

Company: Elephant in the Room Consulting, Jenni Walke, Carinadale, Queensland

Company Description: Elephant in the Room Consulting is an Indigenous-owned, female-led consultancy committed to culturally safe, values-driven change. We work alongside communities and organisations to support self-determination, strengthen relationships, and embed First Nations voices in meaningful, sustainable ways.

Nomination Category: Sustainability Categories

Nomination Sub Category: Building Sustainable Supply Chains

Nomination Title: Elephant in the Room Consulting



1. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words):

Total 248 words used.

[REDACTED FOR PUBLICATION]

2. Briefly describe the nominated organization or individual: history and past performance (up to 200 words):

Total 198 words used.

Founded in 2017 by Bundjalung woman Jenni Walke, [Elephant in the Room Consulting \(EITR\)](#) was born from a bold vision: to create a culturally safe, inclusive, and equitable business environment for Indigenous Australians. As an Indigenous-owned and female-led consultancy, the firm is not just participating in the supply chain - it is reimagining it.

Over the past four years, EITR has supported 352 clients, with a strong focus on Indigenous engagement, cultural awareness, and business development. Through workshops, coaching, and strategic facilitation, it has helped over 100 Indigenous businesses secure more than AU\$7 million in contracts and grants, catalysing job creation and community growth.

[REDACTED FOR PUBLICATION] Its work is not just about supply chains - it's about legacy, relationships, and creating a more prosperous future for Indigenous communities.

3. Outline the organization's or individual's achievements since July 1 2023 that you wish to bring to the judges' attention (up to 250 words):

Total 228 words used.

Since July 1, 2023, EITR has accelerated its impact in building sustainable, inclusive supply chains across Australia and internationally. The organisation supported 47 clients - 27 focused on Indigenous engagement and business development, and 13 delivering cultural awareness programs - demonstrating a deep commitment to embedding inclusion into procurement and operations.

Through Indigenous Business Connect and capability workshops, EITR enabled over AU\$10 million in contracts, with five Indigenous businesses securing deals within six months - many as first-time suppliers. These outcomes reflect not just transactional success, but long-term economic empowerment.

As a Supply Nation Facilitator, the business delivered 20+ training programs to 250+ members, equipping procurement teams with tools to engage meaningfully with Indigenous suppliers. These efforts have driven systemic change in sectors such as mining, construction, and government. [REDACTED FOR PUBLICATION]

[REDACTED FOR PUBLICATION]

These achievements prove that sustainable procurement is not only possible - it is powerful when driven by purpose, cultural intelligence, and community.

4. Which will you submit for your nomination in this category, a video of up to five (5) minutes, explaining the achievements since July 1, 2023 of the nominated organization or individual, OR written answers to the questions? (Choose one):

Written answers to the questions

5. If you are submitting a video of up to five (5) minutes in length, provide the URL of the video here, OR attach it to your entry via the "Add Attachments, Videos, or Links to This Entry" link above, through which you may also upload a copy of your video. If you are providing written answers to the questions, provide them in the appropriate spaces below:

6. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's or individual's past performance (up to 250 words):

Total 244 words used.

EITR is leading a transformation in how sustainable supply chains are built - embedding Indigenous knowledge, cultural intelligence, and ethical practice into every layer of procurement. In an industry where supplier diversity is often treated as a compliance checkbox, EITR delivers action, not just policy.

Operating with a lean team, the firm delivers outsized results. Since July 2023, it has supported 47 clients, facilitated AU\$10 million in contracts, and helped secure over AU\$4 million in wins for Indigenous businesses - many as first-time suppliers. These outcomes far exceed industry averages for consultancies of similar size and scope.

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[REDACTED FOR PUBLICATION]

[REDACTED FOR PUBLICATION]

What sets EITR apart is its holistic, human-centred approach, co-designing culturally safe strategies that centre relationships, local context, and long-term impact. The result? Scalable programs that meet ESG goals and uplift First Nations voices, creating supply chains that build legacy.

Attachments/Videos/Links:

[Elephant in the Room Consulting](#)



[REDACTED FOR PUBLICATION]