

CONFERENCE REPORT

Tuesday 8 October 2024

Theme: *UNLEASH BUSINESS POTENTIAL*



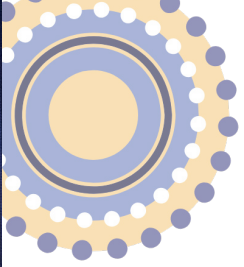
MBEN.
Multicultural Business & Entrepreneur Network



Blessing the land and coming together as a multicultural society for economic growth of the state. **Robert Taylor**, a Senior Kaurna Man and cultural custodian gave a powerful didgeridoo performance and Welcome to Country.

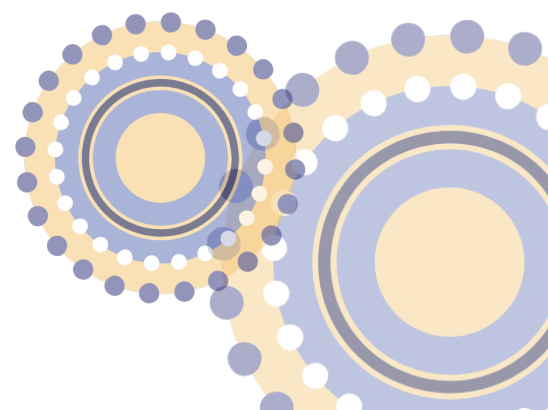
ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of Country throughout Australia. We acknowledge and pay our respects to the Kaurna people, the traditional custodians whose ancestral lands we live, work, and raise future generations. We acknowledge the deep feelings of attachment and relationship of the Kaurna people to Country.



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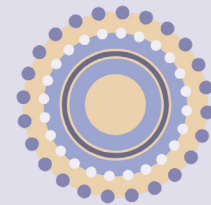
MULTICULTURAL BUSINESS AND
ENTREPRENEUR NETWORK

“Businesses are built on more than capital. They are built on trust, connections, and relationships.”

— Ethel Osazuwa, MBEN CHAIR

A warm Opening Remark from MBEN Chair, Ethel Osazuwa, valuing MBEN as a platform to serve and support the multicultural business community.

FOREWORD



It is with great pleasure that I welcome you to the Multicultural Business and Entrepreneur Network (MBEN) Conference 2024 – Unleash Business Potential. A gathering dedicated to celebrating diversity, innovation, and the power of entrepreneurship in multicultural communities.

This year’s conference comes at a pivotal time, as businesses and entrepreneurs navigate an ever-evolving economic landscape. The theme reflects our shared commitment to inclusive economic growth, workplace wellbeing, and sustainable business success. We recognise that multicultural enterprises are not only vital contributors to South Australia’s economy but also drivers of innovation, resilience, and cultural richness to the nation.

The MBEN Conference 2024 is more than just a meeting of minds – it is a platform for insightful discussions, meaningful connections, and collaborative solutions. From the launch of the Inclusive Workplace Wellbeing Guide to subject matter presentations, workshops, and expert-led panels, the day is designed to equip businesses with the tools and knowledge they need to flourish.

We are also honoured to introduce distinguished guests, including the Minister for Trade and Investment, the Honourable Joe Szakacs MP, whose presence highlights the importance of government and community collaboration in fostering an inclusive and prosperous business environment for all.

A heartfelt thank you to our incredible sponsors, speakers, partners, and delegates for your invaluable contributions. Your passion and dedication continue to shape the future of multicultural-owned enterprises.

Ethel Osazuwa
Chairperson
Multicultural Business and Entrepreneur Network (MBEN)

WHAT IS IT?

The annual Multicultural Business and Entrepreneur Conference is a day of networking, building connections, mentorship, inspiration, and learning for business owners who are from diverse multicultural backgrounds. Panel discussions, presentations, and workshops emphasised the power of creating a culture of inclusivity in the Australian business environment.

WHO ARE WE?

MBEN is a not-for-profit committed to delivering exclusive multicultural networking events, mentorship programs, and business development opportunities through collaboration. MBEN takes the lead in advancing diversity and inclusion within South Australia's business community. MBEN members take immense pride in our mission to provide a platform to accelerate the growth of multicultural businesses and entrepreneurs. MBEN fosters collaboration and growth by assisting individuals from diverse backgrounds in navigating the challenges of business ownership while championing their entrepreneurial journey.

Spanning from solopreneurs to medium-sized enterprises, the role of MBEN is to foster business-to-business opportunities and collaboration for its members. This connection promotes diversity and inclusion in the local, national, and international business environment while enriching the member experience.

WHY IS IT IMPORTANT?

The benefits of multiculturalism and diversity in business are well-established, with companies that embrace diversity being 35% more likely to achieve above-average industry returns. Migrants play a vital role in Australia's economy and business community. With 1 in 3 Australians born overseas and a third of migrants owning businesses, Australia is undeniably a migrant nation.

Despite their contributions, migrant entrepreneurs often face significant challenges, such as language barriers and a lack of community support. MBEN provides a dedicated space for strategic meaningful connections, building relationships, and sharing experiences with others who understand the unique struggles in establishing and running a business. The Multicultural Business and Entrepreneurship Conference meets this need by offering a platform for knowledge-sharing and collaboration. Through engaging sessions and networking opportunities, the conference empowers migrant entrepreneurs with the inspiration, motivation, and resources they need to grow and thrive in their ventures.

MBEN 2024 CONFERENCE SCHEDULE

Date: 8th October 2024

Time: 9:00 AM - 5:00 PM

Location: Hilton Adelaide

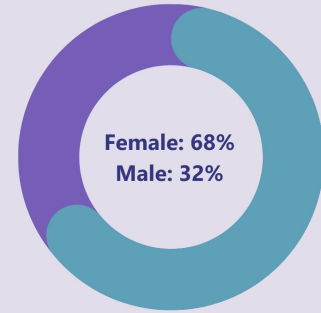
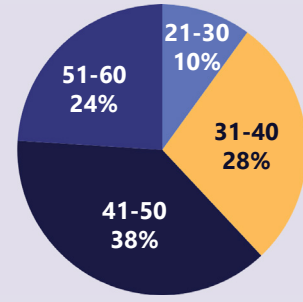
08:00	Conference Registration and Networking	
09:00	MC Welcome Dr. Desiree Beekharry – Desiree Beekharry Coaching	
09:10	Welcome to Country Robert Taylor	
09:15	MBEN Opening Remark Ethel Osazuwa – Chairperson, Multicultural Business and Entrepreneur Network	
09:20	Opening Address Joe Szakacs MP – Minister for Trade and Investment	
09:30	Keynote Address – Unleash Business Potential Shaun Westcott – CEO and Executive Director, Mitsubishi Motors Australia	
09:45	MBEN Special Membership Launch Sunita Miranda – Director, Cornerstone Alliance	
09:55	An Economic Update on the Most Beautiful City in the World Jordon Tomopoulos – Economics Research Advisor, Adelaide Economic Development Agency (AEDA)	
10:15	Panel Discussion – Scaling Startups: From Idea to Unicorn Facilitator: Benjemen Elengovan – CEO and Founder, MyGigsters Sam Donato – Director, Auctus Training and Education Navtej Bal – CEO, Ironwood Institute Pouya Farbod – CEO, Tibii Disability Support Services	
10:45	Morning Tea Sponsor: Adelaide Economic Development Agency	
11:00	Panel Discussion – Import and Export Business Connections Facilitator: Michael Blake – Livestock GeneTEx Andrew Kay – Chief Executive, South Australian Business Chamber Eduardo Donoso – Director, D&S Resources Joseph John – Senior Economic Development Advisor, City of Salisbury Eliza Ferguson – TradeStart Adviser, Department for Trade and Investment	
11:45	Migrant Businesses in Regional Australia Dr. Xin Deng – Senior Lecturer, University of South Australia	
12:05	Lunch Sponsor: Auctus Training Institute	



1:00	Business and Wellness Silvana Forlini – Silvana Forlini Counselling and Hypnotherapy
1:25	Panel Discussion – Women with Impact Facilitator: Marissa Hankinson – Wavebreaker Productions Nicole Gollan – Founder and Director, Nik & Co Consultancy Mirsia Bunjaku – Chief Executive, Australian Migrant Resource Centre Roann Junio-Hartmann – Founder, Cobber Technologies Zita Ngor – Consultant Principal, Taylor Rose Australia (Sponsor: Desiree Beekharry Coaching)
2:25	The Role of Corporate Social Responsibility in Business Success Freddie Brincat – Chief Executive, Community Bridging Services (CBS)
2:40	Panel Discussion – Understanding Governance, Risk & Compliance and Overcoming Business Challenges Facilitator: Jo Bell – Good Shepherd Australia New Zealand Lisa Cook – Founder, Get on Board Australia Narayan Ramchandani – NDIS Auditor and Director, Cornerstone Alliance Raj Singh – Director, Promere Consultancy
2:40	Workshop – The Entrepreneur’s Edge: Harnessing Personal Leadership for Growth and Success (Balcony 1) Sarah Howell – Founder, Define Success Coaching
3:10	Afternoon Tea Sponsor: South Australian Business Chamber
3:40	Draw and Activity
3:50	Inclusion and Access Jessie Smith – Project Officer Tourism Local Navigator, Purple Orange
4:05	Workshop – Personal Branding and How to Increase Your Visibility Amy Springhall – Founder, The Visibility Project
4:25	Panel Discussion – Young Trailblazers in Business Facilitator: David Chikwuba – Mentoring, Coaching, and Counselling Chelsea Marchetti – Director, Flipper Academy Amelia Griffin – Director, My Mind Matters Therapy Mitchell Matemayi – Founder, CommShare and Co-Director, McQuel Healthcare Kylan Beech – Founder, Coast to Coast Communication (Sponsor: InterHealth Services)
4:55	What’s Next? and Conference Closing Remarks Ethel Osazuwa – Chairperson, MBEN
5:00	Networking – All



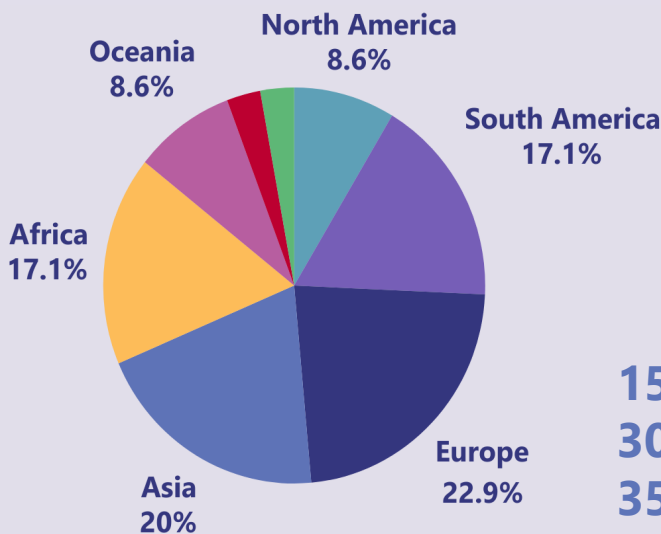
DIVERSE



AGE & GENDER

PARTICIPANTS

A SNAPSHOT OF THE DELEGATES



150+ DELEGATES
30+ SPEAKERS
35+ COUNTRIES

FROM AROUND THE WORLD

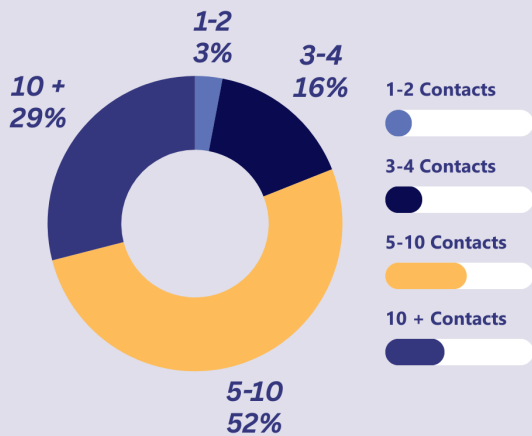
COUNTRIES REPRESENTED

- ARGENTINA
- AUSTRALIA
- BHUTAN
- BRAZIL
- CAMEROON
- CANADA
- CHILE
- COLOMBIA
- DR CONGO
- FIJI
- GERMANY
- GREECE
- HAITI
- INDIA
- INDONESIA
- IRAN
- ITALY
- KENYA
- MALTA
- MEXICO
- NEPAL
- NIGERIA
- PAKISTAN
- PERU
- PHILIPPINES
- POLAND
- SAMOA
- SOUTH AFRICA
- SOUTH KOREA
- UKRAINE
- UNITED KINGDOM
- UNITED STATES
- VENEZUELA
- VIETNAM
- ZIMBABWE

OUR IMPACT

The MBEN Conference provided delegates with valuable connections, insights into business opportunities, strategies for overcoming challenges, and both emotional and tangible support to enhance their entrepreneurial journey.

MAKING CONNECTIONS



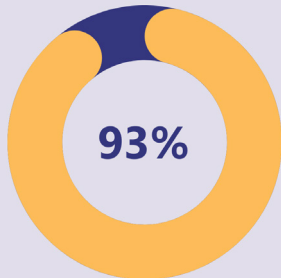
92%

CONNECTED WITH INDIVIDUALS FROM OTHER INDUSTRIES / SECTORS

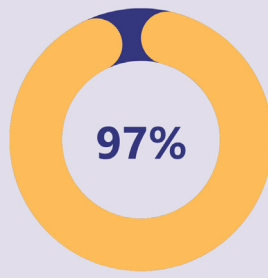
58%

CONNECTED WITH INDIVIDUALS FROM THEIR OWN INDUSTRY / SECTOR

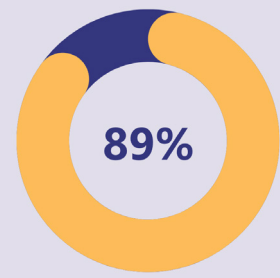
LEARNING STRATEGIES



Gained strategies for overcoming challenges

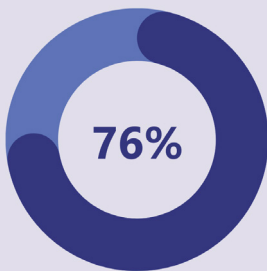


Gained insight into business opportunities



Identified ways to build networks more effectively

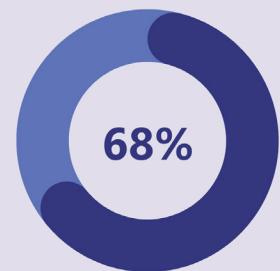
RECEIVING SUPPORT



Identified sources for seeking business support



Felt emotional support i.e., encouragement from peers, joy from idea exchange, passion in business



Felt tangible support i.e., technical details about business start-up, government support, availability of bank loans, investment opportunities



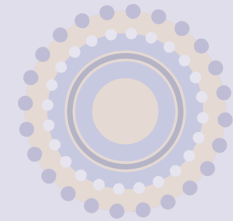
RALLYING CALL TO ACTION

"Seize the day, network, connect, meet new people, and look to build relationships, knowledge, and growth."

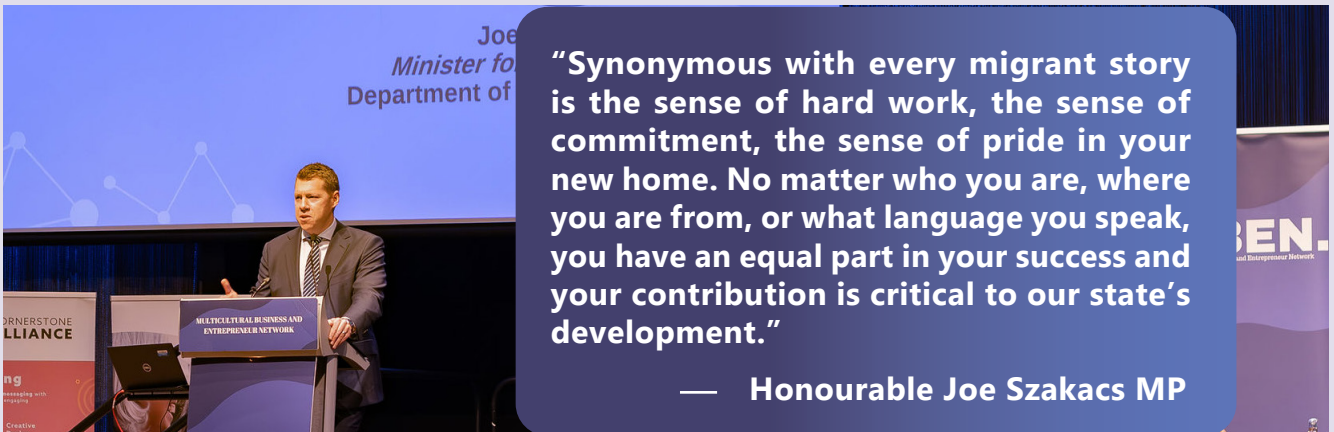
— **DESIREE BEEKHARRY,**
MBEN Treasurer & Conference MC

Welcome and launch from MBEN Treasurer and Conference MC, Desiree Beekharry, of Desiree Beekharry Coaching with a rallying call to Unleash Your Business Potential.

AGENDA



ADDRESSES & PRESENTATIONS



"Synonymous with every migrant story is the sense of hard work, the sense of commitment, the sense of pride in your new home. No matter who you are, where you are from, or what language you speak, you have an equal part in your success and your contribution is critical to our state's development."

— **Honourable Joe Szakacs MP**

OPENING ADDRESS

The Honourable Joe Szakacs MP is South Australia's Minister for Trade & Investment

The Opening Address celebrated the vital contributions of migrants to South Australia's communities, workplaces, and economy. Diversity was highlighted as a strength, particularly at senior leadership levels and governance, where broader perspectives lead to better decision-making. Migrants were also recognised as central to South Australia's culture of advanced manufacturing and entrepreneurship, driving economic prosperity and innovation. The address emphasised the importance of systems that promote inclusion across cultural, linguistic, ethnic, and gender lines, ensuring all individuals have an equal role in the state's success.



Shaun Westcott
President and Chief Executive
Mitsubishi Motors Australia

“Multicultural is not a checked box. It is a driving force of innovation. Different perspectives and experiences are better equipped to meet market challenges and meet the diverse needs of a diverse population.”

**— Shaun Westcott,
CEO Mitsubishi Motors Australia**

KEYNOTE ADDRESS

Shaun Westcott is the CEO and Executive Director of Mitsubishi Motors Australia.

The Keynote, *Thriving Through Diversity: How Multiculturalism Fuels Business Success*, addressed the many challenges that migrants face in the Australian workforce which can sometimes lead to starting their own enterprises. To overcome this, migrants must learn to adapt to customs, understand office culture, and put in extra effort to prove their worth, but businesses should also embrace the benefits of multiculturalism and seek to create multicultural workplaces. To adapt to a more diverse workplace, businesses can create a unified work culture based on cultivating a common sense of values, purpose, and respect. “We are stronger together.”



An Economic Update On the Most Beautiful City in the World

Jordon Tomopoulos is the Economic Research Advisor for AEDA.

The City of Adelaide now has more businesses than before Covid-19.

1. Adelaide’s GRP (Gross Regional Product) average is 6.6% with the highest levels of overseas migration in the last few years and a 1% rental vacancy rate.
2. With 4.6 billion annual consumer expenditure, the CBD has 27,901 residents, 12,388 businesses, a large international student population, and 10% growth in local jobs.
3. The Adelaide CBD has seen a growth in large businesses, despite a decline in small business and GST registered businesses.
4. More businesses are taking up space in the Adelaide CBD.

MIGRANT BUSINESSES IN REGIONAL AUSTRALIA

Dr. Xin Deng is a Senior Lecturer at the University of South Australia.

A study of migrant-owned businesses in the regional areas of Murray Bridge and the Riverlands, explored their motivations, challenges, and contributions. Migrants play a significant role in regional South Australia's economy, introducing fresh ideas and products across 12 industries. They are drawn to these areas by family and community ties, lower business costs, affordable land, reduced competition, government initiatives, and unmet local demand. However, they face business challenges such as skill shortages, labour laws, and limited growth, alongside personal struggles like language barriers, isolation, and adapting to a new environment. Uncertainty in government policy, limited access to support, and community integration add to these difficulties. With the right support, migrant businesses can overcome these barriers and further drive regional development.



Left photograph: Dr. Xin Deng, senior lecturer at the University of South Australia. Right photograph: Silvana Forlini, counsellor, hypnotherapist, and founder of Silvana Forlini Counselling & Hypnotherapy.

BUSINESS AND WELLNESS

Silvana Forlini is the Founder of Silvana Forlini Counselling and Hypnotherapy.

This informative presentation focused on the value and necessity of wellbeing in the workplace. Mental stress is often overlooked but has a far greater impact on business success and productivity than physical injuries, leading to four times more lost work hours and three times higher compensation costs. Prioritising wellbeing in the workplace enhances staff retention, reduces absenteeism, boosts productivity, fosters a sense of ownership and accountability, and creates more harmonious work and home environments, leading to stronger communities. To enhance workplace wellbeing, host stress reduction workshops, encourage movement (BRAC Basic Rest Activity Cycle), and facilitate access to Human Resources.

COMMON MYTHS

1. Disability is a severe physical impairment.
2. Workers compensation costs are higher for disabled employees.
3. There is no workplace modification assistance available.

* In actuality, employees with disabilities have fewer compensation incidents and accidents at work, take less sick leave, and stay in jobs longer - building strong relationships.



INCLUSION AND ACCESS

Jessie Smith is a Project Officer for Purple Orange.

People with disability face challenges and extreme disparities in finding employment. While 83% of non-disabled Australians of working age participate in the workforce, only 53% of disabled Australians are currently employed and this has not changed in the last 30 years. People with disability are more likely to be underemployed and employed in lower quality jobs. They face many barriers whether physical or attitudinal, including low expectations, negative attitudes and practices, and lack of opportunities. To create more inclusive workplaces, employers should ask employees about their accessibility needs, review emails, websites, and social media content for accessibility, ensure induction training and policies are accessible, and offer online interview options.



The Role of Corporate Social Responsibility in Business Success

Freddie Brincat is the Chief Executive at Community Bridging Services

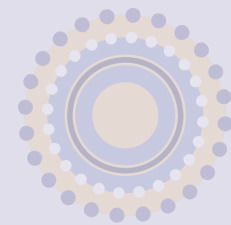
Corporate responsibility in leadership and decision making is a balance between the left and right side of our brains – between values and money. When this balance is achieved, the “laws of attraction” will work in your favour, drawing people to you and supporting business growth. In contrast, neglecting social responsibility can have serious negative repercussions. However, if we take the lessons learned, create change, and move forward, even from something bad, can come good. The key to creating resilience and corporate social responsibility is to be optimistic, lead by example, adapt, imagine, and value others when making decisions.

PANEL DISCUSSIONS



From Left: Facilitator Marissa Hankinson (Co-Founder, Wavebreaker Productions), Roann Junio-Hartmann (Founder, Cobber Technologies), Mirsia Bunjaku (CEO, Australian Migrant Resource Centre), Zita Ngor (Consultant Principal, Adelaide Law Boutique & Taylor Rose Australia), and Nicole Gollan (Founder, Nik & Co Consultancy)

“Have the right people around you, who believe in you, and who will create opportunities for you.”



WOMEN WITH IMPACT

The panel discussion on **Women with Impact** exemplified the strength and resilience that women harness, and the power and accomplishments that can be unleashed when they come together and share their stories. The inspiring panellists, representing diverse backgrounds, have collectively faced significant hardships, including racism, family violence, homelessness, sexual abuse, and refugee trauma. These challenges became a driving force, motivating them to create businesses with a social impact that empower and centre people at their core.

Believing in oneself emerged as one of the most significant hurdles for women entrepreneurs when starting their businesses. Mentorship was identified as a critical factor in recognising potential and providing essential support. The discussion focused on the importance of leveraging expertise, embracing continuous learning, and stepping outside comfort zones to achieve success.

Looking to the future, the discussion explored the growing demand for skills often associated with women, such as conflict resolution, teamwork, and networking. Entrepreneurship offers freedom, flexible choice, and opportunities for women to create legacy.

From Left: Facilitator Benjemen Elenglovan (Founder of MyGigsters), Sam Donato (CEO of Auctus), Navtej Bal (CEO of Ironwood Institute), and Pouya Farbod (CEO of Tibii Disability Support Services).



SCALING STARTUPS: FROM IDEA TO UNICORN

Discussion focused on what it takes to build, run, and scale a business. Discussion centred on what it means to be a founder, common mistakes, branding tips, and how to build sustainable successful businesses.

1. Your passion and purpose must create value for others.
2. Identify the gap and be authentic in your contribution.
3. Scale your business with a human rights approach.
4. Recruit the right people that share your vision.
5. Acknowledge your mistake and change it quickly.
6. Always think of ways to innovate.



From Left: Facilitator Michael Blake (Director, Livestock GeneTEx), Andrew Kay (CEO, South Australian Business Chamber), Joseph John (Senior Economic Development Advisor, City of Salisbury), and Eliza Ferguson (SA Department of State Development Export Adviser).

IMPORT AND EXPORT BUSINESS CONNECTIONS

South Australia has a unique position as a “connection state” with its multicultural community and government initiatives supporting a network of multicultural chambers to create easy pathways into international markets. The importance of diversity was reinforced for helping companies stay competitive and innovate products that are more resilient to market changes. The value of ethical sourcing, departmental regulatory compliance, social responsibility, and biosecurity in creating globally desired products was emphasised. Businesses were advised to take advantage of technology and economic cooperation agreements, broaden their supply chain, collaborate with the local diaspora and be part of business associations.



From Left: Facilitator Sandra Moyo (Director, Zuva Allied Health), Lisa Cook (Founder, Get on Board Australia), Raj Singh (Director, Promere Consultancy), Narayan Ramchandani (Director, Cornerstone Alliance).

Understanding Governance, Risk & Compliance

Governance, risk, and compliance (GRC) are essential frameworks for addressing business challenges. Governance involves directing and controlling an organisation, ensuring the right actions are taken at the right time. Risk refers to activities and uncertainties that could divert an organisation from its objectives but can also present opportunities. Compliance ensures adherence to standards like reporting and regulations. Neglecting GRC can lead to financial loss, reputational damage, and missed opportunities, so businesses must incorporate it into daily operations by assessing critical points, addressing weaknesses, understanding risks, ensuring proper planning, safeguarding the workplace, and having clear policies, especially regarding AI and intellectual property.



“Keep an open mind and realise if something is not going to work you pivot. It doesn’t mean that you’re not meant for business. Take risks and don’t put limits on what is possible for you.”

From Left: Facilitator David Chikwuba (Founder, Mentoring, Coaching, & Counselling), Chelsea Marchetti (Director, Flipper Academy), Amelia Griffin (Director, My Mind Matters Therapy), Kylan Beech (Founder, Coast to Coast Communications), Mitchell Matemayi (Co-director, McQuel Healthcare).

YOUNG TRAILBLAZERS IN BUSINESS

This panel discussion centred on the challenges young entrepreneurs face, their driving force, and learnings. A recurring theme was the difficulty of gaining trust and credibility due to their age. Other common hurdles include being assertive, achieving work-life balance, and knowing when to receive help. Despite these challenges, young entrepreneurs are driven by a deep desire to create meaningful change and break down societal stigmas. The panel emphasised the need for better educational support in areas such as business fundamentals, marketing, and bookkeeping, alongside mentorship programs and guidance on navigating networking opportunities, to empower young people and help them succeed in business.

WORKSHOPS

FEEL THAT FEAR & DO IT ANYWAY

"It's wild what happens when you make yourself visible. People follow people not brands."

**Amy Springhall,
Founder of The Visibility Project**

An inspiring moment. Three fearless delegates faced their fears of visibility and courageously took the stage to share their business stories.

Personal Branding and How to Increase your Visibility

Amy Springhall is the Founder of The Visibility Project.

Women are aware of the rewards of visibility, yet intentionally make themselves invisible. Women stay invisible for various reasons, such as a belief that their work should speak for itself, perfectionism, family obligations, and perceived negative backlash. In doing so, they are missing out on opportunities. This workshop encouraged women to let go of this perfectionism, cultivate evidence of their worth, share stories, work out loud, follow curiosity, and talk about their dreams.

THE ENTREPRENEURS EDGE: Harnessing Personal Leadership for Growth and Success

Sarah Howell is the Founder of Define Success Coaching.



This workshop emphasised the importance of self-leadership as the foundation for effective entrepreneurship. "It all starts with you." Delegates explored the concept of personal leadership as the ability to influence oneself before leading others, a skill that is critical to decision-making, inspiring teams, managing stress, and navigating business challenges. Entrepreneurs were encouraged to prioritise self-care, seek assistance from others, and take the time to reflect before making new business decisions.

OUR FEEDBACK

"MBEN is a great initiative helping multicultural businesses grow through networking, mentorship, and collaboration. I loved being there, hearing from the inspiring speakers, participating and meeting so many people doing great things here in Adelaide." – **Sarah H**

"Had a great time at the Multicultural Business and Entrepreneur Network event today! It was inspiring to connect with fellow entrepreneurs and learn from their experiences. Events like these are so valuable for building community and supporting business growth" – **Yenty J**

"I had the privilege of attending and volunteering at the Multicultural Business and Entrepreneur Conference for the second year in a row. This incredible event, where innovation meets diversity, continues to inspire me with insights into inclusive leadership, global market access, and entrepreneurial resilience. The workshops, panel discussions, and networking opportunities offered a wealth of knowledge and connections that are invaluable to my personal and professional growth. I'm excited to carry these lessons forward, applying them to my journey in business development and management, and I look forward to seeing how these connections will unfold into future collaborations." – **Vinay K**

"I had the absolute pleasure and joy to attend the MBEN Conference. Listened to great, bright minds, speakers and leaders with lots of networking opportunities and built great connections." – **Amol P**

"I had the pleasure to attend the MBEN 2024 Conference. Such inspirational speakers and leaders of the future. Lots of networking and connections and great conversations." – **Gayle R**

"Thank you so much Multicultural Business & Entrepreneur Network for providing me with the opportunity to be on the young trailblazers panel, such a great experience and chance to meet amazing people in business." – **Chelsea M**

"The best conference yet! Was honoured to be part of it and meet such a diverse and empowering group of multicultural businesses, business leaders, and emerging business leaders."
– **Desiree B**

Sunita Miranda, with a special membership launch encouraging attendees to become a member to engage with sponsors, enhance business opportunities, share experiences in a safe space, build lasting friendships, and give back to the multicultural community through mentorship.

MEMBER SPOTLIGHT

Sunita Miranda is the Director of Cornerstone Alliance, as well as MBEN's Deputy Chair and a longtime member of the Multicultural Business & Entrepreneur Network. She has found a like-minded and supportive multicultural business community through MBEN to share her own experiences and challenges of starting a business. From collaborative initiatives like the Inclusive Workplace Wellbeing Resource Guide to the support received for launching Cornerstone Alliance's Easy Read Tech, MBEN membership has been an invaluable experience for her.





THANK YOU

The success of the 2024 Multicultural Business & Entrepreneur Network Conference is due to the amazing support and participation from our inspiring delegates, speakers, and sponsors.



Additional Resources:

[Inclusive Workplace Wellbeing Guide](#)

[2024 MBEN Conference Highlight Video](#)

[2024 MBEN Conference Handbook](#)

[MBEN Membership](#)

For more information about MBEN, the conference, upcoming events, membership, and resources:

mben.au

info@mben.au

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