with triumphs, achievements, and moments of unity. We celebrate the dedication, perseverance, and exceptional talents of our athletes, coaches, and supporters who have made these accomplishments possible. Together, we continue to strengthen our community and inspire future generations.

We look forward to another year of exciting partnerships, remarkable achievements, and positive impact in the community.



## KARI Foundation and Wests Tigers

The partnership between the KARI Foundation and the Wests Tigers rugby league team is aimed at enriching the lives of local students through a blend of Aboriginal cultural immersion and the excitement of rugby league.

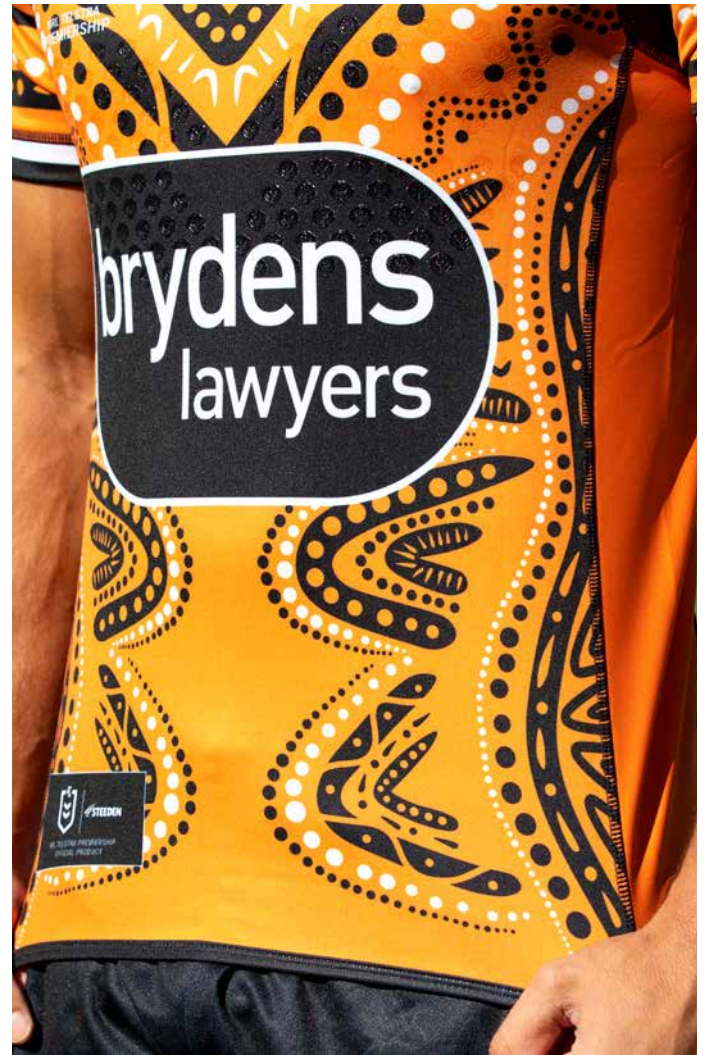
The KARI Foundation brought their expertise to local schools in Tamworth visiting schools. Students learned about Dreamtime stories, ancient art forms, traditional dance, and the significance of the Didgeridoo.

For many students, this was their first exposure to Aboriginal culture. They listened to the Elders' tales and painted their interpretations of ancient stories on canvas. The workshops aim to educate and to foster respect and appreciation for the local Aboriginal community.

Parallel to the cultural journey, the Wests Tigers brought their expertise to the program. Coaches and players visited local schools, transforming the playgrounds into rugby league training grounds. The students were taught the basics of the game – from passing and tackling to team strategies and sportsmanship.

The rugby league clinics became a hub of excitement. Students happily wore their jerseys and ran drills with enthusiasm. The Wests Tigers' presence brought a sense of pride and aspiration, as local youngsters saw their sporting heroes up close.

Cultural exhibitions, showcasing the artwork and craftsmanship of local Aboriginal artists, were held in conjunction with friendly rugby league matches. Many from the community turned out to celebrate this fusion of culture and sport.









## Koori Knockout

The New South Wales south coast came alive with excitement as more than 30,000 players and spectators gathered for the 50th anniversary of the Koori Knockout. A celebration of Aboriginal and Torres Strait Islander culture, and athleticism.

The Koori Knockout, the largest Indigenous sporting event in Australia, was a stage where generations gathered, and the legacy of Indigenous athletes was honored. Teams from all over the country converged, united by their passion for rugby league and their shared cultural heritage.

KARI Foundation rallied their support behind more than 50 teams, providing the resources, encouragement, and mentorship needed for these athletes to excel. The KARI shop trailer, was a hub of activity, offering merchandise that celebrated Indigenous culture and the spirit of the Koori Knockout.

The 50th anniversary was marked by the sounds of cheering fans and the rhythm of traditional music filled the air. Families set up tents and gathered around sharing stories of past Knockouts and the legends who had graced its fields.

The under-13 boys of Blacktown Red Belly Warriors demonstrated their skill with a resounding victory over La Perouse Panthers. The under-15 girls from Waterloo Storm showed their dominance against the Gadhu Sisters. The under-15 boys' final was a nail-biter, with La Perouse Panthers edging past Blacktown Red Belly Warriors.

The under-17 categories showcased incredible talent. Cabbage Tree Island's girls emerged victorious, and Blacktown Red Belly Warriors claimed the title for the boys. The women's final was tense, with Dunghutti prevailing over Newcastle Yowies by a slim margin.

The men's final stole the spotlight with an exciting match, the Newcastle All Blacks secured their place in history, defeating the valiant Walgett Aboriginal Connection.

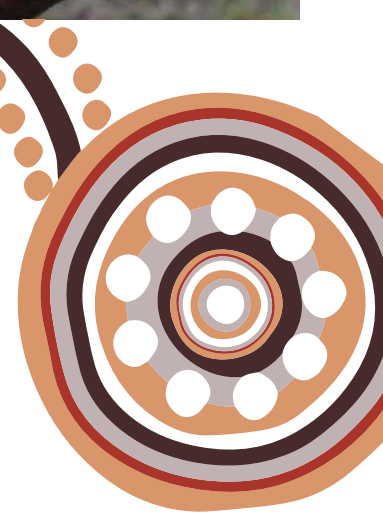
The Koori Knockout is not merely a sporting event but a symbol of resilience, pride, and unity. It celebrates Indigenous culture through sport, showcasing the strength, talent, and determination of Aboriginal and Torres Strait Islander athletes.





The KARI Foundation played a vital role in supporting the participating teams, showed that when communities come together, great things can be achieved.

As the final whistle blew, and the champions hoisted their trophies, there was a sense of fulfillment in the air. The Koori Knockout had not just made history; it had reaffirmed the importance of preserving and celebrating Indigenous culture, ensuring that the legacy of this remarkable event would endure for generations to come.



## KARI Foundation Ella 7s

The KARI Foundation Ella 7s, was held on Saturday, 4th March 2023 at the Central Coast Sporting & Recreation Complex. A prestigious tournament honoring the legendary Ella Brothers - Gary, Glen, and Mark - which stands as a testament to the talent, determination, and rich sporting heritage of Aboriginal and Torres Strait Islander athletes.

The Ella Brothers, known for their spirit and remarkable skills on the rugby field, are legendary figures in the world of Australian rugby. Their story is one of overcoming adversity, breaking down barriers, and achieving greatness in the sport they loved.

The KARI Foundation Ella 7s was conceived as a tribute to these iconic athletes, a platform to honor their legacy, and a way to inspire the next generation of Indigenous rugby stars. It is a celebration of culture and a testament to the enduring spirit of Aboriginal and Torres Strait Islander communities.

Each year, the KARI Foundation Ella 7s draws more than 400 exceptional athletes, each with dreams of showcasing their skills on the rugby field. These athletes, representing communities from across the country, come together to compete in a spirit of camaraderie and competition.



The tournament also welcomes 20 state-level referees, whose expertise ensures that every match is officiated fairly and professionally. Officials from organisations like Rugby Australia lend their support to create an unforgettable experience for all involved.

At the heart of this extraordinary event is the dedication of Tom Evans and the Lloyd McDermott Rugby Development Team, affectionately known as the 'Lloydies.' Year after year, they work tirelessly to bring the KARI Foundation Ella 7s to life, ensuring that it lives up to its reputation as a premier Aboriginal and Torres Strait Islander Rugby Union tournament, empowering young athletes to achieve their dreams, both in rugby and in life.

The KARI Foundation Ella 7s is a day to celebrate the past,



## Player Testimonials:

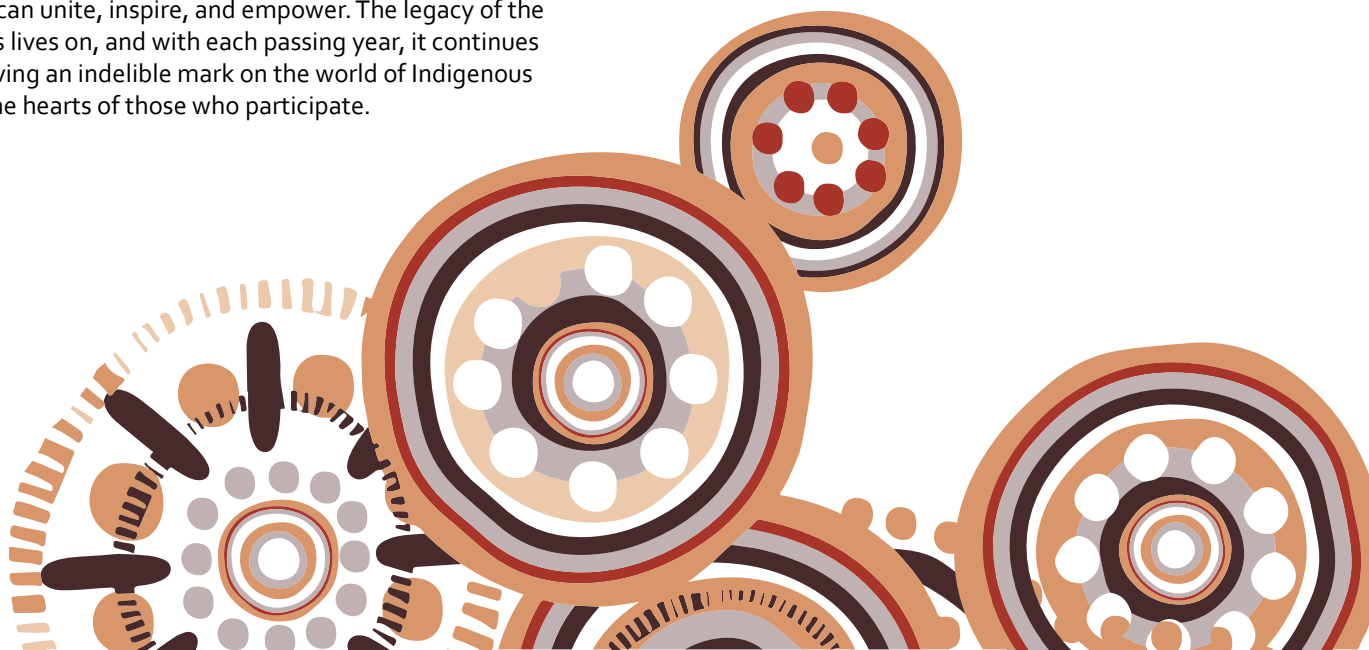
"Participating in the KARI Foundation Ella 7s is always a highlight of my year. It's not just about the competition; it's about celebrating our culture, our talent, and the legacy of the Ella Brothers. This tournament empowers us to be the best athletes and individuals we can be."

"The atmosphere at the Ella 7s is electric. You can feel the pride and unity in every game, and that's what makes it so special. It's not just a rugby tournament; it's a family reunion. I look forward to it every year."

"As a young Indigenous athlete, the Ella 7s is a dream come true. The support, mentorship, and camaraderie we experience here are unlike anything else. It's an honor to be a part of this event and to play on the same field where the Ella Brothers once showcased their incredible talent."



embrace the present, and look toward a brighter future. It is a reminder that the power of sport goes beyond the game; it is a force that can unite, inspire, and empower. The legacy of the Ella Brothers lives on, and with each passing year, it continues to grow, leaving an indelible mark on the world of Indigenous rugby and the hearts of those who participate.





## J C Caffyn Plate - KARI Indigenous Drivers Series

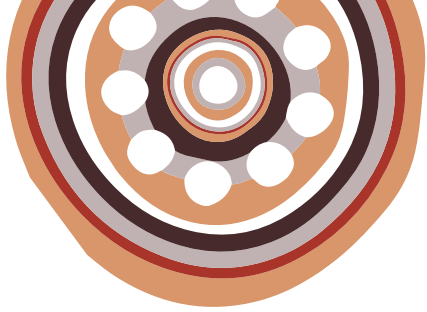
The KARI Foundation, for the fifth consecutive year, proudly stood as the sole sponsor of the Indigenous Drivers Series. The J C Caffyn Plate, a pivotal event in the Series, is a beacon of support and talent for Indigenous drivers in Harness Racing. Year after year, this series grows in both support and recognition, celebrating the exceptional achievements of Indigenous drivers who excel throughout the year.

What sets this event apart is its fusion of racing excellence and Indigenous culture. The festivities commence with a traditional smoking ceremony, followed by a heartfelt Welcome to Country, setting the tone for the day.

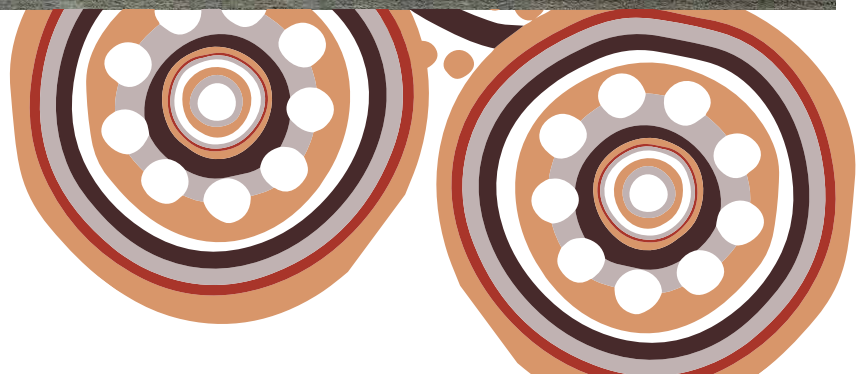
There were performances from Traditional Indigenous dancers, and a moving rendition of the national anthem, performed in both English and Dharawal, the language of the local Indigenous community.

For the community of Campbelltown, this event is a unique opportunity to witness Indigenous culture showcased right in their own backyard. It serves as a reminder of the rich tapestry of traditions that have thrived for centuries in this region.





McKAYLER BARNES clinched the victory for the second year in a row. Her achievement symbolises the perseverance, dedication, and skill of Indigenous drivers within the sport of harness racing. Her success was not just her own but a victory for the entire Indigenous community to be proud of.



# Creative and Performing Arts

Creative and Performing Arts are an essential and vibrant part of our service offerings.

Our focus on Creative Arts is to develop participants as creative, imaginative individuals, with an appreciation of the arts.

Our investment in Performing Arts allows for those participating to develop creative passions, learn language and communication skills to help them to communicate effectively and confidently.

Every program we deliver aims to connect the participant with not only a different medium of creative expression, but also ensure they have a direct opportunity to learn about elements of Aboriginal culture.

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# Family and Community

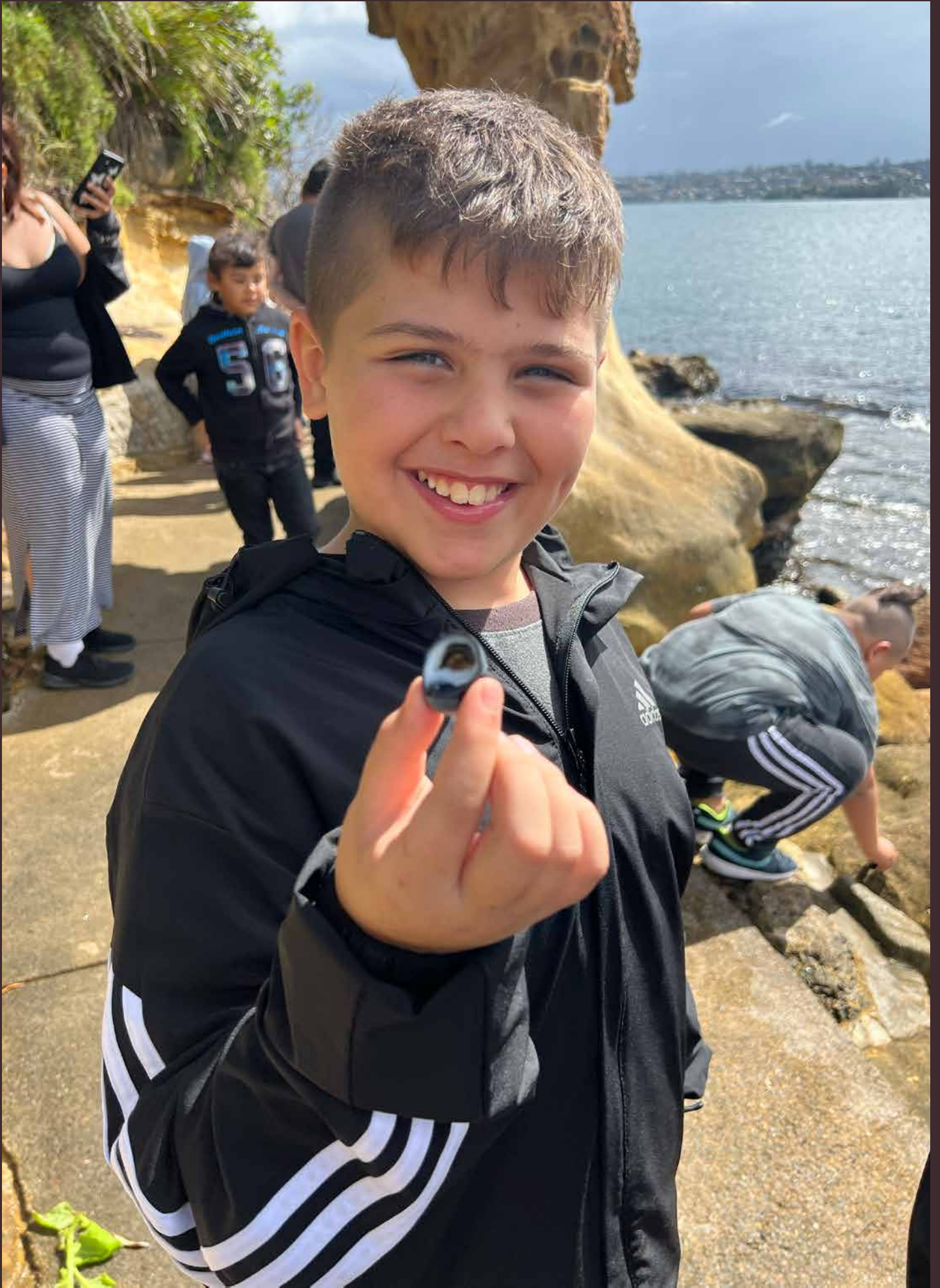
KARI Foundation strive to deliver programs that promote resilience and enhance cultural connection.

The suite of programs we offer children, young people and families aim to provide positive outcomes for the wider community.

KARI Foundation works with communities and together identify the gaps in services to build capacity across co-designed programs that deliver positive change. We also provide initiatives to some of our most vulnerable community members to support their social and economic needs.

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## Elders Hamper Support Program

The KARI Foundation is committed to supporting and connecting with the local Elders in the community through their monthly Elders Hamper Support initiative. In collaboration with MorCo Fresh and SecondBite, this program has become a vital partnership aimed at providing essential groceries, fresh fruits, and vegetables to the Elders on a regular basis.

This monthly initiative not only ensures that Elders have access to important shopping essentials but also creates an invaluable opportunity for interaction, conversation, and relationship-building between KARI staff and the local Elders. The strong connections formed during these visits highlight the integral role that Elders play in the community, and the KARI team is dedicated to offering unwavering support through this program.

One remarkable aspect of this initiative is the willingness to listen to the Elders' feedback and preferences. KARI Foundation values the input from the Elders and uses their insights to tailor each month's hamper to meet their specific needs effectively. This collaborative approach ensures that the products provided are not only useful but also relevant to the Elders' requirements.

All hampers are meticulously packed and thoughtfully delivered by the KARI Community Programs team, ensuring that each Elder receives the care and attention they deserve. These monthly visits have evolved into cherished moments for both staff and Elders, solidifying the connections that continue to flourish.

The program's success extends beyond just delivering essential items; it symbolises a commitment to preserving and honoring the wisdom and culture of the Elders in the community. These monthly gatherings serve as a testament to the rich tapestry of community connections that the KARI Foundation aims to nurture.

As the program moves forward, the KARI Foundation remains steadfast in its dedication to supporting the Elders and fostering these invaluable connections. The monthly Elders Hamper Support initiative stands as a shining example of how collaboration, empathy, and community engagement can create lasting bonds and uplift the spirits of those it serves.



## Regional Christmas Elders Hampers and Toy Drive

As the holiday season approaches, the KARI Foundation is gearing up for its annual Regional Christmas Elders Hampers and Toy Drive, a heartwarming initiative that brings festive cheer to Elders in the community while ensuring that children receive the joy of new toys during the holidays.

In collaboration with generous sponsors and partners, this initiative has become a beloved tradition in the regions served by the KARI Foundation. It's a time when the spirit of giving is at its peak, and the community comes together to spread warmth and happiness.

The Regional Christmas Elders Hampers program is an extension of the monthly Elders Hamper Support initiative, designed to provide Elders with much-needed essentials and fresh produce. However, during the holiday season, these hampers take on a special festive flair. They include traditional Christmas treats, seasonal goodies, and a touch of holiday magic.

But it's not just the contents of the hampers that make this program special; it's the opportunity for Elders to come together, share stories, and celebrate the spirit of the season. It's a reminder that they are cherished members of the community, and their wisdom and presence are treasured.

The Toy Drive component of this initiative is equally heartening. It's a chance for the community to ensure that every child experiences the joy of unwrapping a gift on Christmas morning. Donated toys are collected and distributed to families who may be facing financial constraints during the holiday season. For these children, these gifts are a source of delight and wonder, making their Christmas a little brighter.

KARI Foundation's commitment to preserving and honoring the culture of Elders remains a focal point of this program.

It's a time when traditional stories and songs are shared, passing down cultural knowledge to the younger generation. These interactions build bridges between generations, strengthening the fabric of the community.

The Regional Christmas Elders Hampers and Toy Drive embodies the essence of the holiday season—compassion, unity, and the joy of giving. It's a time when the community rallies together to ensure that every member, young and old, feels the warmth of the season.

As the holiday season draws nearer, the KARI Foundation is eagerly anticipating the smiles it will bring to the faces of Elders and children alike. This annual tradition is a testament to the power of community, the spirit of generosity, and the enduring importance of preserving culture and connections during the festive season.



"I can't express how grateful I am for the KARI Foundation's Christmas Elders Hampers and Toy Drive. It's not just about the gifts; it's about the sense of community and belonging it brings during the holiday season. We Elders get to share our stories, our traditions, and our wisdom with the younger generation, passing down our culture. The hampers and the gatherings are a beautiful reminder that we are valued and cherished members of the community. Thank you, KARI Foundation, for making our Christmas so special."

Elder's Comment



## The Vocal Identification Program (VIP) 2022

VIP, a partnership between the KARI Foundation and Public Schools New South Wales, provides opportunity for high school-aged students with a passion for vocal performance, a platform to connect with mentors and like-minded peers who share their passion.

While the transition from in-person workshops to online sessions wasn't ideal, it became a necessary touchpoint for the participants. These virtual workshops became the backbone of their journey, allowing them to hone their skills with the possibility of an online performance looming later in the year.

The program's core focus: to boost the confidence and performance abilities of its young participants. The workshops covered a wide range of subjects, including vocal technique improvement, sound equipment operation and management, building self-esteem, and cultivating leadership qualities within a group dynamic.

Despite the challenges presented by the pandemic, VIP remained a vital platform for the youth involved. It provided them with a safe and supportive environment to express their talent, nurturing their potential as vocal performers.

Throughout these challenging times, the KARI team demonstrated dedication and adaptability. As the world continued to grapple with uncertainties, the Vocal Identification Program proved that the power of music and mentorship could transcend physical boundaries.

The resilience and determination of both the organisers and the participants, prove that art and talent will always find a way to thrive, even in the face of adversity.





## KARI Foundation and INCO Transforming Mental Wellbeing for First Nations Youth

In the heart of Australia, the KARI Foundation and INCO had embarked on a remarkable journey, one fueled by a shared commitment to empower First Nations youth and bridge the digital divide that often stood in their way. Together, they were determined to harness the power of technology to enhance mental wellbeing outcomes for Indigenous communities.

### Collaborative Spirit of Corporate Partnerships

This alliance was born out of a shared vision to create tech solutions that would have a profound and lasting impact on First Nations communities across Australia.

Volunteer coaches and field experts from some of the world's most innovative companies played a pivotal role in this partnership. Their generosity in contributing their time, expertise, and knowledge allowed non-profit organisations participating in the First Australians Digitisation Fund to gain a deeper understanding of technology, empowering them to bring their solutions to life.

### Empowering Minds, Creating Opportunities

Coaches from tech giants like Google and Origin, coupled with Field Experts from companies like Atlassian, Accenture, and Aon, volunteered their time to empower and support the participants in their technological journey. This collaborative effort not only created opportunities for the non-profit organisations but also fostered a sense of community among the volunteers.

The exchange was not one-sided; it was a two-way learning process. Adam Paine shared, "I often finish a session with Anna having learned something new about the experience of First Nations people and particularly the challenges the youth may face when accessing health and well-being services."

### Anna Gannon and Adam Paine: A Dynamic Duo

Within this collaborative framework, Anna Gannon, a Wiradjuri woman and Program Manager for the KARI Foundation, found herself paired with Adam Paine, Results Delivery Lead at Origin Energy. Adam had taken on the role of a coach, providing guidance tailored to the needs of KARI's program, their tech initiatives, and their objectives.

Their weekly meetings were not just about technology; they were about a mentorship that transcended the digital realm. Together, they delved into the design and navigation of KARI's Health and Wellbeing App, ensuring that it was not only functional but also set up for sustainable growth and success.

Anna expressed her gratitude, stating, "Adam has walked beside me as I have navigated through the numerous stages of product development and has supported my growth beyond measure."

### The First Australians Digitisation Fund's Noble Mission

The First Australians Digitisation Fund, generously supported by Google, aimed to empower organisations that leveraged technology to address inequalities and improve access to vital areas such as health, education, and employment within First Nations communities.

As the KARI Foundation and INCO continued to work diligently, their efforts were a testament to the power of collaboration, the transformative potential of technology, and the unwavering commitment to uplift First Nations youth. Together, they were bridging the digital divide, forging a brighter future for Indigenous communities, and leaving an indelible mark on the landscape of mental wellbeing for generations to come.







## KARI Foundation and Transurban

In the bustling city of Sydney, the partnership between the KARI Foundation and Transurban was not just about collaboration; it was about transformation. Together, they embarked on a journey that would change lives, empower communities, and create a lasting legacy.

### Driving Dreams to Reality

At the heart of this partnership was a shared commitment to empowering Indigenous communities. The KARI Foundation, known for its dedication to the welfare and future of Aboriginal and Torres Strait Islander youth, joined forces with Transurban to enhance the lives of young individuals by taking their Driving Program to new heights.

In a significant move, Aboriginal driving instructors were trained, becoming the embodiment of empowerment for Indigenous youth aspiring to obtain their driver's licenses. This step was more than just about driving; it was about providing access to opportunities, breaking down barriers, and helping young individuals achieve their dreams.

The KARI Foundation's commitment was further underscored by the introduction of their own dedicated driving instructor car, symbolising the progress and possibilities that this partnership brought to the community.

### A Glimpse Beneath the Surface

Transurban, a leader in developing and operating urban toll road networks, extended a unique opportunity to the KARI Foundation. They were invited to participate in an underground tour of the new WestConnex tunnels, a massive project that would connect the M4 and M8 motorways before their official opening the following year.

The tour offered a glimpse into the heart of this engineering marvel, providing insight into the intricate systems that would soon ease traffic congestion and improve connectivity across the city. For the KARI Foundation, it was a chance to witness firsthand the impact of Transurban's dedication to improving the city's infrastructure.

### Celebrating the Community

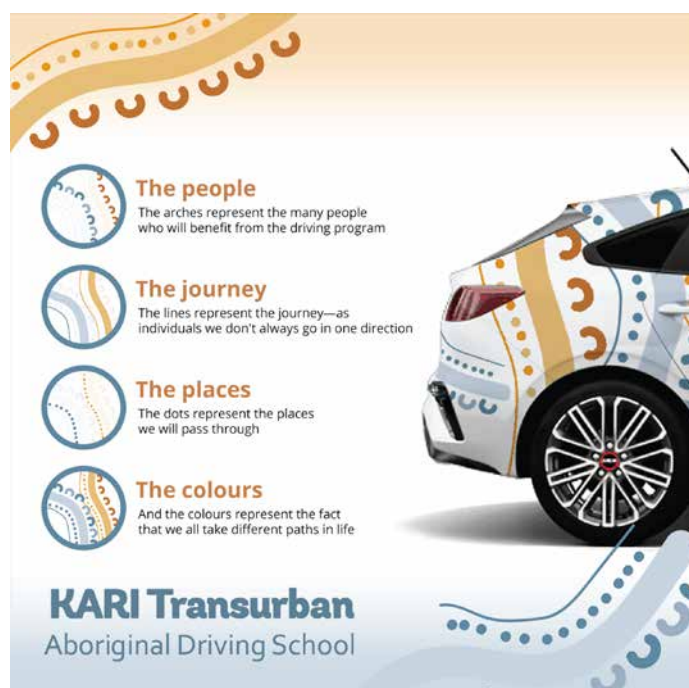
As part of their partnership, KARI Foundation and Transurban WestConnex joined forces to support a landmark community celebration day. It was an event that showcased the power of collaboration in its truest form.

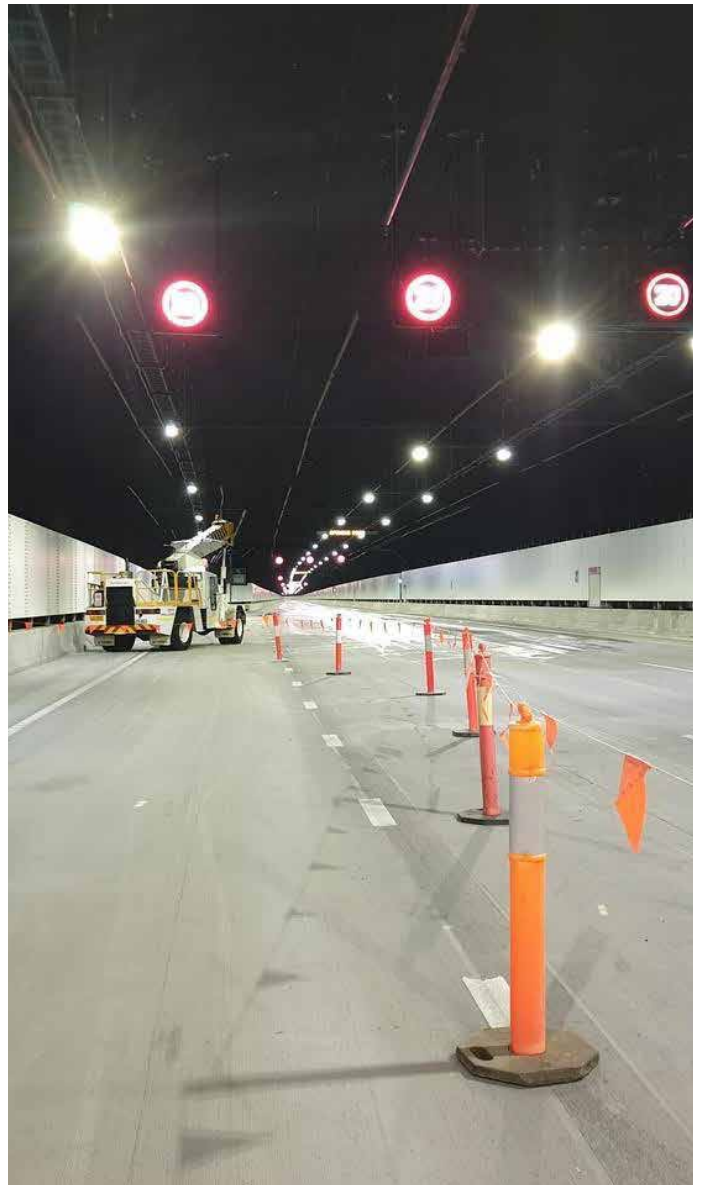
The community celebration featured several awe-inspiring art installations, each a testament to the rich Indigenous culture and the vibrant spirit of the community. Among these installations, the largest adorned the St Peters Control Room, a symbol of unity and the coming together of cultures.

### A Lasting Legacy

The partnership between the KARI Foundation and Transurban was more than a business collaboration; it was a commitment to building a brighter future. By empowering Indigenous youth through their Driving Program, offering unique insights into vital infrastructure projects, and celebrating the community's vibrant culture, they had created a lasting legacy of empowerment, connection, and progress.

As the KARI Foundation and Transurban looked ahead to the future, they did so with the knowledge that their partnership would continue to drive change, break barriers, and empower individuals to reach for the stars. Together, they were proving that when organisations come together with a shared vision, they can make a profound and positive impact on the communities they serve.

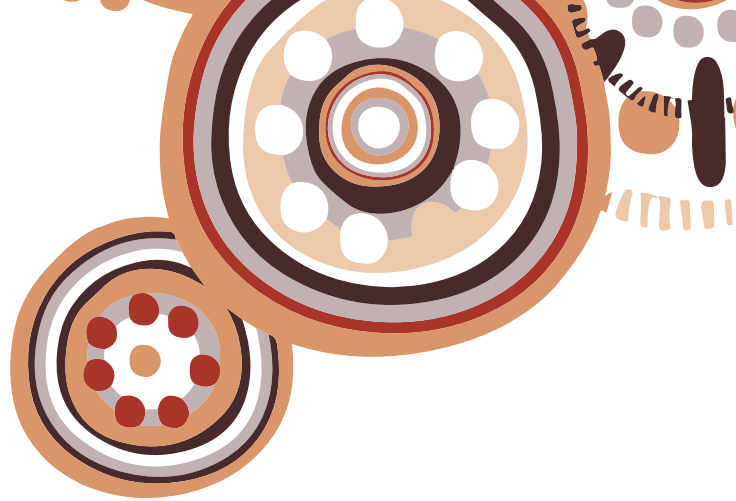




## KARI Foundation and Wilson Security Aboriginal Women's Wellbeing Conference & Expo

The KARI Foundation, in partnership with Wilson Security, announced the expansion of its renowned Aboriginal Women's Wellbeing Conference & Expo in 2023. Building on the success of previous years, this event will now include South Western and Western Sydney, offering a broader platform for Aboriginal women to come together and thrive.

This free and empowering event creates a safe and welcoming space for Aboriginal women to voice their hopes for the future, strengthen community bonds, establish new connections, share experiences, embark on healing journeys, and foster unity.



### Feedback from attendees:

"I'm incredibly excited about the expansion of the Aboriginal Women's Wellbeing Conference & Expo to South Western and Western Sydney! This event has been a source of inspiration and empowerment for me in the past. Now, even more Aboriginal women in our community can benefit from the resources, knowledge, and connections it offers. Thank you, KARI Foundation and Wilson Security!"

"As an Aboriginal woman, I know the importance of coming together with sisters from our community to support one another. The Aboriginal Women's Wellbeing Conference & Expo has been a lifeline for many of us. The addition of South Western and Western Sydney events is fantastic news! I can't wait to participate and continue our journey of healing and empowerment."

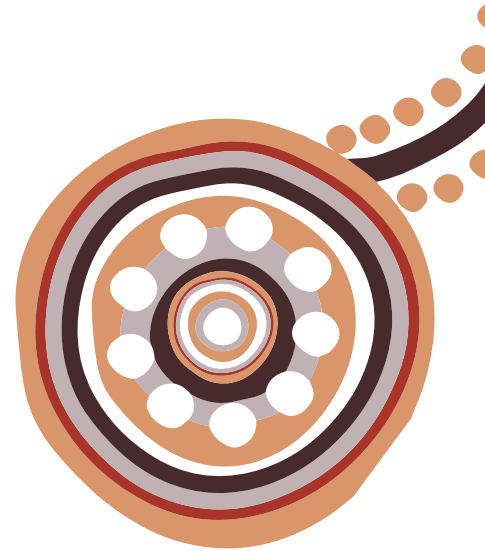
"This conference has been a pivotal part of my personal growth journey. The tailored workshops and supportive atmosphere make it a truly transformative experience. The expansion to more locations means even more women can access the resources and connections they need. Kudos to KARI Foundation and Wilson Security for their commitment to our community's wellbeing!"





The Aboriginal Women's Wellbeing Conference & Expo is a beacon of support and inspiration for Indigenous women. It not only offers valuable information and resources but also fosters a sense of community, enabling women to stand together in solidarity.

With the expansion to South Western and Western Sydney, even more Aboriginal women will have the chance to participate, connect, and thrive. The KARI Foundation and Wilson Security are committed to providing a platform where these women can nurture their personal and collective growth.



# KARI Aboriginal Procurement

KARI Foundation has a vision of helping Aboriginal communities across Australia. In creating KARI Aboriginal Procurement (KAP), our aim is to deliver an end-to-end customer experience and walk alongside corporate Australia to help facilitate KARI services Australia wide.

Together we can walk the journey of reconciliation and opportunity.

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# TAYLOR

Knowledge the Traditional  
Ancestors of the land on which  
we work and live, the Cabrogal  
people of the Darug nation.  
Our respects to them  
and their Elders past, present  
and future.

Connecting  
People & Spaces

## Principle-driven Policies

Aboriginal & Torres  
Strait Islander  
Employment Policy

TAYLOR  
Dispute  
Resolution Policy

TA  
Dispute  
Resolution Policy



TAYLOR

TAYLOR  
& Cold Work  
Environment Policy

YLO

# Events

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## The KARI Foundation Hosts U.S. Congressional Delegation

In the heart of Redfern, the KARI Foundation extended a warm welcome to an esteemed guest—House Foreign Affairs Committee Chairman, Gregory Meeks and a distinguished U.S. Congressional delegation. The Redfern location, chosen as a symbolic gesture, acknowledging the historical significance of Redfern as the heart of the Aboriginal community in Sydney.

The KARI Foundation team welcomed Chairman Meeks and his delegation, including Representatives Peter Meijer, Sara Jacobs, Rodney Davis, G.K. Butterfield, and Tom Suozzi, to an immersive experience in Aboriginal culture.

As discussion flowed, the delegation recognised the remarkable similarities between the struggles and triumphs of Indigenous communities around the world. Chairman Meeks spoke passionately about the challenges faced by Native American communities in the United States and the importance of preserving and celebrating Indigenous culture.

The day was not just about imparting knowledge but also about learning. Chairman Meeks and his fellow representatives were eager to gain insights into the unique challenges and achievements of the Australian Aboriginal community. They listened intently, asked questions, and absorbed the wisdom shared.

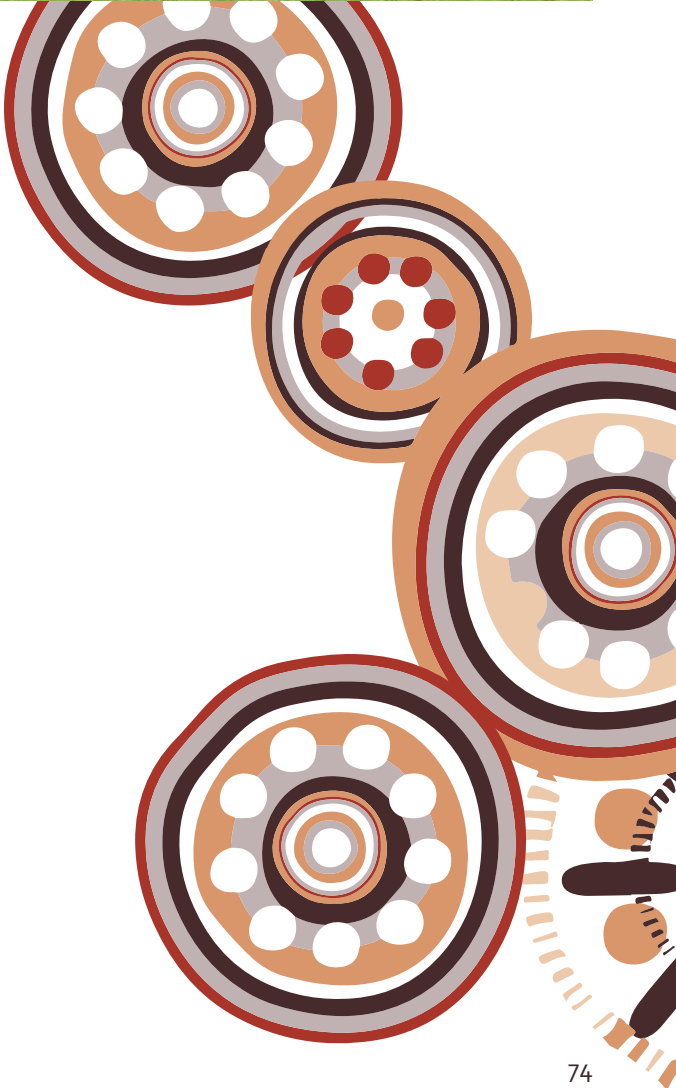
Likewise, the KARI team was eager to understand the work being done in the United States to empower and support Indigenous communities. The exchange of ideas was mutually enriching, fostering a deeper appreciation of the global Indigenous experience.





Chairman Meeks expressed his appreciation for the warmth and hospitality of the KARI Foundation, noting the importance of these exchanges in fostering cultural understanding and solidarity across nations.

The meeting between the KARI Foundation and the U.S. Congressional delegation is a testament to the power of cultural exchange and collaboration. It reaffirms the shared values of preserving and celebrating Indigenous culture, no matter the continent or the challenges faced.



## First Nations Forum Partnership with Business Sydney

In a significant stride towards fostering Indigenous engagement, the KARI Foundation partnered with Business Sydney this year to deliver an impactful First Nations Forum.

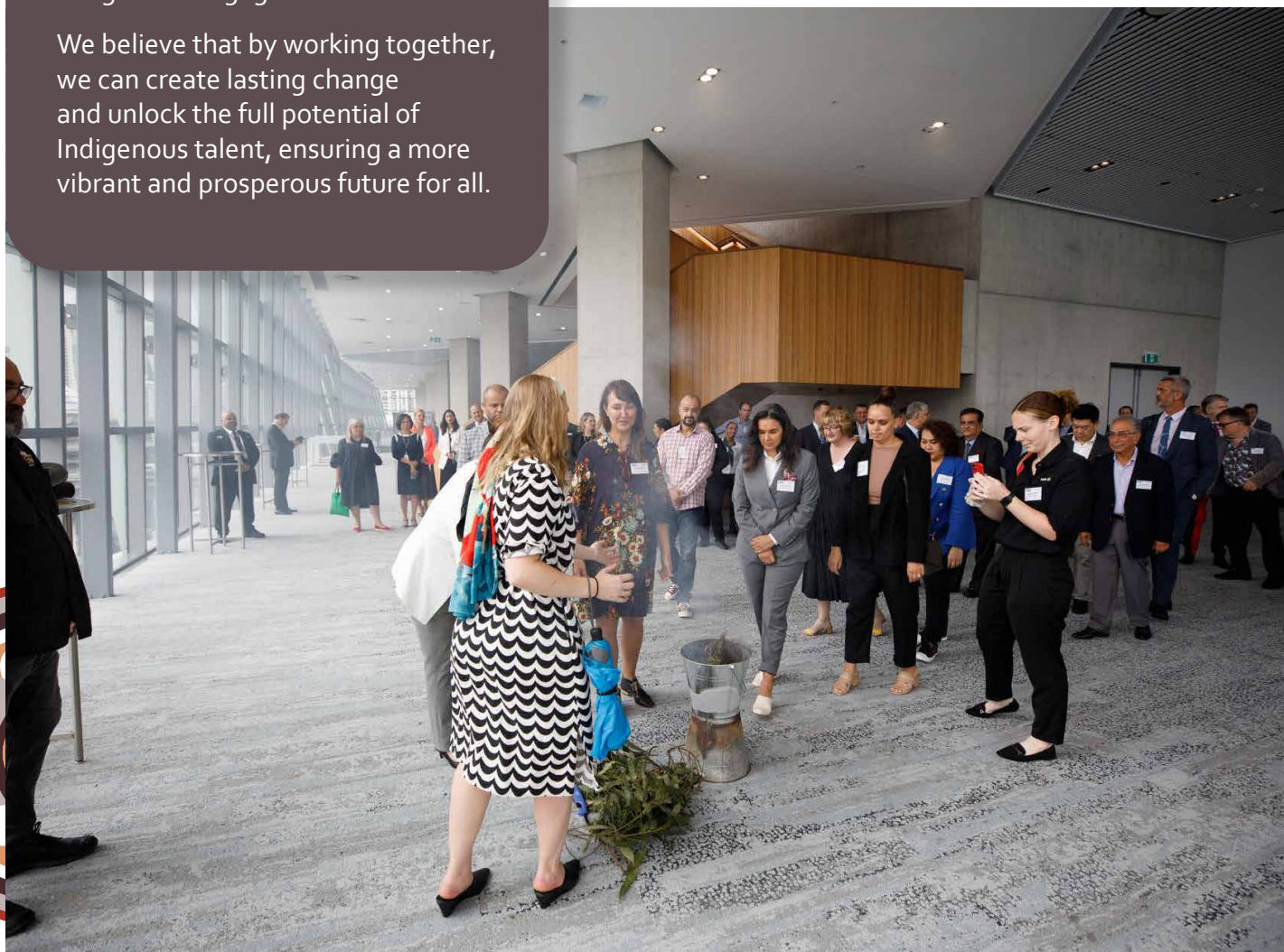
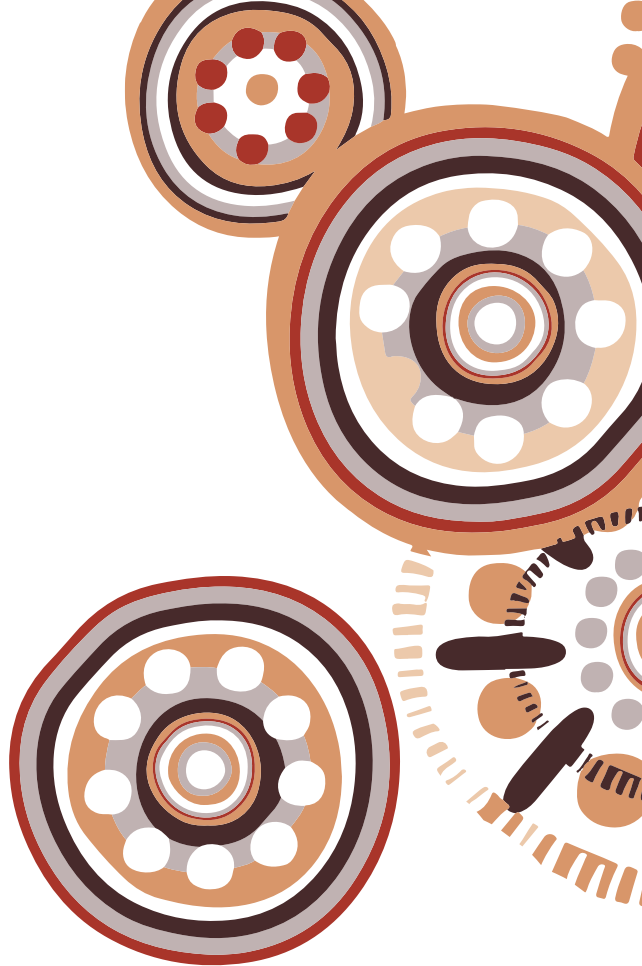
The event was a gathering of business leaders from diverse sectors, all with a shared eagerness to delve deeper into the intricacies of Indigenous engagement.

Individuals shared their stories of success, underlining the importance of creating opportunities for Indigenous entrepreneurs and nurturing leadership within the Aboriginal community.

Discussions were both lively and enlightening, as business leaders shared their own experiences ideas for enhancing their engagement with Indigenous communities. Attendees collectively realised the untapped potential of Indigenous talent and how it can invigorate and enrich Australian organisations.

We are committed to continuing the dialogue and action surrounding Indigenous engagement.

We believe that by working together, we can create lasting change and unlock the full potential of Indigenous talent, ensuring a more vibrant and prosperous future for all.





**JOIN US**  
**AS A CHAMPION FOR TEAM**  
**KARI**  
**RUN, WALK OR DONATE**

**City 2 Surf**

The KARI Foundation's second City 2 Surf fundraising campaign saw Endeavour Energy (NSW), International Convention Centre Sydney (ICC Sydney), Optus, ADCO Constructions, Taylor Australia, and Transurban join with KARI Staff to come together in support of the KARI Foundation's mission to empower Indigenous communities and create opportunities for the youth.





## "Get Up, Stand Up, Show Up: Celebrating NAIDOC Week 2022 with KARI Foundation"

KARI Foundation hosted its much-anticipated corporate NAIDOC Lunch with over 250 of KARI's corporate partners gathered, eager to celebrate Indigenous culture and hear from some inspiring guest speakers at the Fullerton Hotel Sydney.

As the guests made their way into the elegant ballroom of the Fullerton Hotel, the traditional sounds of the didgeridoo greeted them. The tables were set with native Australian flower arrangements and the menu was set with a touch of bush tucker cuisine adding a touch of authenticity to the occasion.

The guest speakers for the day were Indigenous role models each embodying the spirit of the 2022 NAIDOC theme. Preston Campbell, a former rugby league star and advocate for Indigenous youth, kicked off the event. He spoke passionately about the importance of standing up for one's beliefs and using one's platform for positive change.

Following Preston, Luke Carroll took the stage. An accomplished actor and comedian, Luke shared personal anecdotes of his journey as an Indigenous artist and the need to show up not just in the entertainment industry but in everyday life to make a difference.

Kylie Captain, a strong advocate for Indigenous women's rights and empowerment, closed the series of guest speakers. Her moving speech centred on the idea of standing up for equality and justice for Indigenous women, highlighting the importance of recognising their vital role within the community.

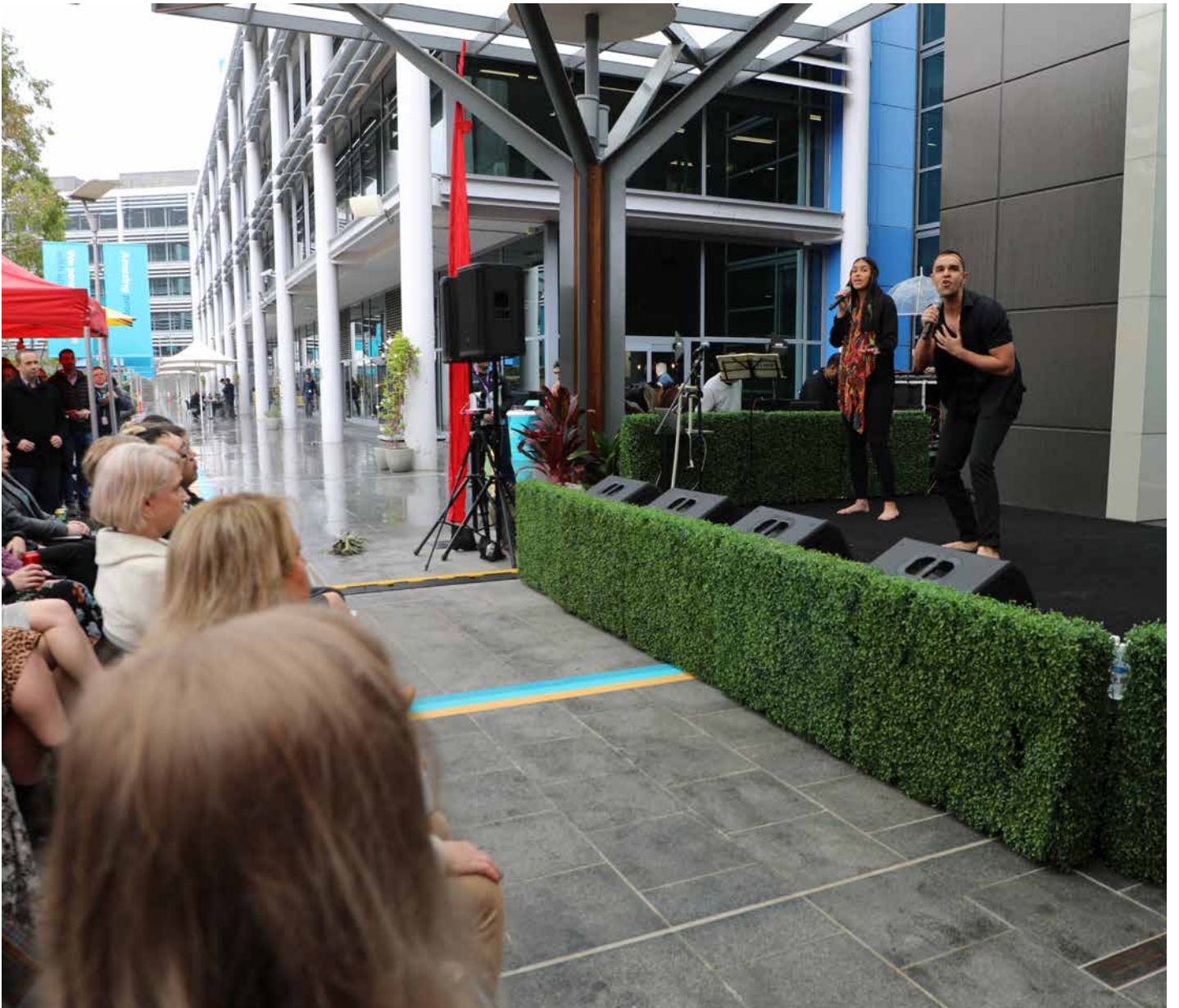
As the lunch came to a close, the attendees left inspired to carry the spirit of NAIDOC Week with them throughout the year. It was a week of celebration, education, and unity, reminding all Australians of the importance of honouring and acknowledging the First Nations people and their profound contributions to the nation.





ICC Sydney generously used its media assets to promote the KARI Foundation and NAIDOC Week on the outside of their buildings.

Throughout the week, the KARI Foundation teams participated in numerous community and corporate events, attending local Indigenous art exhibitions, cultural performances, and educational seminars. They also hosted workshops on Indigenous history and culture in schools and corporate offices, fostering a deeper understanding and appreciation for Australia's First Nations people.





## Corporate Golf Day Sydney

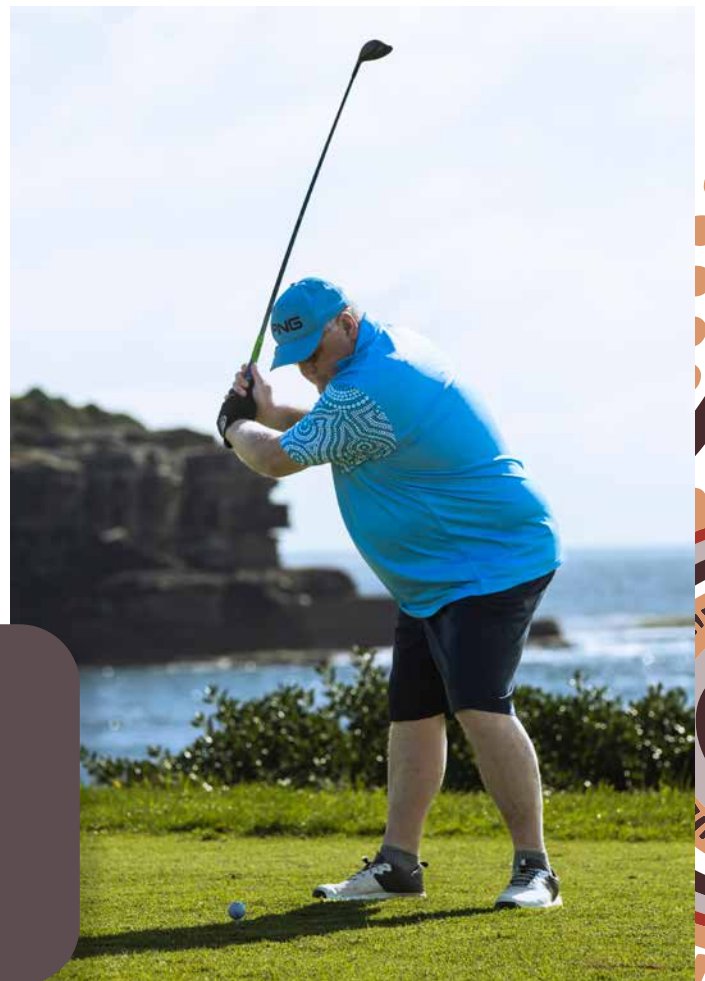
KARI Foundation's Corporate Golf Day was held on February 15 2022. It was a day where the love for golf was seamlessly blended with a deep commitment to making a difference.

A remarkable assembly of partners, all driven by a shared purpose - to support Indigenous communities and empower their youth came together and joined forces for a greater good. The funds raised on this day would go on to support the KARI Foundation's programs, providing education, mentorship, and opportunities to Indigenous youth.

After a round of golf, all the golfers gathered at the clubhouse, for a tasty lunch and to receive the results.

Taylor | Australia was crowned the winning team, having demonstrated exceptional teamwork and precision on the course and Clean Vibes Pty Ltd, the runners-up, were celebrated for their commendable performance.

The Coast Golf Club provided not only a stunning backdrop for a day of golf but also a warm and welcoming environment that enhanced the sense of community and camaraderie. The day was a reminder that when partners unite, great things can be achieved.





## KARI Foundation's Corporate Thank You Event

In a year marked by unprecedented challenges and uncertainty, the KARI Foundation stood resolute, celebrating its enduring partnerships with corporate supporters at the annual Corporate Thank You Event. This memorable occasion served as a testament to the power of collaboration, commitment, and the shared vision of building stronger communities.

The event was hosted at the prestigious ICC Sydney, a fitting venue for an evening dedicated to recognising the unwavering support of the KARI Foundation's corporate partners. These partnerships are the bedrock of the foundation's work, enabling them to make a tangible difference in the lives of Indigenous communities.

Highlighting the event were the Corporate Thank You Awards, presented to exceptional partners who have demonstrated outstanding dedication to the KARI Foundation's mission.

### The award recipients for 2022 were as follows:

Partner of The Year:  
Endeavour Energy

Champion of Change:  
Stefan Whitney & Clare Bailey

Commitment to Positive  
Community Change: Wilson Security

Commitment to Aboriginal  
Excellence: ISPT

Commitment to Aboriginal  
Advancement: Business Sydney

Commitment to  
Reconciliation: ADCO Construction

Fundraiser of the Year: Endeavour Energy

Aboriginal Procurement  
Champion: Cater Care

Commitment to Service  
Award (5 Years): HSBC, ISPT & CommBank

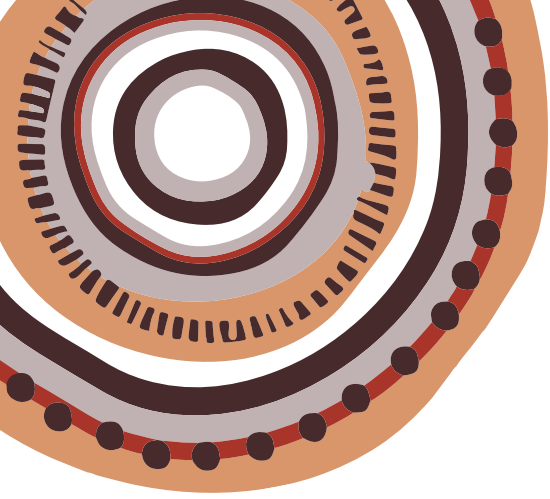
These organisations and individuals dedication to creating positive change, advancing Aboriginal excellence, and championing reconciliation exemplifies the essence of partnership with the KARI Foundation.

The event was a vibrant celebration of collaboration, with heartfelt speeches, inspiring stories, and a great sense of unity. It highlighted the belief that when organisations come together with a shared purpose, they can drive transformative change and leave an indelible impact on communities.

The KARI Foundation expressed its profound gratitude to the ICC Sydney for hosting this memorable event. It was a night of reflection, recognition, and renewed commitment to the journey of making a difference in the lives of Aboriginal communities.

As the year unfolded with its challenges, the Corporate Thank You Event underscored the resilience of the KARI Foundation's corporate partners, who continue to stand firmly in support of the Foundation's mission.





## KARI Queensland's Inaugural Corporate Golf Day

In an exciting celebration of sportsmanship, networking, and corporate camaraderie, Queensland's first-ever Corporate Golf Day took place at the picturesque Hope Island Golf Club. The event, which brought together business professionals and golf enthusiasts, marked a memorable day of fun and friendly competition on the greens.

Set against the stunning backdrop of Hope Island's lush fairways and tranquil waterways, the Corporate Golf Day was a resounding success. The event, organised by a dedicated committee, aimed to blend business with leisure and provide a platform for networking and relationship-building in a relaxed setting.

Participants from various corporate backgrounds gathered at the club, each eager to demonstrate their golfing prowess and engage in conversations that transcended the boardroom. The day began with a warm welcome, where players were treated to breakfast to fuel their day on the course.



With clear skies overhead, golfers navigated the challenging yet rewarding layout of the Hope Island Golf Club. The course offered both beginners and seasoned golfers a chance to showcase their skills and enjoy the breathtaking views of the surrounding natural beauty.

Golfers seized the opportunity to discuss business ventures, exchange ideas, and form new connections.

The event culminated with a delicious luncheon where participants relaxed, shared stories, and celebrated the day's achievements. Prizes and awards were presented to the standout golfers, recognising their skill and sportsmanship.

The inaugural Corporate Golf Day at Hope Island Golf Club was a testament to the thriving business community in Queensland and its commitment to blending professional growth with leisure.

As golfers bid farewell to the scenic course, they left with newfound friendships, strengthened business relationships, and a shared excitement for future editions of this exciting event.



### Feedback from the day:

"The Queensland Corporate Golf Day at Hope Island was an incredible experience. It's not just about golf; it's about connecting with fellow professionals in a stunning setting. I've made valuable contacts today that will undoubtedly benefit my business."

"Playing on such a beautiful course was a dream come true. The Queensland Corporate Golf Day allowed me to combine my love for golf with networking, making it a day I won't forget. Can't wait for next year!"

"As a golfer and a businessperson, this event was a hole-in-one! The camaraderie on the course and the insights shared off it were invaluable. I've already marked the date for next year's Corporate Golf Day."





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Artwork by: Anna Gannon