

**From:** s 22  
**To:** s 22  
**Subject:** RE: Anti-Racism resources for primary schools [SEC=OFFICIAL]  
**Date:** Tuesday, 9 May 2023 6:19:42 PM

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Hello s 22,

Thank you for your email update on this planned initiative and for the discussion about it.

As discussed, I think that, based on the quotes provided, both Hue and s 22 can provide the AHRC with services to progress this initiative that will complement one another and achieve the aims and objectives of the RISWM campaign and the NARF project including work that will address the need for content to improve racial literacy (of particular relevance to the NARF project) and content to assist audiences unaffected by racism to better understand racism and to take anti-racism action (content that the campaign can platform).

s 22

Many thanks for leading on this, please let me know if you need anything further from me.

s 22

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s 22

s 22



s 22

**From:** s 22  
**Sent:** Tuesday, 30 May 2023 4:32 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

**Security Classification:** OFFICIAL

Hi s 22

Here are the links for the contracts in Sharepoint

 s 22

 [Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)

As I mentioned, we need to clarify a bit more around the HUE scope of works and resource before we send a contract to them. Once you get Leanne's approval you can contact them and talk about these issues with a view to preparing the contract for them

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**From:** s 22  
**Sent:** Monday, May 29, 2023 11:53 AM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Hi s 22,

s 22

I am currently seeking the unknown info from Hue (those sections highlighted yellow in their contract).

Thanks,

s 22



- Hue are considering the best approach regarding IP, given that they would like some content to be shared from the existing resource, [High School Anti-Racism Kit](#). This resource was created by Hue in collaboration with others so need to check that the IP of others is protected

- Can we offer any advice on this? **s 42; s 47C**  
[Redacted]

- Hue will also be subcontracting First Nations artists to create artwork and have a strong preference for ICIP. Are you comfortable if I share a version of the ICIP contract recently used with **s 22** [Redacted]? Section 4 of the licensing agreement? [I've attached the Arts Law Licensing Agreement that \*\*s 22\*\* provided us and that I adapted for our use, \*\*s 47C\*\*](#) [Redacted]

Thank you,

**s 22**

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**From:** **s 22**

**Sent:** Thursday, June 1, 2023 11:01 AM

**To:** **s 22**

**Subject:** RE: Limited tender question [SEC=OFFICIAL]

I've made some changes and responded to comments.

Like with Hue, I think it's important (and probably easier) to discuss the following first, before sending through a contract:

- **s 47C** [Redacted]
- [Redacted]
- [Redacted]

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**From:** **s 22**

**Sent:** Thursday, June 1, 2023 10:51 AM

**To:** **s 22**



## COPYRIGHT LICENCE AGREEMENT

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## COPYRIGHT LICENCE

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### THIS IS AN AGREEMENT BETWEEN:

\*[NAME, ABN, ACN or ARBN, if applicable]\*

of \*[ADDRESS, TELEPHONE, EMAIL]\* (**Artist**)

### AND

\*[NAME, ABN, ACN or ARBN, if applicable]\*

of \*[ADDRESS, TELEPHONE, EMAIL]\* (**Licensee**)

### BACKGROUND

- A. The Artist is the absolute owner of the copyright in artworks s/he has created or creates (**Works**).
- B. The Licensee wishes to use certain copyright interests in the Works.
- C. The Artist agrees to grant the Licensee permission (**Licence**) to use the Works under the terms of this agreement.

### THE PARTIES AGREE AS FOLLOWS:

#### 1. Definitions

Any capitalised terms or words within this agreement are to be interpreted in accordance with their definition or description in the Schedule, or otherwise in accordance with their regular meaning under the *Copyright Act 1968* (Cth).

#### 2. Licence

- 2.1. The Artist owns and will continue to own all rights and interests in the Works, including the copyright in the Works.
- 2.2. In consideration of the payments made to the Artist under this agreement, the Artist grants, the Licensee \*an exclusive/a sole/a non-exclusive\* licence for the use of the Works for the Purpose.
- 2.3. The licence under clause 2.2 applies for the Term in the Territory.
- 2.4. The licence under clause 2.2 does not affect the Artist's right to reproduce any of the Works for the Artist's portfolio or self-promotion.

#### 3. Attribution and alterations

- 3.1. The Licensee must credit the Artist in relation to any use of the works under this agreement as the creator of the Works in the manner specified in the Schedule.

- 3.2. Except as expressly permitted under clause 2, and without limiting any moral rights that the Artist may have under the *Copyright Act 1968* (Cth), the Licensee must not alter the Works or any reproduction of the Works without obtaining the Artist's prior written consent.

#### **4. ICIP**

- 4.1. The Licensee must:
- a. comply with any restrictions on using and dealing with any Australian Aboriginal or Torres Strait Islander Cultural or Intellectual Property (**ICIP**) in the Works about which the Artist notifies the Licensee;
  - b. not do or allow anything to be done that may denigrate or damage any ICIP in the Works, or help anyone else to do so; and
  - c. if asked by the Artist to do so, use the Licensee's best efforts to make sure that the contribution of an Australian Indigenous community is acknowledged by including the notice of custodial interest specified in the Schedule in relation to any Use of the Works.
- 4.2. Nothing in this agreement transfers or excludes any applicable cultural rights in favour of Australian Indigenous people that may be implemented under Australian law.

#### **5. Representations, warranties and indemnities**

- 5.1. The Artist represents and warrants that the Artist:
- a. is the sole author of the Works, which are original to the Artist, or has been granted the rights and interests in the Works necessary to grant the licence to the Licensee under this agreement; and
  - b. has the power and capacity to enter into this agreement and to perform the Artist's obligations under this agreement.
- 5.2. The Licensee represents and warrants that the Licensee:
- a. has the power and capacity to enter into this agreement and to perform the Licensee's obligations under this agreement; and
  - b. will promptly notify the Artist of any claim or suit arising out of or in relation to the Licensee's use of the Works, and the Licensee will defend any such claim at the Licensee's expense.
- 5.3. A party will unconditionally indemnify and keep indemnified the other party against all losses, liabilities, costs and expenses (including reasonable legal expenses as between solicitor and client) that the other party incurs as a result of or in relation to a breach of any of the party's representations or warranties under this clause.

#### **6. Payment**

- 6.1. The Licensee must pay the Artist the Upfront Payment specified in the Schedule **★**and/or the Royalty Payments specified in the Schedule**★**.

6.2. Any Upfront Payment must be made within 7 calendar days of the Date of Agreement.

**\*[INCLUDE CLAUSES 6.3 TO 6.5 IF ROYALTIES ARE PAYABLE]\***

6.3. The Licensee must provide the Artist with royalty statements and pay Royalty Payments within 30 calendar days of the end of every quarter during the Term. Those statements must show:

- a. the number of times the Works have been used under the agreement;
- b. the number of times the Works have been sold;
- c. the wholesale, recommended retail, or sale price as determined in the Schedule at 'Royalty Payments'; and
- d. the total amount owing to the Artist under this agreement for the past quarter.

6.4. The Licensee must keep adequate books and records in relation to the Licensee's use of the Works. The Artist may request, inspect or take copies of, and extracts from, these books and records at any time during business hours on reasonable notice. Subject to clause 6.5, the inspection is at the Artist's cost.

6.5. If any inspection of the Licensee's books under clause 6.4 reveals any error to the benefit of the Artist, the Licensee must pay:

- a. all reasonable costs actually incurred by the Artist in carrying out the inspection; and
- b. the amount owing to the Artist plus interest calculated according to clause 6.6.

6.6. The Licensee must pay interest on late payments at the Interest Rate on Late Payment specified in the Schedule. Interest:

- a. accrues from (and includes) the date an unpaid amount is due and payable to the Artist until the amount is paid in full;
- b. is payable on demand;
- c. accrues daily and is capitalised if not paid every 7 calendar days; and
- d. is calculated on the basis of the actual number of days on which interest has accrued and a 365-day year.

## **7. Goods and Services Tax**

**\*INCLUDE THIS CLAUSE IF AGREEMENT IS EXCLUSIVE OF GST\***  
The parties agree that all amounts payable under this agreement are exclusive of Goods and Services Tax.

**\*OR\***

✳️ **INCLUDE THIS CLAUSE IF AGREEMENT IS INCLUSIVE OF GST** ✳️ If a party is liable to pay Goods and Services Tax (**GST**) in respect of any good or service supplied under this agreement, that party will invoice the other party for the GST amount payable for the good or service and will ensure that the invoice is a GST-compliant invoice. The party who receives the GST-compliant invoice must pay the amount of GST invoiced at the same time as the amount payable under this agreement.

## 8. Name, likeness, voice and biography

The Licensee may use and authorise others to use the Artist's name, approved likeness and approved biography in relation to the use of the Works.

## 9. Termination

- 9.1. The Artist may terminate this agreement immediately by written notice to the Licensee if the Licensee:
- a. uses the Works beyond the scope of this agreement;
  - b. is more than 14 calendar days late in making any payment under clause 6; or
  - c. becomes insolvent, has a liquidator appointed, goes into administration (voluntary or otherwise), announces an intention to enter into, or has become subject to, a scheme of arrangement or a personal insolvency agreement, is declared bankrupt, or ceases to carry on business or threatens to do so.
- 9.2. The enforcement of the right to terminate under clause 9.1.c is subject to the provisions of the *Corporations Act 2001* (Cth) (**Corporations Act**), if:
- a. the Licensee is a company to which a managing controller (including a receiver and manager) has been appointed; or
  - b. the company has either announced an intention to enter into, or has become subject to, a voluntary administration, substantial receivership or scheme of arrangement as described in Chapter 5 of the Corporations Act.
- 9.3. On termination or expiry of this agreement, the Licensee:
- a. loses all rights granted under this agreement;
  - b. must pay the Artist all amounts payable to the Artist under this agreement, and provide to the Artist a statement of any uses of the Work to date, including for example, any stock on hand embodying the Work (and the details of any unauthorised uses of the Work); and
  - c. other than for a termination under 9.1.a (where the Licensee must immediately cease any use of the Work), the Licensee may sell any item created under this agreement and already in existence at the time of termination provided the Licensee pays royalties to the Artist under clause 6.

## 10. Disputes

- 10.1. If a dispute or disagreement (**Dispute**) arises between the parties in connection with this agreement:
  - a. one party must notify the other party in writing about the Dispute (**Notice of Dispute**); and
  - b. neither party may start any litigation or arbitration in relation to the Dispute until the parties have complied with this clause.
- 10.2. The parties should meet within 14 calendar days after receipt of the Notice of Dispute and hold good faith discussions to attempt to resolve the Dispute.
- 10.3. If the Dispute is not resolved within 28 calendar days after receipt of the Notice of Dispute, the parties agree to submit the Dispute to mediation according to the Arts Law Centre Mediation guidelines current at that time (**Guidelines**). These Guidelines are part of this agreement.
- 10.4. If the parties are not able to agree to a mediator, they must request Arts Law Centre appoint a mediator.
- 10.5. The parties must continue to perform their respective obligations under this agreement despite the existence of a Dispute.
- 10.6. Nothing in this clause will impact on either party's rights to terminate under clause 9 of this agreement.

## 11. General provisions

- 11.1. The Licensee may not sub-license any of its rights under this agreement.
- 11.2. The parties acknowledge that they are independent contractors and that nothing in this agreement creates any relationship of partnership or employment between the parties.
- 11.3. A notice required to be given under this agreement may be delivered by hand, or sent by pre-paid post or email, to the usual business address or email address used by the recipient of the notice. Notices are taken to have been served when delivered by hand or within 2 calendar days of having been sent by pre-paid post, or if sent by email, when the email enters the recipient's mail server, whichever occurs first.
- 11.4. Subject to clause 11.5, this agreement is the entire agreement between the parties about its subject matter. Any previous understanding, agreement, representation or warranty relating to this subject matter is replaced by this agreement and has no further effect.
- 11.5. This agreement may only be modified by a written amendment and agreed by both parties.
- 11.6. The failure of any party to exercise, or the delay in exercising any right or remedy, does not operate as a waiver or an election to abandon the right or remedy. No waiver of a right or remedy under this agreement is

effective unless it is in writing and signed by the party waiving the right or remedy.

11.7. This agreement is governed by the Governing Law specified in the Schedule. The parties submit to the jurisdiction of the courts of the State or Territory specified in the Schedule and any court competent to hear appeals from those courts.

11.8. A person signing this agreement on behalf of a party to the agreement warrants, by that signing, that they have all the necessary authority from that party to sign this agreement on their behalf.

11.9. Date of Agreement means the date when this agreement has been signed by both parties.

### **EXECUTED AS A CONTRACT**

#### **Signed by the Artist:**

Signature:

Name (PRINT):

Date: .....

#### **Signed by the Licensee:**

Signature:

Name (PRINT):

Date: .....

**\*OR\***

*[ALTERNATIVE SIGNATURE PROVISION FOR A COMPANY, EXECUTING THIS CONTRACT IN ACCORDANCE WITH S 127 OF THE CORPORATIONS ACT. DELETE IF NOT USED]*

Executed by **\*[NAME OF LICENCEE]\***  
**ABN [Insert ABN]** in accordance with  
 Section 127 of the *Corporations Act*  
 2001:

.....  
 Signature of director

.....  
 Signature of director/company secretary

(Please delete as applicable)

.....

Print name of director

.....

Print name of director/company  
secretary

Date: .....

Date: .....

## SCHEDULE

<b>Governing Law</b>	This agreement is governed by the law in force in <b>*[INSERT STATE OR TERRITORY OF RESIDENCE OF THE ARTIST]*</b> .
<b>Royalty Payments</b>  (if appropriate)	<b>*[NUMBER]*%</b> of the <b>*SELECT: wholesale/recommended retail/sale price or gross receipts/net receipts*</b> price of each item, transaction or use of the Works by the Licensee under this agreement.
<b>Purpose</b>	<b>*[E.G. TO MAKE COPIES OF THE WORK ON PRODUCTS INCLUDING T-SHIRTS, MUGS OR CAPS; AND/OR TO COMMUNICATE THE WORK ON XXX WEBSITE; OR TO PERFORM THE WORK AS FOLLOWS...]*</b>
<b>Term</b>	Means the period of the permission under this agreement - <b>*[E.G. 2 OR 5 YEARS]*</b> from the date the agreement is signed.
<b>Territory</b>	<b>*[E.G. AUSTRALIA/ AUSTRALASIA/ WORLDWIDE]*</b>
<b>Works</b>	<b>*[LIST ANY WORK IN RELATION TO WHICH THE LICENCE APPLIES]*</b>
<b>Notice of Custodial Interest</b>	<b>Notice of Custodial Interest of the <b>* [Name] * Community</b></b>  This work embodies traditional knowledge of the <b>*[name]*</b> community. Dealing with any part of the work for any purpose that has not been authorised by the custodians is a serious breach of the customary laws of the <b>*[name]*</b> community, and may also breach the <i>Copyright Act 1968</i> (Cth). For enquiries about permitted uses of the work, contact <b>*[name/community]*</b> .
<b>Credit</b>	<b>*[INSERT CREDIT. E.G. ARTWORK BY [INSERT NAME]*</b>

**From:** s 22  
**To:** s 22  
**Subject:** FW: Discussion of Hue x AHRC collaboration, web hosting and accessibility [SEC=OFFICIAL:Sensitive]  
**Date:** Tuesday, 27 June 2023 2:30:16 PM

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Hi s 22

Would you like to come to this one?

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**From:** s 22  
**Sent:** Tuesday, June 27, 2023 2:30 PM  
**To:** s 22  
s 22  
**Subject:** RE: Discussion of Hue x AHRC collaboration, web hosting and accessibility [SEC=OFFICIAL:Sensitive]

Perfect s 22 lets do Thursday afternoon! Looking forward to catching up

s 22

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**From:** s 22  
**Sent:** Tuesday, June 27, 2023 2:27 PM  
**To:** s 22  
**Subject:** RE: Discussion of Hue x AHRC collaboration, web hosting and accessibility [SEC=OFFICIAL:Sensitive]

Hi s 22

Thanks, hope you've had a good week so far.

Yes that would be great. How is Thursday for you?

Looks like we're all free in the afternoon

Thanks

s 22

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**From:** s 22  
**Sent:** Tuesday, June 27, 2023 1:53 PM  
**To:**  
**Subject:** RE: Discussion of Hue x AHRC collaboration, web hosting and accessibility [SEC=OFFICIAL:Sensitive]

Hi s 22,

I hope you're well. Just touching base to see if there was any update from s 22 regarding some of our options – would it be helpful if I find a time in

our diaries to chat later this week?

Thanks,

s 22

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**From:** s 22

**Sent:** Thursday, June 22, 2023 5:12 PM

**To:** s 22

**Subject:** Re: Discussion of Hue x AHRC collaboration, web hosting and accessibility  
[SEC=OFFICIAL:Sensitive]

Hi s 22 and s 22

thanks for your time today and apologies for the technical issues with my computer.

**Just to recap:**

s 47C

s 47C

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**From:** s 22

**Sent:** Monday, June 19, 2023 11:09 AM

**To:** s 22

**Subject:** Discussion of Hue x AHRC collaboration, web hosting and accessibility  
[SEC=OFFICIAL:Sensitive]

**When:** Thursday, June 22, 2023 3:30 PM-4:30 PM.

**Where:** Microsoft Teams Meeting; Level 5 Meeting Room 21

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## Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 412 889 578 174

Passcode: x4RUqu

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**Or call in (audio only)**

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Phone Conference ID: 843 780 322#

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**From:** s 22  
**To:** s 22  
**Cc:** s 22  
**Subject:** Follow-up [SEC=OFFICIAL]  
**Date:** Thursday, 29 June 2023 3:45:24 PM  
**Attachments:** [image001.png](#)  
[Scope of Work - RISWM Development Anti-Racism Resources for Primary Schools 28032023 \(3\).docx](#)  
[AHRC-Hue Quote \(1\).pdf](#)

---

Hi s 22 and s 22,

Thanks for your time today and for sending through the Digital Project brief – we will get started on populating that.

s 22, for context, I have attached the Scope of Work document and quote from Hue. We are yet to finalise a contract due to these outstanding questions. In their bid, Hue proposed the adaptation of the [High School Anti-Racism Kit](#) for a primary school aged audience in response to the Scope of Work – a proposal that greatly aligns with RDT goals at this time. Hue are keen to work collaboratively on developing the content but would build the website themselves, ideally. They have used the platform [Webflow](#) for the High School Anti-Racism Kit. The five options we have discussed with s 22 so far include:

- s 47C; s 47E  
[Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

Happy to chat further if helpful, and as mentioned we will work on populating the digital brief in the meantime

Thanks,

s 22

s 22

Campaign Coordinator – Race Discrimination Team

Australian Human Rights Commission

s 22

s 22

| W [humanrights.gov.au](http://humanrights.gov.au)

Human rights: everyone, everywhere, everyday

*We acknowledge the Traditional Custodians of Country throughout Australia and pay respect to Elders past, present and future.*



## ***Racism. It Stops With Me* development of anti-racism education resources for primary schools ('the Requirement')**

### **1. Background**

*Racism. It Stops With Me* is a national campaign that aims to support more Australians to learn about and take action against racism. Relunched in 2022, the campaign is particularly focussed on building racial literacy and capacity for anti-racism in three areas: workplaces, sport and schools. Following the campaign relaunch, the Australian Human Rights Commission (the Commission) seeks to expand campaign offerings to support anti-racism in these areas.

From 2021-2022, the Campaign Team conducted a series of consultations with peak, government and community organisations to support the development of campaign aims, messaging and resources. Throughout these consultations, several participants spoke of the need for resources to support a deepened understanding of racism and the development of skills in anti-racism among primary school-aged children.

### **2. Tasks**

#### *Resource development*

The Commission seeks to procure an organisation capable of creating a resource or collection of resources that can deepen an understanding of these issues in Australian primary schools. Specifically, the Commission is seeking the development of a resource or resources for primary school-aged children in years 5 and 6.

Resource/s developed should:

- be created as a free offering for primary schools interested in meaningful conversations about race and racism, grounded in subject matter expertise and best practice approaches to building racial literacy.
- encourage open dialogue among students and teachers and support the creation of safe spaces to explore concepts related to race and racism.
- employ a strengths-based approach and encourage respect and acknowledgement of diverse perspectives, in particular those of staff and students from negatively racialised communities in recognition of the harm caused by racism to individuals and communities.
- centre the sovereignty of First Nations peoples and a commitment to truth-telling.
- acknowledge the unique experiences of First Nations peoples in Australia, and the role of Aboriginal and Torres Strait Islander peoples in leading anti-racism in this place.

- include adequate information and resources for teachers and/or school staff responsible for supporting students during or following the program.
- speak to key learning areas and/or capabilities in relevant state/territory and/or national curricula.
- indicate how the resource/s can align with key learning areas and provide teachers with maximum opportunity to integrate resource/s within existing learning frameworks.
- provide relative flexibility to ensure their applicability across diverse communities and schools.

### *Implementation plan*

To support the delivery of resource/s developed, the Supplier is required to develop an implementation plan that can guide implementation of the resource/s in schools. The implementation plan should:

- include key learning outcomes and measures to ensure that all program participants are adequately supported during and after the program. For example, this might include an assembly-style program and/or lesson plans with additional materials to support teachers to follow-up on key concepts and check-in on the wellbeing of students and staff.

Following the development of these resources, the Commission will contract an organisation to undertake a pilot program of the developed resources in select school/s. This will include an extensive monitoring and evaluation of the program, with the intention of refining the program and, where appropriate, expanding the reach of the program in subsequent years. The Commission welcomes suggestions from the Supplier regarding organisations that may be able to facilitate this pilot, including, where capacity allows, the Supplier themselves.

### **3. Timeframe, budget and delivery**

The Commission seeks the development of these resources between May-August 2023.

**s 11C(1)(b)**

Information on milestones and deliverables can be found in the table below.

<b>Milestone / Item Description</b>	<b>Delivery Address / Location</b>	<b>Delivery / Due Date</b>
Kick off meeting	In person or online	May 2023
Delivery of brief/plan for resource development and implementation plan	Digital delivery	May 2023
Delivery of draft resource/s and implementation plan	Digital delivery	July 2023

Delivery of final resource/s and implementation plan	Digital delivery	August 2023
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Deliverables may be subject to change by agreement between the Commission and Supplier as the project progresses.

**From:** s 22  
**To:** s 22  
**Subject:** Digital project brief [SEC=OFFICIAL]  
**Date:** Monday, 3 July 2023 4:41:00 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)

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Hi s 22,

Thanks for developing the digital project brief provided by s 22 last week. I've made some additional suggestions, happy to chat through at any time: [Digital Project Brief - Children and Race.docx](#)

I agree with you – lets wait to hear back from Hue on a time to meet, explain to them some of the challenges on our end and see if they might have any info such as:

- Any information on user research that might be relevant for section 1 (i.e. any analytics on HARK?)
- Any thoughts on lifespan that might be relevant for section 2
- Which of the items in section 3 they included for HARK, noting that they worked to a high accessibility standard as Sonia mentioned

s 22

s 22

Campaign Coordinator – Race Discrimination Team

[Australian Human Rights Commission](#)

s 22

s 22 | W [humanrights.gov.au](https://www.humanrights.gov.au)

Human rights: everyone, everywhere, everyday

*We acknowledge the Traditional Custodians of Country throughout Australia and pay respect to Elders past, present and future.*



**From:** s 22  
**To:** s 22  
**Subject:** RE: Hue Draft Email [SEC=OFFICIAL]  
**Date:** Thursday, 6 July 2023 9:21:00 AM

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Hello,

Thank you for pulling this together. I've made a couple of suggested changes below, with additions in red. Mainly I thought we could be clearer on what it is we need and next steps, but happy to discuss if you feel differently

Let me know if you want to chat through this at all

s 22

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**From:** s 22  
**Sent:** Wednesday, July 5, 2023 4:53 PM  
**To:** s 22  
**Subject:** Hue Draft Email [SEC=OFFICIAL]

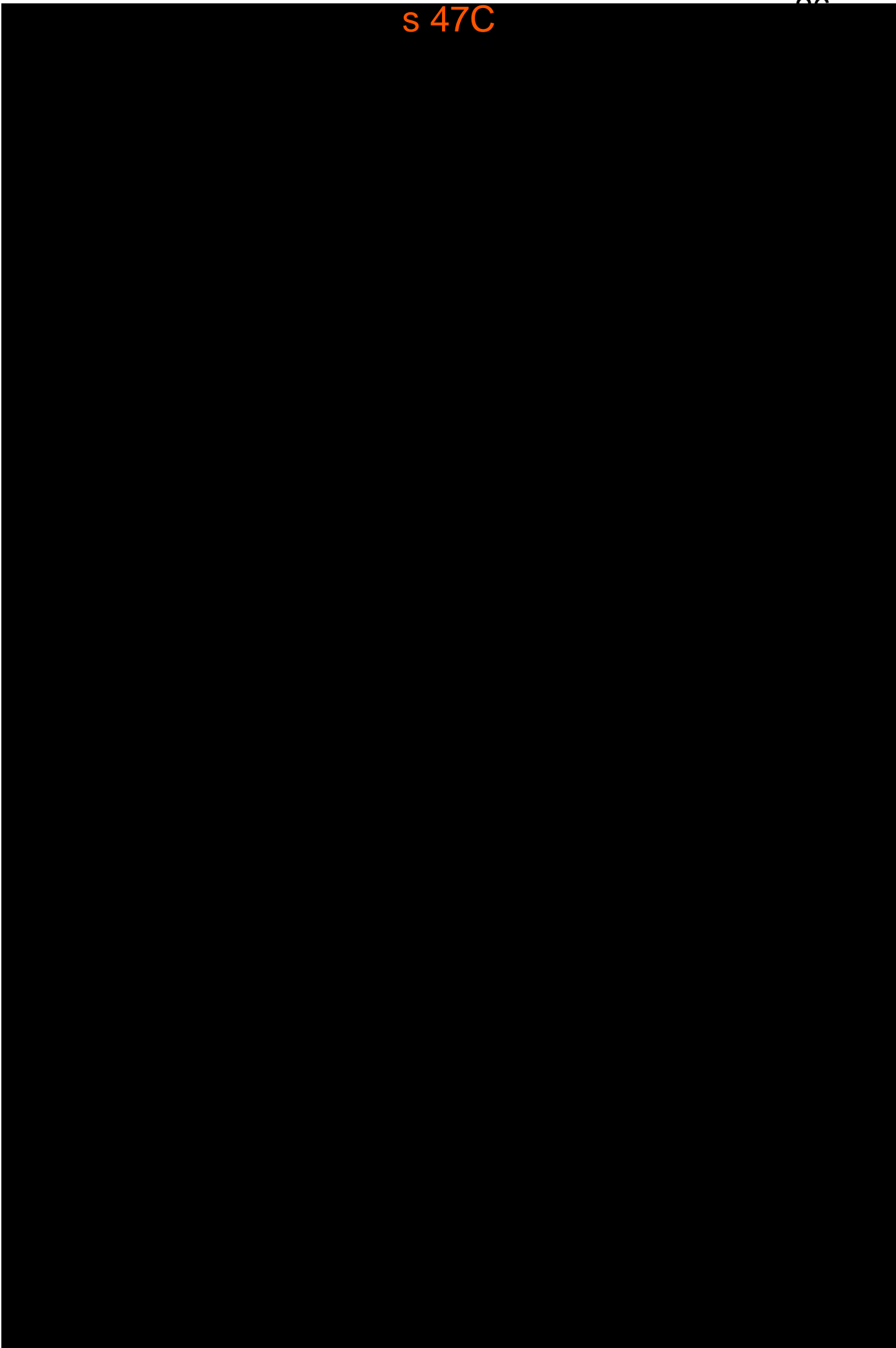
Hey s 22,

Let me know if the draft below works. Feel free to make any changes you see fit!

Thanks,

s 22

s 47C



**From:** s 22  
**To:** s 22  
**Subject:** RE: Primary School Anti-Racism Kit (Web Resource) Digital Project Brief [SEC=OFFICIAL]  
**Date:** Monday, 31 July 2023 2:45:00 PM  
**Attachments:** [image001.png](#)

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Thank you! have sent this over in an invite to s 22 and s 22

s 22

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**From:** s 22  
**Sent:** Monday, July 31, 2023 2:14 PM  
**To:** s 22  
**Subject:** RE: Primary School Anti-Racism Kit (Web Resource) Digital Project Brief [SEC=OFFICIAL]

Thanks for reviewing this brief s 22, and for all of your suggestions – they're great! s 22, I am happy to accept the changes made in the doc and think attaching a meeting invite is an excellent idea.

s 22

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**From:** s 22  
**Sent:** Monday, July 31, 2023 11:54 AM  
**To:** s 22  
**Subject:** RE: Primary School Anti-Racism Kit (Web Resource) Digital Project Brief [SEC=OFFICIAL]

Hi s 22,

Thanks to you for making time to review this – I've just had a quick look and your suggestions all look great. s 22, let me know if you want to chat about this at all before getting over the SCT, perhaps with a meeting invite as s 22 suggests

s 22

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**From:** s 22  
**Sent:** Monday, July 31, 2023 12:39 PM  
**To:** s 22  
**Cc:** s 22  
**Subject:** RE: Primary School Anti-Racism Kit (Web Resource) Digital Project Brief [SEC=OFFICIAL]

Hi s 22 and s 22,

Many thanks for preparing this comprehensive document – I agree it is very useful to clarify our thinking and approach.

I have made some minimal proofing changes and marked a couple of comments for consideration. Please let me know if you'd like to chat about this further before you finalise and share with SCT and Legal. It might be valuable to provide the brief attached to a meeting invite (giving enough lead in time) so we can get consensus on next steps and urging them to read the brief prior to that meeting. This will hopefully mean we can alleviate any concerns through a discussion.

s 22

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**From:** s 22  
**Sent:** Wednesday, July 26, 2023 11:55 AM  
**To:** s 22  
**Cc:** s 22  
**Subject:** Primary School Anti-Racism Kit (Web Resource) Digital Project Brief [SEC=OFFICIAL]

Hi s 22,

s 22 and I have been working to finalise [our business case](#) for the web-based Primary School Anti-Racism Kit that we plan to develop with Hue. We wondered if you might have capacity to review it as we're keen to get your thoughts on it before we share it with SCT and Legal.

Many thanks,

s 22

Project Officer, National Anti-Racism Strategy - Race Discrimination Team

[Australian Human Rights Commission](#)

s 22

s 22 | W [humanrights.gov.au](http://humanrights.gov.au)

Human rights: everyone, everywhere, everyday

*The Commission supports flexible working arrangements, and I am sending this message at a time that is convenient to me and my work schedule. It is not my expectation that you read, respond, or follow up on this email outside your hours of work.*

**From:** § 22  
**To:** § 22  
**Cc:** § 22  
**Subject:** Digital Project Brief - High School Anti-Racism Kit [SEC=OFFICIAL]  
**Attachments:** [Digital Project Brief - Primary School Anti-Racism Kit 31072023.docx](#)

---

Hi § 22 and § 22,

The RISWM team have now finished completing the Digital Project brief and are keen to chat through it with you, if possible. I've attached the brief to this email. You'll note this is an adaptation of the template you shared previously. This was done to accommodate additional information relevant to this project, but all of the questions of the original brief should be covered.

Thanks for the opportunity to complete this brief – the questions it included provided a good opportunity for us to consider the implications of the project in full and weigh up all the options. We now have a strong sense of the most practical and effective way forward, and are looking forward to discussing this with you.

Thanks,

§ 22

---

Microsoft Teams meeting

Join on your computer, mobile app or room device

Click here to join the meeting <[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YWM3ZTdmMTktM2ViOC00YjQ0LWFkMDMtMTEzZTJjZjU2Nzc1%40thread.v2/0?context=%7b%22Tid%22%3a%22ea4cdebd-454f-4218-919b-7adc32bf1549%22%2c%22Oid%22%3a%227576667e-5143-4271-95b5-6b1a512283e9%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YWM3ZTdmMTktM2ViOC00YjQ0LWFkMDMtMTEzZTJjZjU2Nzc1%40thread.v2/0?context=%7b%22Tid%22%3a%22ea4cdebd-454f-4218-919b-7adc32bf1549%22%2c%22Oid%22%3a%227576667e-5143-4271-95b5-6b1a512283e9%22%7d)>

Meeting ID: 489 879 922 436  
 Passcode: b8zzqP

Download Teams <<https://www.microsoft.com/en-us/microsoft-teams/download-app>> | Join on the web <<https://www.microsoft.com/microsoft-teams/join-a-meeting>>

Or call in (audio only)

+61 2 8318 0003,,118459835# <tel:+61283180003,,118459835#> Australia, Sydney

Phone Conference ID: 118 459 835#

Find a local number <<https://dialin.teams.microsoft.com/79d780ad-d42d-4175-b945-4e15758467a1?id=118459835>> | Reset PIN <<https://dialin.teams.microsoft.com/usp/pstnconferencing>>

Learn More <<https://aka.ms/JoinTeamsMeeting>> | Meeting options <[https://teams.microsoft.com/meetingOptions/?organizerId=7576667e-5143-4271-95b5-6b1a512283e9&tenantId=ea4cdebd-454f-4218-919b-7adc32bf1549&threadId=19\\_meeting\\_YWM3ZTdmMTktM2ViOC00YjQ0LWFkMDMtMTEzZTJjZjU2Nzc1@thread.v2&messageId=0&language=en-US](https://teams.microsoft.com/meetingOptions/?organizerId=7576667e-5143-4271-95b5-6b1a512283e9&tenantId=ea4cdebd-454f-4218-919b-7adc32bf1549&threadId=19_meeting_YWM3ZTdmMTktM2ViOC00YjQ0LWFkMDMtMTEzZTJjZjU2Nzc1@thread.v2&messageId=0&language=en-US)>

---

**From:** s 22  
**To:** s 22  
**Subject:** RE: s 22 shared "Research on the best way to achieve the goal" with you. [SEC=OFFICIAL]  
**Date:** Thursday, 3 August 2023 9:26:00 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)  
[image006.png](#)

Hi s 22 ,

No problem at all. Many thanks for this advice and for yours and s 22's ongoing assistance on this

s 22

**From:** s 22  
**Sent:** Wednesday, August 2, 2023 5:27 PM  
**To:** s 22  
**Subject:** RE: s 22 shared "Research on the best way to achieve the goal" with you. [SEC=OFFICIAL]

Hi folks –sorry again that I had to miss this meeting. Just wanted to clarify that the requirement for websites to be hosted on Aust servers is an Australian Government requirement (ie. not our ICT team. ).

Cheers,

s 22

Director, Strategic Communications



Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s 22

s 22 | [W humanrights.gov.au](http://W.humanrights.gov.au)

*The Commission supports flexible working arrangements, and I am sending this message at a time that is convenient to me and my work schedule. It is not my expectation that you read, respond, or follow up on this email outside your hours of work.*

We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay

our respects to their Elders, past and present.

---

**From:** s 22 [REDACTED]  
**Sent:** Wednesday, August 2, 2023 4:12 PM  
**To:** s 22 [REDACTED]  
[REDACTED]  
**Subject:** Re: s 22 [REDACTED] shared "Research on the best way to achieve the goal" with you.  
[SEC=OFFICIAL]

Hi s 22 [REDACTED]  
no worries  
I forgot to mentioned that a req from ICT is that our websites are hosted on Australian servers.  
If Hue could confirm if Webflow offers an Ausrtalian server option that would be good. I did some searching but couldn't find a definitive answer.

Thanks

s 22 [REDACTED]

---

**From:** s 22 [REDACTED]  
**Sent:** Wednesday, August 2, 2023 3:47 PM  
**To:** s 22 [REDACTED]  
[REDACTED]  
**Subject:** RE: s 22 [REDACTED] shared "Research on the best way to achieve the goal" with you.  
[SEC=OFFICIAL]

Hi s 22 [REDACTED],

Thanks very much for sending these through, we will keep a copy of these in our files too

s 22 [REDACTED]

---

**From:** s 22 [REDACTED]  
**Sent:** Wednesday, August 2, 2023 3:03 PM  
**To:** s 22 [REDACTED]  
[REDACTED]  
**Subject:** s 22 [REDACTED] shared "Research on the best way to achieve the goal" with you.



**s 22** shared a file with you

Hi All, here are some stats that suggest that leveraging the ARHC website could better acheive the goals - and would avoid some extra costs assosicated with a new siloed website. Thanks



[Research on the best way to achieve the goal](#)



This link will work for anyone in Australian Human Rights Commission.

Open

**From:** s 22  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]  
**Date:** Friday, 11 August 2023 10:25:35 AM  
**Attachments:** [RE Approval briefing for the Chief Executive - RISWM Anti-Racism resources for primary schools SECOFFICIAL.msg](#)  
[image001.png](#)  
[PDR - RISWM Dev of Anti-Racism Resources - Hue Colour the Conversation-CE APPROVED 31 MAY 2023 .pdf](#)

---

Hi s 22,

Ahead of our meeting this afternoon, I've made some changes to the draft contract that it would be good to discuss. Through these changes, I've tried to capture some of the points you raised about this approach when we spoke back on 5/7. Apologies, I appreciate I may not have done this in the most appropriate language – looking forward to your review and advice.

[Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)

s 47C

I confirmed with Hue that we would work to develop a contract with them. In light of that, I'm hoping we can find a way to progress this contract and have it reviewed by Leanne and sent to the Supplier next Friday.

Looking forward to speaking this afternoon

s 22

---

**From:** s 22  
**Sent:** Wednesday, August 9, 2023 3:30 PM  
**To:** s 22  
**Subject:** Re: Limited tender question [SEC=OFFICIAL]  
 Yes, that's fine. Send me a mtg invite  
 Get [Outlook for Android](#)

---

**From:** s 22  
**Sent:** Wednesday, August 9, 2023 2:48:37 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Hi s 22,

Wondering if you might have time to chat about this procurement ( [Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)) on Friday?

s 22

From: s 22  
 Sent: Wednesday, July 5, 2023 9:44 AM  
 To: s 22  
 Subject: RE: Limited tender question [SEC=OFFICIAL]

Fine with me

From: s 22  
 Sent: Wednesday, July 5, 2023 9:44 AM  
 To: s 22  
 Subject: RE: Limited tender question [SEC=OFFICIAL]

Thanks s 22 no worries – how is 11am?

From: s 22  
 Sent: Wednesday, July 5, 2023 9:01 AM  
 To: s 22  
 Subject: RE: Limited tender question [SEC=OFFICIAL]

Hi s 22

I switched my days and was off yesterday, working today. Happy to chat anytime

From: s 22  
 Sent: Tuesday, July 4, 2023 2:46 PM  
 To: s 22  
 Subject: RE: Limited tender question [SEC=OFFICIAL]

Hi s 22,

Currently working on progressing this contract with Hue and having conversations with Web/Digital team. Do you have time for a phone call this afternoon or later this weke?

Thank you

s 22

From: s 22  
 Sent: Tuesday, May 30, 2023 4:32 PM  
 To: s 22  
 Subject: RE: Limited tender question [SEC=OFFICIAL]

Hi s 22

Here are the links for the contracts in Sharepoint

s 22

[Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)

As I mentioned, we need to clarify a bit more around the HUE scope of works and resource before we send a contract to them. Once you get Leanne's approval you can contact them and talk about these issues with a view to preparing the contract for them

From: s 22  
 Sent: Monday, May 29, 2023 11:53 AM  
 To: s 22  
 Subject: RE: Limited tender question [SEC=OFFICIAL]

**From:** s 22  
**To:** s 22  
**Subject:** RE: Update to PDR - Online Primary School Anti-Racism Resources [SEC=OFFICIAL]  
**Date:** Monday, 14 August 2023 9:21:00 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)

---

Thanks s 22 I have now accepted these changes. I have made one small addition to the approval briefing doc next to PRIORITY on page one. If you are happy with this, please let me know and I will resend the suite of documents

Thanks,

s 22

---

**From:** s 22  
**Sent:** Monday, August 14, 2023 8:33 AM  
**To:** s 22  
**Subject:** RE: Update to PDR - Online Primary School Anti-Racism Resources [SEC=OFFICIAL]

Hi s 22,

Many thanks for driving this process and preparing these documents and updates. I have made minor changes in the draft email for Darren to send to Leanne and in the CE brief for your consideration. If you're happy with them, please accept the changes and resend everything to me since I need to send on to Darren to send to Leanne.

s 22

---

**From:** s 22  
**Sent:** Friday, August 11, 2023 4:41 PM  
**To:** s 22  
**Subject:** Update to PDR - Online Primary School Anti-Racism Resources [SEC=OFFICIAL]

Hi s 22,

I met with legal today to talk about the online Primary School Anti-Racism Resources. s 22 is satisfied that we can draft a contract that meets our needs and allows us to pursue the option that best represents value for money.

Next week, I will seek Leane's approval on a new PDR to increase the cost of this procurement s 47C.

Hoping to get this to Darren next Wednesday (as per approval processes) I'd be really grateful if you could review//make any changes to this CE approval document: [\\_Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools 11082023.docx](#)

As per the approval process I've drafted an email to Leanne on Darren's behalf: [DD email to LS 17082023](#)

For quick reference (these are included also in the Approval briefing doc):

- The contract that **s 22** is currently working on: [\\_Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)
- The amended PDR: [\\_\[DRAFT\] Updated PDR - RISWM Development of Anti-Racism Resources for Primary Schools Hue Colour the Conversation 11082023.docx](#)
- Our Digital Brief outlining the rationale for this decision: [\\_Digital Project Brief - Primary School Anti-Racism Kit v4.docx](#)

Please let me know if you'd like to chat about this at all

Thank you very much,

**s 22**

**s 22**

Campaign Coordinator – Race Discrimination Team

Australian Human Rights Commission

**s 22**

**s 22** | W [humanrights.gov.au](http://humanrights.gov.au)

Human rights: everyone, everywhere, everyday

*We acknowledge the Traditional Custodians of Country throughout Australia and pay respect to Elders past, present and future.*

From: [Redacted]  
To: [Redacted]  
Subject: [Redacted]  
Start: Monday, 21 August 2023 11:50:00 AM  
End: Monday, 21 August 2023 12:00:00 PM  
Location: Microsoft Teams Meeting

Can we have a quick catch up to [Redacted] to make sure we are all on the same page re these resources? Thanks Dennis

Microsoft Teams meeting

Join on your computer, mobile app or room device

Click here to join the meeting: <https://teams.microsoft.com/join/95946379ef...>

Meeting ID: 841 434 115

Passcode: Zyx4d

Download the Teams app: <https://aka.ms/join-team>

Or call in (audio only)

Phone Conference ID: 841 434 115

Find a local number: <https://aka.ms/teamsmeeting>

Meeting options: <https://teams.microsoft.com/join/95946379ef...>

**From:** [Leanne Smith](#)  
**To:** [Darren Dick](#)  
**Cc:** s 22  
**Subject:** FW: [FOR CONSIDERATION AND REFERRAL TO CE FOR APPROVAL]: PDR update Stage 2 to increase budget - digital anti-racism resources for a primary school audience [SEC=OFFICIAL]  
**Date:** Wednesday, 23 August 2023 1:43:04 PM  
**Attachments:** [image001.png](#)

Also for Friday – given current co-branding discussions internally, grateful for discussion of this co-ownership proposal.

**From:** Darren Dick s 47F  
**Sent:** Thursday, August 17, 2023 11:45 AM  
**To:** Leanne Smith s 47F  
**Cc:** s 22  
**Subject:** FW: [FOR CONSIDERATION AND REFERRAL TO CE FOR APPROVAL]: PDR update Stage 2 to increase budget - digital anti-racism resources for a primary school audience [SEC=OFFICIAL]

Dear Leanne,

The RDT is seeking your review of an updated PDR for the procurement of an online anti-racism resource for primary schools.

Your approval for this procurement (stage 2) was previously provided on 31/5/23. However, following extensive consultation with AHRC Legal, ICT and the Web Team, the RDT seeks to increase the cost of this procurement from s 47C; s 47E, GST inclusive.

s 47C; s 47E  
 [Redacted text block]

Please see the CE Approval Briefing for more information: [Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools 11082023.docx](#) I note the [Digital Project Brief](#) (also referenced in the CE Briefing) outlines in detail the options considered across the

Commission for this process and the decision around the solution considered best value for money.

-  
s 47C; s 47E  
[Redacted]

The RDT is available to answer any questions should you require additional information.

Thank you

---

**From:** s 22  
**Sent:** Monday, August 14, 2023 3:05 PM  
**To:** Darren Dick s 47F  
**Cc:** s 22  
**Subject:** [FOR CONSIDERATION AND REFERRAL TO CE FOR APPROVAL]: PDR update Stage 2 to increase budget - digital anti-racism resources for a primary school audience [SEC=OFFICIAL]

Hi Darren,

The RDT is hoping to increase the total budget of a procurement that has previously received stage 2 approval from the CEO – the procurement of Digital Anti-Racism Resources for a Primary School Audience. I note funds are available.

s 47C; s 47E  
[Redacted]

Legal is working with us to develop a contract that meets the needs of this

project and has advised we seek permission from the CE to increase the budget from **s 47C; s 47E** GST inclusive.

It is this budget increase we seek to have approved by Leanne and reflected in the updated PDR.

FYI the approval briefing is here:

[Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools 11082023.docx](#)

For quick reference (these are also included in the Approval briefing doc):

- The amended PDR: [\[DRAFT\] Updated PDR - RISWM Development of Anti-Racism Resources for Primary Schools Hue Colour the Conversation 11082023.docx](#)
- Our Digital Brief outlining the rationale for this decision: [Digital Project Brief - Primary School Anti-Racism Kit v4.docx](#)

The draft email for Leanne is below and includes, all the documents listed above are in the approval briefing.

Please let me know if I can provide any additional information.

**s 22**

\*\*\*

Draft email to Leanne

Dear Leanne,

The RDT is seeking your review of an updated PDR for the procurement of an online anti-racism resource for primary schools.

Your approval for this procurement (stage 2) was previously provided on 31/5/23. However, following extensive consultation with AHRC Legal, ICT and the Web Team, the RDT seeks to increase the cost of this procurement from **s 47C; s 47E**, GST inclusive.

s 47C; s 47E



Please see the CE Approval Briefing for more information: [Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools 11082023.docx](#) I note the [Digital Project Brief](#) (also referenced in the CE Briefing) outlines in detail the options considered across the Commission for this process and the decision around the solution considered best value for money.

-

s 47C; s 47E



The RDT is available to answer any questions should you require additional information.

Thank you

**From:** s 22  
**To:** s 22  
**Subject:** RE: For review: Hue Colour the Conversation Contract [SEC=OFFICIAL]  
**Date:** Wednesday, 30 August 2023 2:42:00 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)

---

Hi s 22,

Confirming these documents have been updated and can now be shared with Darren at your convenience.

Thank you,

s 22

---

**From:** s 22  
**Sent:** Tuesday, August 29, 2023 2:46 PM  
**To:** s 22  
**Subject:** RE: For review: Hue Colour the Conversation Contract [SEC=OFFICIAL]

Thanks s 22 very happy with these changes.

s 22

---

**From:** s 22  
**Sent:** Tuesday, August 29, 2023 2:28 PM  
**To:** s 22  
**Subject:** RE: For review: Hue Colour the Conversation Contract [SEC=OFFICIAL]

Hi s 22,

Many thanks for preparing this and completing the updated brief and email – I will wait for your advice tomorrow before sending this on to Darren to send to Leanne. I have added the below highlighted text from my notes. Let me know if you're comfortable with them.

s 22

---

**From:** s 22  
**Sent:** Tuesday, August 29, 2023 1:58 PM  
**To:** s 22  
**Subject:** FW: For review: Hue Colour the Conversation Contract [SEC=OFFICIAL]

Hi s 22,

Thanks for resending this to Darren. I've created a new brief to hopefully get all of this approved on Friday so that we might progress. I need to finalise some of the costings with Hue on a call tomorrow afternoon. Could you please hold off on sending this to Darren until then? I will confirm the costs (and update all of the relevant documents) tomorrow afternoon so that you can send to Darren by COB Wednesday, as per the approval process.

[Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools 29082023.docx](#)

A draft email from Darren: [DD email to LS 31082023.docx](#)

In addition, some notes from our meeting with s 22 today:

s 47C



s 47C



s 47C



Thank you,

s 22

---

**From:** s 22

**Sent:** Tuesday, August 22, 2023 6:04 PM

**To:** s 22

**Subject:** For review: Hue Colour the Conversation Contract [SEC=OFFICIAL]

Hi s 22,

**From:** s 22  
**To:** s 22  
**Subject:** FW: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]  
**Date:** Thursday, 14 September 2023 2:34:00 PM

---

Hello,

s 47C

- [REDACTED]
- [REDACTED]

The contract is currently sitting with s 22 who will let us know on the IP issues.

I have emailed SS asking for a phone call to run through these next week

s 22

---

**From:** s 22  
**Sent:** Thursday, September 14, 2023 2:27 PM  
**To:** s 22  
**Subject:** FW: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Hi s 22,

FYI and records.

s 22

---

**From:** s 22  
**Sent:** Thursday, September 14, 2023 2:27 PM  
**To:** Leanne Smith s 47F >  
**Cc:** Darren Dick s 47F >; s 22  
 Rosalind Croucher  
 s 47F  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Hello Leanne,

Thanks for confirming that you are comfortable with us proceeding to discuss

the below with Legal and Hue to settle the draft contract.

**s 22**

---

**From:** **s 22**

**Sent:** Thursday, September 14, 2023 11:54 AM

**To:** Leanne Smith <**s 47F**>

**Subject:** Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Hi Leanne,

I am liaising with Legal and then with the Supplier on the online school resources following yesterday's meeting on this. A couple of follow-up questions I was hoping to get some guidance on to help with contract drafting and discussions with Hue:

- **s 47C**  
[Redacted]
- [Redacted]

Many thanks

**s 22**

**From:** s 22  
**To:** s 22; [Leanne Smith](#)  
**Cc:** [Darren Dick](#); [Rosalind Croucher](#)  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]  
**Date:** Friday, 15 September 2023 9:12:44 AM  
**Attachments:** [image002.png](#)  
[image003.png](#)

Hi s 22,

Yes, this is being included as a contract deliverable and has already been flagged with Hue in ongoing conversations.

s 22

s 22  
 Director - Race Discrimination Team  
 Australian Human Rights Commission  
 GPO Box 5218, Sydney NSW 2001

s 22

s 22 | [W humanrights.gov.au](http://www.humanrights.gov.au)

[Human rights: everyone, everywhere, everyday](#)

*I acknowledge the traditional custodians of this unceded land, the Gadigal peoples of the Eora Nation, and pay my respects to their Elders, past and present.*



**From:** s 22  
**Sent:** Friday, September 15, 2023 9:04 AM  
**To:** s 22; Leanne Smith  
 s 47F  
**Cc:** Darren Dick; s 47F; Rosalind Croucher  
 s 47F  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Hi s 22 – When we I met with you and s 22 about this, we talked about Hue providing a PDF version of the resource so we could include it on the Commission's website (where we'd have a page with updated content for young

people with a link directing people to the Hue website and including the other youth focused educational resources you're developing for the NARS). Given this, are we also including the requirement for the PDF as part of the contracted deliverables? Just want to make sure this doesn't get overlooked so we can get as many eyeballs on the materials as possible!

Cheers, s 22

s 22

Director, Strategic Communications



Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s 22

Es 22 | [W humanrights.gov.au](http://W.humanrights.gov.au)

*The Commission supports flexible working arrangements, and I am sending this message at a time that is convenient to me and my work schedule. It is not my expectation that you read, respond, or follow up on this email outside your hours of work.*

-

We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

---

**From:** s 22

**Sent:** Thursday, September 14, 2023 2:27 PM

**To:** Leanne Smith <s 47F >

**Cc:** Darren Dick <s 47F >; s 22

<s 47F >; Rosalind Croucher

s 47F

**Subject:** RE: Digital school resources - quick questions to assist with contract drafting  
[SEC=OFFICIAL]

Hello s 22,

Thanks for confirming that you are comfortable with us proceeding to discuss the below with Legal and Hue to settle the draft contract.

s 22

**From:** s 22  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]  
**Date:** Friday, 15 September 2023 2:47:00 PM  
**Attachments:** [image001.png](#)

---

Thank you s 22. Pending Monday's chat with Hue I will aim to have the briefing docs to you Monday afternoon to get to Darren s 22

s 22

---

**From:** s 22  
**Sent:** Friday, September 15, 2023 1:49 PM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Thanks s 22,

Yes, I think we can work with Darren and s 22 with the aim of getting this approved by Wednesday (subject to Hue being able to fit into that timeline).

s 22

---

**From:** s 22  
**Sent:** Friday, September 15, 2023 1:45 PM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Hi s 22,

Confirming the contract has been updated to reflect the CE's wishes; [\\_Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)

I will discuss this with Hue Monday to ensure they are comfortable with this.

Is there anything we should be mindful re aiming to get this approved next week given Leanne will be going on leave? She mentioned in the All Staff on Wednesday that anything to be reviewed by her next week should be sent by Wednesday. Do you think we could work with Darren to arrange this?

s 22

**From:** s 22  
**To:** s 22  
**Cc:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]  
**Date:** Friday, 22 September 2023 8:45:00 AM  
**Attachments:** [image001.png](#)

---

Many thanks s 22, appreciate your help on this. I will prepare a briefing for Rachel.

s 22

---

**From:** s 22  
**Sent:** Thursday, September 21, 2023 4:24 PM  
**To:** s 22  
**Cc:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Hi s 22

s 42

---

**From:** s 22  
**Sent:** Tuesday, September 19, 2023 2:19 PM  
**To:** s 22  
**Cc:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Hi s 22,

Sorry to be coming back to you on this! s 22 and I met with Hue today to talk about the CE's preference around IP.

Hue's main concern with IP is that they need to be able to use content created

for this resource for other work in the space. While they will never be creating an identical product as the one created under this contract, the ideas, language and some of the ways content will be presented in the resource created for the Commission is a core part of their work as an anti-racism education/training provider. They therefore need to be able to use the content, without asking permission from the Commission, and without any licensing fees, both for the duration of this contract and beyond.

Is there scope to include this in the contract, even if the Commission owns the IP? If not, is there a way we can ensure, under creative commons license, that Hue can continue to use parts of the content as needed in their other work?

Happy to jump on a call if easier to discuss this

Thanks,

s 22

---

**From:** s 22  
**Sent:** Friday, September 15, 2023 2:55 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

s 47C and s 42

---

**From:** s 22  
**Sent:** Friday, September 15, 2023 2:46 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Thank you s 22, noted.

s 47C and s 42

s 22

**From:** s 22  
**Sent:** Friday, September 15, 2023 1:49 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

s 47C and s 42  
[Redacted]

**From:** s 22  
**Sent:** Friday, September 15, 2023 1:43 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Thans s 22, appreciate that

Thanks for raising those points, I agree. I'll add a comment to the contract drawing attention to this.

s 47C  
[Redacted]

s 22

**From:** s 22  
**Sent:** Friday, September 15, 2023 1:28 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

I've included something along those lines.

s 47C  
[Redacted]

- [Redacted]

s 47C

- 

---

**From:** s 22  
**Sent:** Friday, September 15, 2023 12:59 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Hi s 22,

Many thanks for this, I really appreciate your review.

Hue will likely be including artworks from First Nations suppliers in this project. Is it appropriate to insert something into C.B.1 Intellectual Property to reflect this, as per the contract you recently developed with s 22 (attached)?

(for example):

s 47C

---

**From:** s 22  
**Sent:** Friday, September 15, 2023 12:24 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Hi s 22, I've made changes in the SP version

s 47C

---

**From:** s 22

**Sent:** Wednesday, September 13, 2023 5:53 PM

**To:** s 22

**Subject:** RE: Limited tender question [SEC=OFFICIAL]

s 22

s 47C

s 22

---

**From:** s 22

**Sent:** Monday, September 11, 2023 8:56 AM

**To:** s 22

**Subject:** Fwd: Limited tender question [SEC=OFFICIAL]

Hi s 22,

Please hold off on reviewing the below - s 22 informs me that Leanne has now called a meeting as she would like these to be s 47C. Hoping to have an update on this tomorrow

s 22

s 22

Campaign Coordinator – Race Discrimination Team

Australian Human Rights Commission

s 22

s 22

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Human rights: everyone, everywhere, everyday

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---

From: s 22

Sent: Sunday, September 10, 2023 12:07:01 PM

To: s 22

Subject: RE: Limited tender question [SEC=OFFICIAL]

Hi s 22,

s 47C

Would you mind reviewing it when you have capacity, before I send to the CE for final approval?

[Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)

Thank you,

s 22

---

From: s 22

Sent: Tuesday, August 29, 2023 3:25 PM

To: s 22

Subject: RE: Limited tender question [SEC=OFFICIAL]

Ok, ready to share now

---

**From:** s 22  
**Sent:** Tuesday, August 29, 2023 2:55 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Thank you, have now responded to these

---

**From:** s 22  
**Sent:** Tuesday, August 29, 2023 2:29 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

I've added something in about a privacy/cookie notice. Also made a few edits and added some comments for your attention

---

**From:** s 22  
**Sent:** Tuesday, August 29, 2023 1:55 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Apologies for the lack of clarity s 22. I had sent an approval briefing to the CE regarding the cost increase and also proposed co-branding and hosting approach, and Leanne sent it back to s 22, Darren and s 22 to ensure they were all aligned on this as a possible approach. I understand she wanted the to discuss further and address some s 47C

s 47C

s 47C

s 22

---

From: s 22  
Sent: Tuesday, August 29, 2023 1:52 PM  
To: s 22  
Subject: RE: Limited tender question [SEC=OFFICIAL]

s 47C

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

---

From: s 22  
Sent: Tuesday, August 29, 2023 12:32 PM  
To: s 22  
Subject: RE: Limited tender question [SEC=OFFICIAL]

Hi s 22,

Just an update on this – Leanne sent back to myself, s 22, Darren and s 22 to ensure we were all aligned. That's now been resolved and I've made some additions to the contract to accommodate some additional requests from s 22. I'm meeting with Hue tomorrow to confirm the new budget scope (suggested costings in yellow but I will confirm this tomorrow), and hoping to get this to Leanne for review on Friday. Do you have capacity to look at these additions (in track changes) today?

[Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)

s 47C

s 47C

Are you comfortable with this contract being shared with Leanne in it's current form, once the budget/scope has been confirmed?

Happy to jump on a call anytime

s 22

---

**From:** s 22  
**Sent:** Tuesday, August 22, 2023 9:11 AM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

s 47C

---

**From:** s 22  
**Sent:** Monday, August 21, 2023 8:04 PM  
**To:** s 22  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Thanks s 22 – will have a think on best way to do that with new approvals process s 22

I guess there's also a separate question – can/should I send any of this contract to Hue for their review before trying o get the final contract review/approved by Leanne?

s 22

---

**From:** s 22  
**Sent:** Monday, August 21, 2023 8:01 PM  
**To:** s 22  
**Subject:** Re: Limited tender question [SEC=OFFICIAL]

Has Leanne already looking at the budget increase? I would send her an email/ update the briefing note re **s 47C** so she can consider it all at the same time if possible, which would also reduce back and forth

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---

**From:** **s 22**  
**Sent:** Monday, August 21, 2023 7:02:36 PM  
**To:** **s 22**  
**Subject:** FW: Limited tender question [SEC=OFFICIAL]

Re process: do I need to wait for this contract to be reviewed by Leanne before I can share it with Hue for their consideration? Could share it with them to have a look at once LS has approved the budget increase? Hoping to minimise any back and forth with the CE and conscious that there are some sections in here around IP etc. that we want Hue to consider carefully

**s 22**

**s 22**

---

**From:** **s 22**  
**Sent:** Monday, August 21, 2023 6:45 PM  
**To:** **s 22**  
**Subject:** Re: Limited tender question [SEC=OFFICIAL]

No, not this particularly, but as a general point for the Commission to be alive to / think carefully about

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---

**From:** **s 22**  
**Sent:** Monday, August 21, 2023 5:53:56 PM  
**To:** **s 22**  
**Subject:** RE: Limited tender question [SEC=OFFICIAL]

Thanks **s 22**. Is this something that's been raised in relation to this particular

**From:** s 22  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]  
**Date:** Thursday, 28 September 2023 9:01:00 AM  
**Attachments:** [image001.png](#)

---

Fingers crossed!

---

**From:** s 22  
**Sent:** Thursday, September 28, 2023 9:01 AM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Darren has already shared these with Rachel. Fingers crossed!

s 22

---

**From:** s 22  
**Sent:** Thursday, September 28, 2023 8:59 AM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Hi s 22,

Many thanks for progressing this and apologies for my oversight on the CE letter! Appreciate you updating that

s 22

---

**From:** s 22  
**Sent:** Wednesday, September 27, 2023 8:03 AM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Hi s 22,

Looping back on this to say I have:

- considered and finalised these briefs making some tiny proofing changes and additions
- considered and accepted the contractual additions and changes

- updated the letter of offer for Rachel's signature
- sent these on to Darren and s 22 to share with Rachel for approval and signature of the letter of offer as Acting CE

Thank you for updating these documents and for your endless patience and persistence with this process.

I hope that this week we can resolve these approvals and get the contract to Sonia.

s 22

---

**From:** s 22  
**Sent:** Monday, September 25, 2023 4:50 PM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

s 22 here are the online versions in case you need them at all

[Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools Budget Increase 22092023.docx](#)

[Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools Contract Review 22092023.docx](#)

s 22

---

**From:** s 22  
**Sent:** Monday, September 25, 2023 3:59 PM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting [SEC=OFFICIAL]

Hi s 22,

Please see attached updated CE approvals for progression at your convenience. The approval docs and contract now include wording in the contract regarding IP, provided by Legal. – I have left this in track changes for your review but feel free to accept these if you are comfortable with this.

Thank you,

s 22

---

**From:** s 22  
**Sent:** Friday, September 15, 2023 1:49 PM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting  
 [SEC=OFFICIAL]

Thanks s 22,

Yes, I think we can work with Darren and s 22 with the aim of getting this approved by Wednesday (subject to Hue being able to fit into that timeline).

s 22

---

**From:** s 22  
**Sent:** Friday, September 15, 2023 1:45 PM  
**To:** s 22  
**Subject:** RE: Digital school resources - quick questions to assist with contract drafting  
 [SEC=OFFICIAL]

Hi s 22,

Confirming the contract has been updated to reflect the CE's wishes; [Contract - Hue RISWM Anti-Racism Resources for Primary Schools.docx](#)

I will discuss this with Hue Monday to ensure they are comfortable with this.

Is there anything we should be mindful re aiming to get this approved next week given Leanne will be going on leave? She mentioned in the All Staff on Wednesday that anything to be reviewed by her next week should be sent by Wednesday. Do you think we could work with Darren to arrange this?

s 22

---

**From:** s 22  
**Sent:** Thursday, September 14, 2023 2:27 PM  
**To:** s 22  
**Subject:** FW: Digital school resources - quick questions to assist with contract drafting

**From:** s 22  
**To:** s 22  
**Subject:** FW: [FOR A/CE APPROVALS + SIGNATURE ON LETTER OF OFFER]: Online anti-racism resources for primary schools [SEC=OFFICIAL]  
**Date:** Friday, 29 September 2023 4:23:26 PM  
**Attachments:** [image001.png](#)  
**Importance:** High

---

Success!

s 22

---

**From:** Rachel Holt <r s 47F >

**Sent:** Friday, September 29, 2023 4:14 PM

**To:** Darren Dick <s 47F >; s 22

**Subject:** RE: [FOR A/CE APPROVALS + SIGNATURE ON LETTER OF OFFER]: Online anti-racism resources for primary schools [SEC=OFFICIAL]

Dear all,

Thank you for the correspondence below (and for the details information contained within the briefs which has been useful given what appear to be somewhat unusual circumstances). The context and rationale provided has been very helpful.

I approve the budget increase in the first instance and the letter of offer in the second instance. Noting with respect of the latter, that the President's views with respect of the branding that should be reflected in the contract.

s 22, can you please add my signature to each of the relevant documents.

Many thanks,

Kind regards

Rachel Holt  
 Senior Executive, Investigation and Conciliation Service  
 Accredited Mediator NMAS  
 Australian Human Rights Commission  
 GPO Box 5218, Sydney NSW 2001

s 22

s 22 [W www.humanrights.gov.au](http://www.humanrights.gov.au)

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and pay our respects to their Elders, past, present and future.

---

**From:** Darren Dick <s 47F >

**Sent:** Wednesday, September 27, 2023 10:41 PM

**To:** Rachel Holt <s 47F >; s 22

**Subject:** Fw: [FOR A/CE APPROVALS + SIGNATURE ON LETTER OF OFFER]: Online anti-racism resources for primary schools [SEC=OFFICIAL]

Dear Rachel,

The RDT is seeking your review of:

- the proposed budget increase outlined in a revised PDR for the procurement of an online anti-racism resource for primary schools: [Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools Budget Increase 22092023.docx](#)
- the proposed branding and hosting approach as part of this procurement and signature of the letter of offer so the contract can be sent to the Supplier for its consideration: [Approval briefing for the Chief Executive - Procurement - Online Anti-Racism Resource for Primary Schools 22082023.docx](#)

s 22 and s 22 are available to discuss if required. (This has been through a number of discussions, as reflected in the briefs, including with Ros, s 22 and Leanne)

Thank you,

Darren

**From:** s 22  
**To:** s 22  
**Subject:** Fwd: [FOR A/CE APPROVALS + SIGNATURE ON LETTER OF OFFER]: Online anti-racism resources for primary schools [SEC=OFFICIAL]  
**Date:** Sunday, 1 October 2023 7:52:57 PM  
**Attachments:** [Letter of Offer - Hue Consulting Anti-Racism Resources for Primary School - A-CE APPROVED 29 SEPT 2023.pdf](#)  
[PDR - RISWM Development of Anti-Racism Resources for Primary Schools - A-CE APPROVED 23 SEPT 2023.pdf](#)  
[image001.png](#)

---

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---

**From:** s 22  
**Sent:** Friday, September 29, 2023 6:49:53 PM  
**To:** Darren Dick <s 47F>; s 22  
 <>  
**Cc:** Rachel Holt s 47F; s 22  
**Subject:** RE: [FOR A/CE APPROVALS + SIGNATURE ON LETTER OF OFFER]: Online anti-racism resources for primary schools [SEC=OFFICIAL]

A/CE approved letter of offer and PDR attached.

s 22, I had some difficulty with the PDR so if you can confirm it opens correctly (and you can see everything your end), that would be great.

s 22

Executive Assistant to the Chief Executive

*The Commission supports flexible working arrangements, and I am sending this message at a time that is convenient to me and my work schedule. It is not my expectation that you read, respond, or follow up on this email outside your hours of work.*

---

**From:** Rachel Holt s 47F >  
**Sent:** Friday, September 29, 2023 4:14 PM  
**To:** Darren Dick <s 47F>; s 22  
 <>  
**Subject:** RE: [FOR A/CE APPROVALS + SIGNATURE ON LETTER OF OFFER]: Online anti-racism resources for primary schools [SEC=OFFICIAL]

Dear all,

Thank you for the correspondence below (and for the details information contained within the briefs which has been useful given what appear to be somewhat unusual circumstances). The context and rationale provided has been very helpful.

**From:** s 22  
**To:** [Leanne Smith](#)  
**Subject:** RE: Hue Contract [SEC=OFFICIAL]  
**Date:** Sunday, 22 October 2023 5:26:00 PM  
**Attachments:** [image002.png](#)  
[image003.png](#)

---

s 47C

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

s 22

Director, Strategic Communications

Australian Human Rights Commission  
GPO Box 5218, Sydney NSW 2001

s 22

s 22

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We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past and present.

---

**From:** Leanne Smith <s 47F >

**Sent:** Friday, October 20, 2023 10:34 AM

**To:** s 22

**Subject:** FW: [SEC=OFFICIAL]

Hi s 22 ,

This Hue contract has gone ahead in my absence. Are you happy with where it has landed? Can you let me know today as I have to approve it.

---

**From:** s 22 **On Behalf Of** Leanne Smith

**Sent:** Thursday, October 19, 2023 8:54 PM

**To:** s 22

**Subject:** FW: [SEC=OFFICIAL]

s 22

Executive Assistant to the Chief Executive

*The Commission supports flexible working arrangements, and I am sending this message at a time that is convenient to me and my work schedule. It is not my expectation that you read, respond, or follow up on this email outside your hours of work.*

**From:** [Rosalind Croucher](#)  
**To:** [Leanne Smith](#); [Darren Dick](#); [s 22](#); [Giridharan Sivaraman](#)  
**Subject:** FW: Australian Human Rights Commission consultant [SEC=OFFICIAL:Sensitive]  
**Date:** Monday, 18 March 2024 4:36:57 PM  
**Importance:** High

---

DRAFT reply – [s 22](#) !

[s 47C](#)

[Redacted]

---

**From:** Peter Wertheim <[s 47F](#)>  
**Sent:** Monday, March 18, 2024 8:04 AM  
**To:** Rosalind Croucher <[s 47F](#)>  
**Subject:** Australian Human Rights Commission consultant  
**Importance:** High

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

Dear Rosalind

I am contacting you about Elsa Tuet Rosenberg, a Co-founder & Director of 'Hue: Colour the Conversation', which bills itself as "an antiracism organisation that runs antiracism training and consulting": <https://www.purposeconference.co/elsa-tuet-rosenberg-presenter>

I have been informed that Ms Rosenberg, through Hue, is doing consulting work for the Australian Human Rights Commission in the 'Racism: It stops with me' campaign: <https://itstopswithme.humanrights.gov.au/resourcehub/hue-anti-racism-training>

Our concern is that Ms Rosenberg is one of the people who were reportedly prolific sharers of the [leaked personal details of Jewish creatives from a WhatsApp group](#), which led to the Prime

**From:** s 22  
**To:** [Rosalind Croucher](#); [Leanne Smith](#); [Darren Dick](#); [Giridharan Sivaraman](#)  
**Subject:** RE: Australian Human Rights Commission consultant [SEC=OFFICIAL:Sensitive]  
**Date:** Monday, 18 March 2024 5:54:24 PM

---

Hi Ros,

As requested, please find below information about the contract.

The contractual arrangement with Hue is for a publicly available and free web-based learning platform for primary school students in grades 5 and 6, to learn about racism. The contract was executed on 23 October 2023 following a procurement process in keeping with Commonwealth Government procurement requirements. Delivery of the resource is anticipated in April 2024.

I have made some suggestions in the draft below for consideration.

s 22

---

**From:** Rosalind Croucher s 47C  
**Sent:** Monday, March 18, 2024 4:37 PM  
**To:** Leanne Smith s 47F >; Darren Dick  
s 47F s 22  
Giridharan Sivaraman s 47F  
**Subject:** FW: Australian Human Rights Commission consultant [SEC=OFFICIAL:Sensitive]  
**Importance:** High

DRAFT reply – s 22

s 47C

[Redacted text block]

[Redacted text block]

s 47C

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** Peter Wertheim <s 47F >  
**Sent:** Monday, March 18, 2024 8:04 AM  
**To:** Rosalind Croucher s 47F  
**Subject:** Australian Human Rights Commission consultant  
**Importance:** High

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

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I have been informed that Ms Rosenberg, through Hue, is doing consulting work for the Australian Human Rights Commission in the 'Racism: It stops with me' campaign: <https://itstopswithme.humanrights.gov.au/resourcehub/hue-anti-racism-training>

Our concern is that Ms Rosenberg is one of the people who were reportedly prolific sharers of the [leaked personal details of Jewish creatives from a WhatsApp group](https://www.theaustralian.com.au/nation/politics/antiisrael-activists-these-are-the-faces-of-a-hideous-hatred-that-has-no-place-in-our-country/news-story/d35e57521f944a048d6d42febaf983b4), which led to the Prime Minister moving to ban the online form of harassment (known as 'doxing'): <https://www.theaustralian.com.au/nation/politics/antiisrael-activists-these-are-the-faces-of-a-hideous-hatred-that-has-no-place-in-our-country/news-story/d35e57521f944a048d6d42febaf983b4>; <https://www.haaretz.com/world-news/asia-and-australia/2024-02-06/ty-article/death-threats-boycotts-target-jewish-creatives-in-australia/0000018d-7e43-d636-ade7-7eefae580000>

Following on from the Prime Minister's statement, you might have noticed that the Federal Attorney-General last Monday announced a national consultation to formulate laws to combat

**From:** s 22  
**To:** [Darren Dick](#); [Rosalind Croucher](#); [Leanne Smith](#); [Giridharan Sivaraman](#)  
**Subject:** Re: Australian Human Rights Commission consultant [SEC=OFFICIAL:Sensitive]  
**Date:** Monday, 18 March 2024 7:24:48 PM

---

Hi Darren,

We are working primarily with Sonia but have engaged a little with Elsa.

s 22

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---

**From:** Darren Dick <s 47F >  
**Sent:** Monday, March 18, 2024 6:02:30 PM  
**To:** s 22 Rosalind Croucher  
s 47F; Leanne Smith s 47F  
Giridharan Sivaraman <s 47F >  
**Subject:** Re: Australian Human Rights Commission consultant [SEC=OFFICIAL:Sensitive]

Hi s 22,

Do you know who has been working on the Hue resources - ie is Elsa Rosenberg directly involved?

Regards

Darren

---

**From:** s 22  
**Sent:** Monday, 18 March 2024 17:54  
**To:** Rosalind Croucher <s 47F >; Leanne Smith  
s 47F >; Darren Dick <s 47F >;  
Giridharan Sivaraman <s 47F >  
**Subject:** RE: Australian Human Rights Commission consultant [SEC=OFFICIAL:Sensitive]

Hi Ros,

As requested, please find below information about the contract.

The contractual arrangement with Hue is for a publicly available and free web-based learning platform for primary school students in grades 5 and 6, to learn about racism. The contract was executed on 23 October 2023 following a procurement process in keeping with Commonwealth Government procurement requirements. Delivery of the resource is anticipated in April 2024.

I have made some suggestions in the draft below for consideration.

s 22

---

**From:** Rosalind Croucher <s 47F >

**From:** [Rosalind Croucher](#)  
**To:** [Darren Dick](#); [Leanne Smith](#)  
**Subject:** FW: Australian Human Rights Commission consultant [SEC=OFFICIAL]  
**Date:** Tuesday, 19 March 2024 12:02:04 PM

---

FYI.

I did a flat response regarding the consultant and directed the focus to engagement with Giri.

Ros

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

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---

**From:** Rosalind Croucher  
**Sent:** Tuesday, March 19, 2024 12:01 PM  
**To:** Peter Wertheim <s 47F >  
**Cc:** s 22 ; Giridharan Sivaraman  
s 47F  
**Subject:** RE: Australian Human Rights Commission consultant [SEC=OFFICIAL]

Dear Peter,

Thank you for drawing this matter to our attention. We closely scrutinise all contracting arrangements as part of regular due diligence processes for all external contracting arrangements. The contract was executed on 23 October 2023 following a procurement process in keeping with Commonwealth

**From:** [Media AHRC](#)  
**To:** [Rosalind Croucher](#); [Leanne Smith](#); s 22  
**Cc:** s 22  
**Subject:** FW: The Australian media request [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 11:42:00 AM

---

Hi all,

We've received the following enquiry from the Australian about allegations of doxing by the founder of Hue, which has been contracted by the Commission as part anti-racism work.

Seeking your guidance as to best means to respond. I will call the journalist shortly, but wanted us to be on the same page before I proceeded further.

Thanks so much,

s 22

s 22

Media Advisor

[Australian Human Rights Commission](#)

GPO Box 5218, Sydney NSW 2001

s 22

s 22

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---

**From:** Demetriadi, Alexi <[alexi.demetriadi@news.com.au](mailto:alexi.demetriadi@news.com.au)>

**Sent:** Wednesday, March 20, 2024 11:18 AM

**To:** Media AHRC <[media@humanrights.gov.au](mailto:media@humanrights.gov.au)>

**Subject:** The Australian media request

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---

Hi all,

Sorry to bother and hope everyone is well!

Alexi here from The Australian.

Doing a story for tomorrow's edition and was keen for some comments and information from the AHRC

*Pertains to the employment, or contract, given to a company owned by Ms Elsa Tuet-Rosenberg, "Hue".*

*Ms Tuet-Rosenberg widely shared hundreds of social media posts pertaining to the February doxxing of 600 Jewish creatives, including many including links to the now-deleted webpage which hosted the spreadsheet of those people's details.*

Some questions below.

Let me know if any issues, would need back by **4:30pm** - number is **s 47F**

Thanks! Very best wishes, Alexi

### **Questions:**

*Q. The doxxing incident is subject to an ongoing Vic Police investigation and instigated the federal government accelerating provisions against doxxing -- what are the AHRC's thoughts on doxxing?*

*Q. Hue were awarded a contract to provide training and consultation as part of the AHRC's anti-racism campaign:*

- *What does this entail?*
- *When does the contract end?*
- *How much was the contract worth?*

*Q. Given Ms Tuet-Rosenberg's involvement in the doxxing, does the AHRC think Hue's ongoing contract and involvement with the commission on anti-racism appropriate? Is it considering cancelling the contract / involvement?*

*Q. Anything else to note?*

**ALEXI DEMETRIADI**

NSW Political Reporter

M **s 47F**

E [alexi.demetriadi@news.com.au](mailto:alexi.demetriadi@news.com.au) W [theaustralian.com.au](http://theaustralian.com.au)

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**From:** [Leanne Smith](#)  
**To:** [Giridharan Sivaraman](#)  
**Cc:** [Rosalind Croucher](#)  
**Subject:** FW: The Australian media request [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 11:57:55 AM

---

Looping you in Giri.

---

**From:** Media AHRC <media@humanrights.gov.au>  
**Sent:** Wednesday, March 20, 2024 11:43 AM  
**To:** Rosalind Croucher **s 47F**; Leanne Smith  
**s 47F** **s 22**  
**Cc:** **s 22**  
**Subject:** FW: The Australian media request [SEC=OFFICIAL]

Hi all,

We've received the following enquiry from the Australian about allegations of doxing by the founder of Hue, which has been contracted by the Commission as part anti-racism work.

Seeking your guidance as to best means to respond. I will call the journalist shortly, but wanted us to be on the same page before I proceeded further.

Thanks so much,

**s 22**

**s 22**

Media Advisor

[Australian Human Rights Commission](#)

GPO Box 5218, Sydney NSW 2001

**s 22**

**s 22** | [W humanrights.gov.au](http://W.humanrights.gov.au)

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**From:** [Julie O'Brien](#)  
**To:** s 22  
**Subject:** RE: The Australian media request [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 12:09:00 PM

---

Thanks s 22

Think we wait for some further info from s 22 first,

J

---

**From:** s 22  
**Sent:** Wednesday, March 20, 2024 11:46 AM  
**To:** Julie O'Brien <s 47F >  
**Subject:** FW: The Australian media request [SEC=OFFICIAL]

fyi

---

**From:** Media AHRC <[media@humanrights.gov.au](mailto:media@humanrights.gov.au)>  
**Sent:** Wednesday, March 20, 2024 11:43 AM  
**To:** Rosalind Croucher <s 47F >; Leanne Smith  
s 47F; s 22  
s 22  
**Cc:** s 22  
s 22  
**Subject:** FW: The Australian media request [SEC=OFFICIAL]

Hi all,

We've received the following enquiry from the Australian about allegations of doxing by the founder of Hue, which has been contracted by the Commission as part anti-racism work.

Seeking your guidance as to best means to respond. I will call the journalist shortly, but wanted us to be on the same page before I proceeded further.

Thanks so much,

s 22

s 22

Media Advisor

[Australian Human Rights Commission](#)  
GPO Box 5218, Sydney NSW 2001

s 22

**From:** [Media AHRC](#)  
**To:** [Media AHRC](#); [Rosalind Croucher](#); [Leanne Smith](#); **s 22**; [Giridharan Sivaraman](#)  
**Cc:** **s 22**  
**Subject:** FOR REVIEW: The Australian media request [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 1:04:00 PM

---

Hi all, seeking your feedback on the following response which I had workshopped with **s 22**:

**s 47C**  
[Redacted]

[Redacted]

[Redacted]

Thanks so much,

**s 22**

**s 22**

Media Advisor

[Australian Human Rights Commission](#)

GPO Box 5218, Sydney NSW 2001

**s 22**

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---

**From:** Media AHRC <media@humanrights.gov.au>  
**Sent:** Wednesday, March 20, 2024 12:47 PM  
**To:** Rosalind Croucher <s 47F >; Media AHRC <media@humanrights.gov.au>; Leanne Smith <s 47F >; s 22 < >  
 Girdharan Sivaraman <s 47F >  
**Cc:** s 22 < >  
**Subject:** RE: The Australian media request [SEC=OFFICIAL]

Thanks, Ros. Looping in [@Girdharan Sivaraman](#) so he's also across this.

I've spoken with RDT and s 22 and drafting a brief response, which I will send through for your approval very shortly.

Cheers,

s 22

s 22

Media Advisor

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s 22

s 22

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---

**From:** Rosalind Croucher <s 47F >

**Sent:** Wednesday, March 20, 2024 12:25 PM

**To:** Media AHRC <media@humanrights.gov.au>; Leanne Smith

<s 47F >; s 22

**Cc:** s 22

**Subject:** RE: The Australian media request [SEC=OFFICIAL]

Interesting.

This was a matter raised with us separately. s 22 briefed me that Hue was contracted through regular processes. She can fill you in  
Ros

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 22

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---

**From:** Media AHRC <media@humanrights.gov.au>

**Sent:** Wednesday, March 20, 2024 11:43 AM

**From:** [Leanne Smith](#)  
**To:** [s 22](#); [Rosalind Croucher](#); [Giridharan Sivaraman](#); [Darren Dick](#); [s 22](#);  
**Subject:** FW: Query [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 1:37:04 PM  
**Attachments:** [image001.png](#)  
**Importance:** High

---

Hi,

I've taken a call from AGD. The Minister's office has been approached about Hue and want some urgent responses. See below.

[s 22](#) – suggest we hold off on responding to Guardian until SCT has connected with AG's media team.

Can you help me put responses to these questions below asap? See my draft responses in caps below

---

**From:** Gartmann, Petra <[s 47F](#)>  
**Sent:** Wednesday, March 20, 2024 1:29 PM  
**To:** Leanne Smith <[s 47F](#)>  
**Cc:** [s 22](#)  
**Subject:** Query [SEC=OFFICIAL]

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## OFFICIAL

Dear Leanne

As briefly discussed, I seek information on a potential media story about the AHRC having a contract (for anti-racism or cultural safety training) involving Ms Tuet-Rosenberg who is alleged to have been involved in the 'doxing' of a WhatsApp group in February this year.

The background I seek is:

1. Is AHRC aware of this allegation? [YES]
2. If yes, when did AHRC find out about the allegation, and [PROVIDE DATE WE WERE NOTIFIED – WAS IT PETER W FIRST?]
3. What action has or will the AHRC take in response to the allegation? [GRATEFUL YOUR ADVICE]

Happy to discuss and grateful for your urgent advice to pass to the office.

regards

From: [Leanne Smith](#)  
 To: s 22; [Rosalind Croucher](#); [Giridharan Sivaraman](#); [Darren Dick](#); s 22;  
 Cc: s 22  
 Subject: RE: Query [SEC=OFFICIAL]  
 Date: Wednesday, 20 March 2024 2:13:37 PM  
 Attachments: [image001.png](#)

---

Thanks s 22.

We will need a full SE brief on the procurement for this contract ahead of May Estimates, setting out the process and the deliverables. s 47C.

Best,  
Leanne

---

From: s 22  
 Sent: Wednesday, March 20, 2024 2:10 PM  
 To: Leanne Smith <s 47F>; s 22  
 ; Rosalind Croucher  
 s 47F; Giridharan Sivaraman  
 s 47F; Darren Dick s 47F  
 s 22  
 s 22  
 Subject: RE: Query [SEC=OFFICIAL]

Hi Leanne,

Yes, I confirm the RDT became aware of this from the email sent by Peter W to the President.

s 22

---

From: Leanne Smith s 47F  
 Sent: Wednesday, March 20, 2024 1:49 PM  
 To: s 22  
 Rosalind Croucher  
 s 47F; Giridharan Sivaraman  
 s 47F; Darren Dick s 47F  
 s 22

**Subject:** RE: Query [SEC=OFFICIAL]

**s 22** – when did RDT first learn of this action? As far as I know, we found out when Peter W wrote to Ros yesterday.

Please confirm.

---

**From:** Leanne Smith

**Sent:** Wednesday, March 20, 2024 1:37 PM

**To:** **s 22**

[REDACTED]; Rosalind Croucher

**s 47F**; Giridharan Sivaraman

**s 47F**; Darren Dick **s 47F**;

**s 22**

**Subject:** FW: Query [SEC=OFFICIAL]

**Importance:** High

Hi,

I've taken a call from AGD. The Minister's office has been approached about Hue and want some urgent responses. See below.

**s 22** – suggest we hold off on responding to Guardian until SCT has connected with AG's media team.

Can you help me put responses to these questions below asap? See my draft responses in caps below

---

**From:** Gartmann, Petra **s 47F**

**Sent:** Wednesday, March 20, 2024 1:29 PM

**To:** Leanne Smith **s 47F**

**Cc:** **s 22**

**Subject:** Query [SEC=OFFICIAL]

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

**OFFICIAL**

Dear Leanne

As briefly discussed, I seek information on a potential media story about the AHRC having a

**From:** [Rosalind Croucher](#)  
**To:** [Leanne Smith](#); [Media AHRC](#); [s 22](#); [Giridharan Sivaraman](#)  
**Cc:** [s 22](#)  
**Subject:** RE: FOR REVIEW: The Australian media request [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 2:37:44 PM

---

Good response

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
 President

**Australian Human Rights Commission**

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GPO Box 5218, Sydney NSW 2001

[s 22](#)

[s 22](#) | [W humanrights.gov.au](#)



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---

**From:** Leanne Smith [s 47F](#)  
**Sent:** Wednesday, March 20, 2024 1:08 PM  
**To:** Media AHRC <[media@humanrights.gov.au](mailto:media@humanrights.gov.au)>; Rosalind Croucher  
[s 47F](#); [s 22](#)  
[s 47F](#) Giridharan Sivaraman  
**Cc:** [s 22](#)  
[s 47F](#)  
**Subject:** RE: FOR REVIEW: The Australian media request [SEC=OFFICIAL]

One suggestion in caps below. Just for all our clarity – what was the value of this procurement and was it advertised on austender? I can't recall.

---

**From:** Media AHRC <[media@humanrights.gov.au](mailto:media@humanrights.gov.au)>  
**Sent:** Wednesday, March 20, 2024 1:04 PM  
**To:** Media AHRC <[media@humanrights.gov.au](mailto:media@humanrights.gov.au)>; Rosalind Croucher  
 <[s 47F](#)>; Leanne Smith <[s 47F](#)>;  
[s 22](#)

s 22 [redacted] Giridharan Sivaraman

s 47F [redacted]

Cc: s 22 [redacted]

[redacted]

[redacted]

**Subject:** FOR REVIEW: The Australian media request [SEC=OFFICIAL]

Hi all, seeking your feedback on the following response which I had workshopped with s 22:

s 47C [redacted]  
[redacted]  
[redacted]  
[redacted]  
[redacted]

[redacted]  
[redacted]  
[redacted]

[redacted]  
[redacted]  
[redacted]  
[redacted]

Thanks so much,

s 22 [redacted]

s 22 [redacted]

Media Advisor

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s 22 [redacted]

s 22 [redacted] | [W humanrights.gov.au](http://www.humanrights.gov.au)



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**From:** s 22  
**To:** Leanne Smith; s 22; Rosalind Croucher; Giridharan Sivaraman; Darren Dick; s 22  
**Subject:** RE: Query [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 3:33:05 PM  
**Attachments:** [image001.png](#)

---

Hi Leanne,

As requested, the 6 potential suppliers approached to provide quotes in this procurement process were:

- s 22
- s 22
- Hue. Colour the Conversation
- s 22
- s 22
- s 22

s 22

---

**From:** s 22  
**Sent:** Wednesday, March 20, 2024 2:10 PM  
**To:** Leanne Smith; s 47F; s 22  
 Rosalind Croucher  
 s 47F; Giridharan Sivaraman  
 s 47F; Darren Dick; s 47F  
 s 22  
**Subject:** RE: Query [SEC=OFFICIAL]

Hi Leanne,

Yes, I confirm the RDT became aware of this from the email sent by Peter W to the President.

s 22

---

**From:** Leanne Smith; s 47F  
**Sent:** Wednesday, March 20, 2024 1:49 PM  
**To:** s 22  
 Rosalind Croucher  
 s 47F; Giridharan Sivaraman

**From:** [Media AHRC](#)  
**To:** [Rosalind Croucher](#); [Leanne Smith](#); [Media AHRC](#); s 22; [Giridharan Sivaraman](#)  
**Cc:** s 22  
**Subject:** RE: FOR REVIEW: The Australian media request [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 4:17:14 PM

---

Thank you so much all for your feedback and guidance.

Can confirm that this response has been sent to the journalist.

Warmly,

s 22

s 22

Media Advisor

[Australian Human Rights Commission](#)

GPO Box 5218, Sydney NSW 2001

s 22

s 22

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---

**From:** Rosalind Croucher s 47F  
**Sent:** Wednesday, March 20, 2024 2:38 PM  
**To:** Leanne Smith s 47F; Media AHRC  
 <media@humanrights.gov.au> s 22

Giridharan Sivaraman

s 47F

**Cc:** s 22

**Subject:** RE: FOR REVIEW: The Australian media request [SEC=OFFICIAL]

**From:** [Rosalind Croucher](#)  
**To:** [Leanne Smith](#); s 22  
**Subject:** FW: Australian Human Rights Commission consultant [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 9:38:30 AM

---

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
President

**Australian Human Rights Commission**

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s 22

s 22

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---

**From:** Rosalind Croucher  
**Sent:** Tuesday, March 19, 2024 12:01 PM  
**To:** Peter Wertheim; s 47F  
**Cc:** s 22; Girdharan Sivaraman  
s 47F  
**Subject:** RE: Australian Human Rights Commission consultant [SEC=OFFICIAL]

Dear Peter,

Thank you for drawing this matter to our attention. We closely scrutinise all contracting arrangements as part of regular due diligence processes for all external contracting arrangements. The contract was executed on 23 October 2023 following a procurement process in keeping with Commonwealth Government procurement requirements. Delivery of the resource is anticipated in April 2024.

With respect to your suggestion about expanding understanding of antisemitism and the levels of antisemitic incidents in Australia, our new Race

**From:** [Leanne Smith](#)  
**To:** s 22; Rosalind Croucher; s 22  
**Subject:** RE: Urgent meeting needed - all available Commissioners [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 9:50:00 AM  
**Attachments:** [image001.png](#)

---

Much thanks

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 9:46 AM  
**To:** Leanne Smith; s 47F; Rosalind Croucher  
 s 47F; s 22  
**Subject:** RE: Urgent meeting needed - all available Commissioners [SEC=OFFICIAL]

Hi Leanne

12.30pm looks suitable for the majority. I will send an calendar invite out now and inform our EA's.

Thanks

s 22

---

**From:** Leanne Smith; s 47F  
**Sent:** Thursday, March 21, 2024 9:24 AM  
**To:** Rosalind Croucher; s 47F; s 22  
 s 22; s 22  
**Subject:** Urgent meeting needed - all available Commissioners [SEC=OFFICIAL]

Hi Ros, s 22 and s 22

We will need an urgent meeting today for all available Commissioners on the Commissions contract with Hue Consulting and the article about them in the Australian today.

Best,

Leanne

[Leanne Smith](#)  
 Chief Executive

[Australian Human Rights Commission](#)

GPO Box 5218

Sydney NSW 2001

s 47F | [W humanrights.gov.au](http://www.humanrights.gov.au)



**From:** s 22  
**To:** s 22  
**Subject:** Hue procurement [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 10:56:00 AM

---

Hi s 22,

Please see below and let me know if any additional information required.

- Procurement began March 2023
- s 22 [REDACTED]  
[REDACTED]  
[REDACTED]
- [REDACTED]  
[REDACTED]
- [REDACTED]  
[REDACTED]
- From May-October 2023, the RDT worked with Strategic Comms, AHRC web team, ICT, Legal and Hue. Colour the Conversation to develop a contract for services with Hue. Colour the Conversation
- This contract was approved by the CE and signed in October 2024
- The contract includes provisions for Hue. Colour the Conversation to host the web resource created for a period of two years, after which time the Commission will decide whether Commission will either assume ownership of the resource, continue in a shared ownership agreement, or allow the Supplier to assume ownership. The Commission will retain the ability to decide on this outcome and this is covered in the contract
- The contract is for s11C(1)(b) and expires on 30 June 2026
- The Project kicked-off in December 2023
- In February 2024, the RDT reviewed a content overview for the resource drafted by Hue. Colour the Conversation
- Hue. Colour the Conversation is currently in the process of recruiting participants for teacher and student consultations, developing resource content (incorporating feedback on the content overview) and developing a marketing/promotion plan for the resource
- The RDT anticipates that the resource will be live by end of June 2024

s 22

s 22

Project Lead - Public Awareness and Education, Race Discrimination Team

Australian Human Rights Commission

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s 22

s 22

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**From:** [Julie O'Brien](#)  
**To:** s 22  
**Subject:** RE: Hue [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 10:59:01 AM

---

Thanks s 22

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 9:54 AM  
**To:** s 22 Julie O'Brien  
 s 47F; s 22  
**Subject:** RE: Hue [SEC=OFFICIAL]

Thanks s 22,

Julie – I can provide background as required and am in the office today.

s 22

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 9:45 AM  
**To:** Julie O'Brien s 47F; s 22  
 [REDACTED]  
**Subject:** RE: Hue [SEC=OFFICIAL]

Hi Julie

Here it is.

Kind regards,

s 22

s 22

---

**From:** Julie O'Brien s 47F  
**Sent:** Thursday, March 21, 2024 9:39 AM  
**To:** s 22  
 [REDACTED] s 22  
**Subject:** Hue [SEC=UNCLASSIFIED]

Hi s 22 and s 22

Can you please send me a copy of the signed contract with Hue referred to in the media clippings this morning.

Many thanks

Julie

**From:** [Rosalind Croucher](#)  
**To:** [Anna Cody](#); [Anne Hollonds](#); [Giridharan Sivaraman](#); [June Oscar](#); [Katie Kiss](#); [Leanne Smith](#); [Lorraine Finlay](#); [Robert Fitzgerald](#); [Rosemary Kayess](#)  
**Subject:** RE: URGENT Commissioner meeting re Hue Consulting [SEC=OFFICIAL:Sensitive]  
**Date:** Thursday, 21 March 2024 11:32:11 AM

---

Key points:

- This was first raised on Monday
- We are an independent agency
- Contract needs careful review – underway
- Political environment heightened

You will be briefed on all available info to enable our discussion

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
President

**Australian Human Rights Commission**

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GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

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s 22

s 22

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**From:** Rosalind Croucher <s 47F >  
**Sent:** Thursday, March 21, 2024 9:47:40 AM  
**To:** Anna Cody <s 47F >; Anne Hollonds  
s 47F >; Giridharan Sivaraman  
s 47F >; June Oscar s 47F ;  
Katie Kiss s 47F >; Leanne Smith s 47F ;  
Lorraine Finlay s 47F ; Robert Fitzgerald  
<s 47F > Rosemary Kayess  
s 47F  
**Subject:** URGENT Commissioner meeting re Hue Consulting [SEC=OFFICIAL]  
**When:** Thursday, 21 March 2024 12:30 PM-1:00 PM.  
**Where:** Microsoft Teams Meeting

Good morning

Leanne has asked me to schedule and urgent meeting for all Commissioners re the Commissions contract with Hue Consulting.

This time was suitable for the majority at short notice.

Thanks

s 22

---

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---

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Phone conference ID: 203 718 343#

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)

---

s 22

---

**From:** Leanne Smith s 47F  
**Sent:** Thursday, March 21, 2024 11:47 AM  
**To:** Julie O'Brien s 47F; Darren Dick  
s 47F; Rosalind Croucher  
s 47F; s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Thanks so much for jumping on this so quickly and for the advice Julie.

s 47C

We have meeting of Commissioners at 12.30pm. I think it would be helpful to share this advice in advance if you agree Ros, pending the additional information from policy.

s 42

**From:** [Rosalind Croucher](#)  
**To:** [Commissioners](#)  
**Cc:** [Julie O'Brien](#)  
**Subject:** RE: Hue contract [SEC=OFFICIAL:Sensitive]  
**Date:** Thursday, 21 March 2024 12:21:49 PM

---

I have invited Julie to join us so she can answer any questions you may have.  
 Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
 President

**Australian Human Rights Commission**

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s 47F

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---

**From:** Rosalind Croucher s 47F  
**Sent:** Thursday, March 21, 2024 11:53 AM  
**To:** Commissioners <s 47F >  
**Subject:** FW: Hue contract [SEC=OFFICIAL:Sensitive]

Dear Colleagues

A review of the contract by our General Counsel, Julie.  
 Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
 President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

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s 42

**From:** [Julie O'Brien](#)  
**To:** [Darren Dick](#); s 22  
**Subject:** RE: Hue contract - process and status [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 12:55:00 PM

---

s 47C

Happy to chat  
Julie

---

**From:** Darren Dick s 47F  
**Sent:** Thursday, March 21, 2024 12:48 PM  
**To:** s 22 Julie O'Brien  
s 47F s 22  
**Subject:** Re: Hue contract - process and status [SEC=OFFICIAL]

Thanks s 22.

Re this dot point:

- This contract was approved by the CE and signed in October 2024

assume means October 2023?

Also, does s 22 have details of how many meetings etc with Hue and who is the contact - ie is it Sonia?

s 47C

Regards  
Darren

---

**From:** Darren Dick s 47F  
**Sent:** Thursday, 21 March 2024 12:46  
**To:** s 22 >; Julie O'Brien  
s 47F >  
**Subject:** Re: Hue contract - process and status [SEC=OFFICIAL]

thanks - assuming this:

---

**From:** s 22

**Sent:** Thursday, 21 March 2024 12:43

**To:** Darren Dick **s 47F** Julie O'Brien

**s 47F**

**Subject:** Hue contract - process and status [SEC=OFFICIAL]

Hi Darren and Julie,

Some information about the contract procurement process and status of the contract deliverables:

- Procurement began March 2023
- **s 22**  
[Redacted]  
[Redacted]  
[Redacted]
- [Redacted]  
[Redacted]
- [Redacted]  
[Redacted]
- From May-October 2023, the RDT worked with Strategic Comms, AHRC web team, ICT, Legal and Hue. Colour the Conversation to develop a contract for services with Hue. Colour the Conversation
- This contract was approved by the CE and signed in October 2024
- The contract includes provisions for Hue. Colour the Conversation to host the web resource created for a period of two years, after which time the Commission will decide whether Commission will either assume ownership of the resource, continue in a shared ownership agreement, or allow the Supplier to assume ownership. The Commission will retain the ability to decide on this outcome and this is covered in the contract
- The contract is for **s11C(1)(b)** and expires on 30 June 2026
- In February 2024, the RDT reviewed a content overview for the resource drafted by Hue. Colour the Conversation
- Hue. Colour the Conversation is currently in the process of recruiting participants for teacher and student consultations, developing resource content (incorporating feedback on the content overview) and developing a marketing/promotion plan for the resource
- The RDT anticipates that the resource will be live by end of June 2024

**s 22**

**From:** [Darren Dick](#)  
**To:** s 22  
**Subject:** Fw: Hue contract [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 12:49:39 PM  
**Attachments:** [CN23240027 Hue Consulting Pty Ltd.pdf](#)

---

Hi s 22

As per last email, and for s 22 visibility - can you undertake the task in Julie email (highlighted below)

Thanks

Darren

---

**From:** Julie O'Brien s 47F  
**Sent:** Thursday, 21 March 2024 12:44  
**To:** Darren Dick s 47F  
**Subject:** FW: Hue contract [SEC=OFFICIAL]

Hi Darren,

Just caught up with Leanne. s 47C

[Redacted]

[Redacted]

[Redacted]

Happy to chat

Julie

s 42

[Redacted]

**From:** [Rosalind Croucher](#)  
**To:** s 22  
**Cc:** [Leanne Smith](#)  
**Subject:** RE: [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 1:16:28 PM

---

Thank you

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
 President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

| W [humanrights.gov.au](http://humanrights.gov.au)



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 1:10 PM  
**To:** Rosalind Croucher s 47F  
**Cc:** Leanne Smith s 47F  
**Subject:** RE: [SEC=OFFICIAL]  
**Importance:** High

Hello Ros,

I assume this refers to the mention in the latest supporter communications sent out by the RISWM Campaign following all relevant approvals which says the below:

**ATTN: Grade 5&6 Teachers**

We are working with [Hue. Colour the Conversation](#) to develop **free, online anti-racism**

**teaching resources** for primary school students ages 10–12. We’re looking for teachers who have previously taught or currently teach grades 5&6.

If you are interested in helping review and providing feedback on **anti-racism teaching plans, classroom activities and teaching content**, [we encourage you to register your interest](#). Please note, the deadline is 10am Tuesday 12 March. We also encourage you to **share this opportunity** with relevant folk in your network.

Participants will be compensated with a \$200 gift card and you’ll be part of creating an incredible anti-racism resource for young people and teachers around the country to use.

[Register your interest](#).

It can be found at this link:

<https://itstopswithme.humanrights.gov.au/news/iderd-new-race-discrimination-commissioner-mardi-gras-and-more>

---

**From:** Rosalind Croucher <s 47F >  
**Sent:** Thursday, March 21, 2024 10:55 AM  
**To:** s 22  
**Cc:** Leanne Smith s 47F  
**Subject:** [SEC=OFFICIAL]

Hi s 22

Re the article today, I know we are working through a lot of details – one point I’d like your feedback on please, is the statement that ‘Hue’s work was spruiked by the commission’s anti-racism campaign earlier this month’

Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
 President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

| W [humanrights.gov.au](https://humanrights.gov.au)

**From:** [Julie O'Brien](#)  
**To:** [Rosalind Croucher](#)  
**Subject:** RE: Re-group [SEC=OFFICIAL:Sensitive]  
**Date:** Thursday, 21 March 2024 1:37:00 PM

---

Yes, thanks Ros

---

**From:** Rosalind Croucher **s 47F**  
**Sent:** Thursday, March 21, 2024 1:30 PM  
**To:** Julie O'Brien **s 47F**  
**Subject:** FW: Re-group [SEC=OFFICIAL:Sensitive]

I trust this is a fair summary

Ros

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

**s 47F**

**s 47F**

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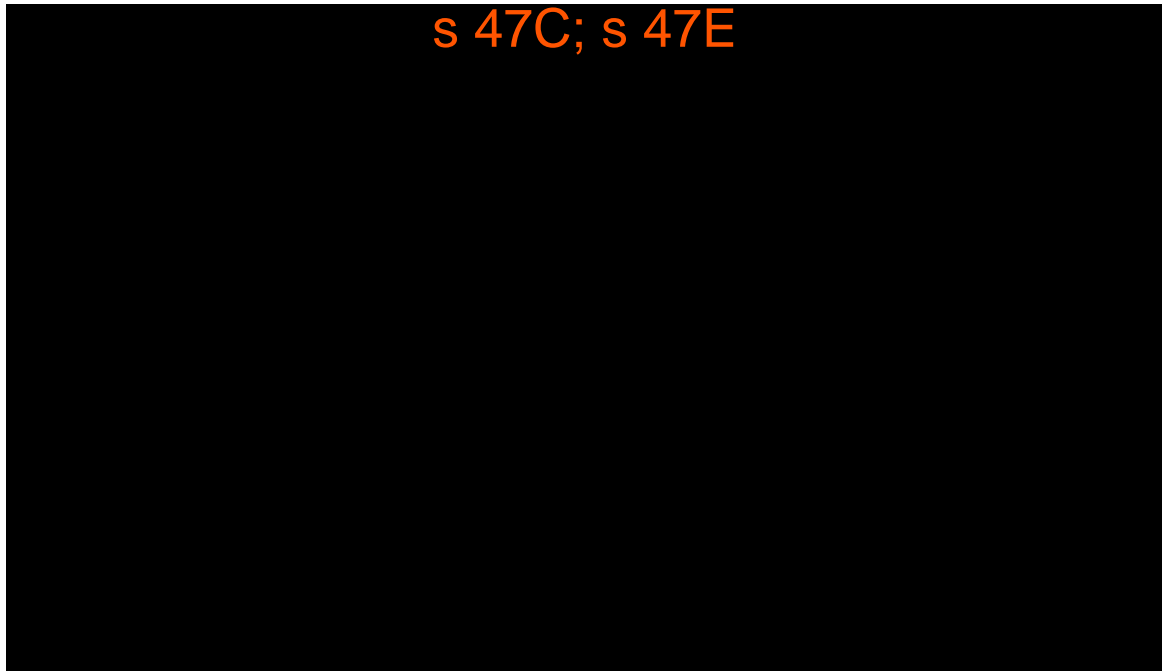
---

**s 22**

**From:** [Rosalind Croucher](#)  
**To:** [Leanne Smith](#); [Lorraine Finlay](#); [Giridharan Sivaraman](#); [Darren Dick](#); [Julie O'Brien](#)  
**Subject:** RE: Opportunity [SEC=OFFICIAL:Sensitive]  
**Date:** Thursday, 21 March 2024 2:21:58 PM

---

I went back to the speech I gave in 2018 and it prompted these thoughts from me:



s 47C; s 47E

s 22 [redacted], but I wanted to jot these thoughts down.  
 Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
 President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000  
 GPO Box 5218, Sydney NSW 2001

s 47F [redacted]

s 47F [redacted] | W [humanrights.gov.au](http://humanrights.gov.au)



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 6-7 June 2024



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

**From:** Rosalind Croucher

**Sent:** Thursday, March 21, 2024 1:46 PM

**To:** Leanne Smith **s 47F** >; Lorraine Finlay

**s 47F**; Giridharan Sivaraman

**s 47F** Darren Dick **s 47F**

Julie O'Brien **s 47F**

**Subject:** Opportunity [SEC=OFFICIAL:Sensitive]

Dear all,

**s 47C; s 47E**  
[Redacted text block]

Thoughts?

Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

**s 47F**

**s 47F** | **W** [humanrights.gov.au](http://humanrights.gov.au)



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation,

**From:** s 22  
**To:** Julie O'Brien; Darren Dick; s 22  
**Subject:** RE: Hue contract - process and status [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 3:53:00 PM  
**Attachments:** [Hue website and social media summary.docx](#)

---

Hi Julie,

Thanks for your time on the phone. Please see document attached that has been compiled by the team. Please let me know if further information is required at this time

Thanks

s 22

---

**From:** Julie O'Brien s 22  
**Sent:** Thursday, March 21, 2024 2:41 PM  
**To:** s 22 >; Darren Dick  
s 22 s 22  
**Subject:** RE: Hue contract - process and status [SEC=OFFICIAL]

Yes happy to chat

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 1:41 PM  
**To:** Julie O'Brien s 22 ; Darren Dick  
s 22 s 22  
**Subject:** RE: Hue contract - process and status [SEC=OFFICIAL]

Hi Julie,

Would it be possible to have a quick phone call about this when you have a minute?

s 22

---

**From:** Julie O'Brien s 47F  
**Sent:** Thursday, March 21, 2024 12:56 PM  
**To:** Darren Dick s 22 s 22  
s 22  
s 22  
**Subject:** RE: Hue contract - process and status [SEC=OFFICIAL]

**From:** [Leanne Smith](#)  
**To:** s 22; [Julie O'Brien](#); [Darren Dick](#); [Rosalind Croucher](#); s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 4:31:00 PM

---

Thanks, s 47C

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 4:28 PM  
**To:** Leanne Smith s 47F; Julie O'Brien  
s 47F; Darren Dick s 47F; Rosalind  
Croucher s 47F; s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Apologies Leanne,

Here is the information provided earlier in a different email chain:

Some information about the contract procurement process and status of the contract deliverables:

- Procurement began March 2023
- s 22  
[Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- From May-October 2023, the RDT worked with Strategic Comms, AHRC web team, ICT, Legal and Hue. Colour the Conversation to develop a contract for services with Hue. Colour the Conversation
- This contract was approved by the CE and signed in October 2024
- The contract includes provisions for Hue. Colour the Conversation to host the web resource created for a period of two years, after which time the Commission will decide whether Commission will either assume ownership of the resource, continue in a shared ownership agreement, or allow the Supplier to assume ownership. The Commission will retain the ability to decide on this outcome and this is covered in the contract

- The contract is for **s11C(1)(b)** and expires on 30 June 2026
- In February 2024, the RDT reviewed a content overview for the resource drafted by Hue. Colour the Conversation
- Hue. Colour the Conversation is currently in the process of recruiting participants for teacher and student consultations, developing resource content (incorporating feedback on the content overview) and developing a marketing/promotion plan for the resource
- The RDT anticipates that the resource will be live by end of June 2024

**s 22**

---

**From:** Leanne Smith **s 47F**  
**Sent:** Thursday, March 21, 2024 4:26 PM  
**To:** Julie O'Brien **s 47F** >; Darren Dick  
**s 47F**; Rosalind Croucher  
**s 47F** **s 22**  
**Cc:** **s 22**  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

**s 47C; s 47E**

---

**From:** Julie O'Brien **s 47F**  
**Sent:** Thursday, March 21, 2024 4:19 PM  
**To:** Leanne Smith **s 47F** >; Darren Dick  
**s 47F**; Rosalind Croucher  
**s 47F** **s 22**  
**s 22**  
**Cc:** **s 22**  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

**From:** s 22  
**To:** [Julie O'Brien](#)  
**Subject:** RE: Hue contract [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 4:39:30 PM

---

Per LinkedIn it says it's a partnership

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 4:37 PM  
**To:** Julie O'Brien s 47F  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Don't know what happened there.

I will keep looking but I think you get the results for paid ASIC searches straight away

---

**From:** Leanne Smith s 47F  
**Sent:** Thursday, March 21, 2024 4:29 PM  
**To:** s 22 Julie O'Brien  
s 47F Darren Dick s 47F Rosalind  
Croucher s 47F s 22  
**Cc:**  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

The final thing the AG wanted to know was who are the owners and directors of the Company – do we have that yet?

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 4:28 PM  
**To:** Leanne Smith s 47F >; Julie O'Brien  
s 47F; Darren Dick s 47F Rosalind  
Croucher s 47F; s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Apologies Leanne,

Here is the information provided earlier in a different email chain:

**From:** § 22  
**To:** [Julie O'Brien](#)  
**Subject:** FW: ASIC - Receipt Number 53759675 [SEC=OFFICIAL:Sensitive]  
**Date:** Thursday, 21 March 2024 4:53:31 PM  
**Attachments:** [343830383237303930323.pdf](#)  
[search-21032024-REC53759675-f0ad-a124-.pdf](#)

Elsa and Sonia are the directors and shareholders (they have equal shares, 6 each)

(receipt also attached for reimbursement)

**From:** [connectonline@asic.gov.au](mailto:connectonline@asic.gov.au) <[connectonline@asic.gov.au](mailto:connectonline@asic.gov.au)>  
**Sent:** Thursday, March 21, 2024 4:49 PM  
**To:** § 22  
**Subject:** ASIC - Receipt Number 53759675

You don't often get email from [connectonline@asic.gov.au](mailto:connectonline@asic.gov.au). [Learn why this is important](#)

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

### Your purchase was successful

You can access the purchased products by clicking on the link(s) below. The link(s) to the payment receipt and purchased product(s) will remain active for 90 days only, starting from the date and time of purchase.

ASIC strongly recommends that you save and/or print the purchased product(s) now.

The information contained within an extract is current as at the time of the purchase.

§ 22 [Redacted]

[Redacted] [Redacted]

[Redacted] [Redacted]

[Redacted] [Redacted]

### Payment Receipt

[View Payment Receipt](#)

HUE CONSULTING PTY LTD ACN 640 690 071

### Information product

[View Current company information](#)

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**From:** s 22  
**To:** Leanne Smith; Julie O'Brien; Darren Dick; Rosalind Croucher; s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 4:55:19 PM

---

Hi Leanne,

For clarity wanted to also add that the timelines in the contract are subject to reasonable flexibility. Given the commencement timing of the RDC we agreed with the Supplier that the final full content draft for approval would be delivered in May.

---

**From:** Leanne Smith s 47F  
**Sent:** Thursday, March 21, 2024 4:41 PM  
**To:** s 22; Julie O'Brien  
s 47F; Darren Dick s 47F; Rosalind  
Croucher s 47F s 22  
  
**Cc:** s 22  
  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Thanks s 22.

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 4:39 PM  
**To:** Leanne Smith s 47F; Julie O'Brien  
s 47F; Darren Dick s 47F; Rosalind  
Croucher s 47F s 22  
  
**Cc:** s 22  
  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Apologies I have been speaking to the Commissioner.

To your specific questions below. s 47C

The final product will be an online resource and will look similar to [this](#), so far, the content is has been created it is yet to be finally approved by the RDC and then be transferred into the online platform, s 47C

The owners are Elsa Tuet-Rosenberg and Sonia Sofat.

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 4:28 PM  
**To:** Leanne Smith s 47F; Julie O'Brien  
s 47F; Darren Dick s 47F; Rosalind  
Croucher s 47F; s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Apologies Leanne,

Here is the information provided earlier in a different email chain:

Some information about the contract procurement process and status of the contract deliverables:

- Procurement began March 2023
- s 22  
[Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- From May-October 2023, the RDT worked with Strategic Comms, AHRC web team, ICT, Legal and Hue. Colour the Conversation to develop a contract for services with Hue. Colour the Conversation
- This contract was approved by the CE and signed in October 2024
- The contract includes provisions for Hue. Colour the Conversation to host the web resource created for a period of two years, after which time the Commission will decide whether Commission will either assume ownership of the resource, continue in a shared ownership agreement, or allow the Supplier to assume ownership. The Commission will retain the ability to decide on this outcome and this is covered in the contract
- The contract is for s11C(1)(b) and expires on 30 June 2026
- In February 2024, the RDT reviewed a content overview for the resource drafted by Hue. Colour the Conversation

**From:** [Julie O'Brien](#)  
**To:** [Leanne Smith](#); s 22 ; [Darren Dick](#); [Rosalind Croucher](#); s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 4:56:46 PM  
**Attachments:** [343830383237303930323.pdf](#)

---

Elsa Tuet-Rosenberg and Sonia Sofat are the directors and shareholders (they have equal shares, 6 each)

Kind regards

Julie

---

**From:** Leanne Smith s 47F  
**Sent:** Thursday, March 21, 2024 4:44 PM  
**To:** Julie O'Brien s 47F ; s 22  
 ; Darren Dick s 47F  
 Rosalind Croucher s 47F ; s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Thanks Julie, we'll wait if you can get the ASIC search results.

---

**From:** Julie O'Brien s 47F  
**Sent:** Thursday, March 21, 2024 4:38 PM  
**To:** Leanne Smith s 47F ; s 22  
 ; Darren Dick s 47F  
 Rosalind Croucher s 47F ; s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Hi Leanne,

It is run by Elsa Tuet-Rosenberg and Sonia Sofat (according to the website). Just trying to see if we can do a quick ASIC search to identify the directors.

Julie

---

**From:** Leanne Smith s 47F  
**Sent:** Thursday, March 21, 2024 4:29 PM  
**To:** s 22 ; Julie O'Brien  
 s 47F ; Darren Dick s 47F ; Rosalind

**From:** [Rosalind Croucher](#)  
**To:** s 22  
**Subject:** RE: Hue contract [SEC=OFFICIAL]  
**Date:** Friday, 22 March 2024 12:58:42 PM

---

Thanks s 22

I got it through the link you provided.

Thanks

Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

W [humanrights.gov.au](http://humanrights.gov.au)



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

---

**From:** s 22  
**Sent:** Friday, March 22, 2024 12:53 PM  
**To:** Rosalind Croucher s 47F  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Hi Ros,

Not a problem. This was a post on Hue's Instagram: if you look at their tiles, it is second row down, furthest to the right.

However, I believe it is a copy of this text which I have located elsewhere on the internet: <https://fouram.substack.com/p/the-leaked-zionist-group-chat-a-collective>

Please let me know if you have any issues accessing that

Thanks

s 22

---

**From:** Rosalind Croucher s 47F  
**Sent:** Friday, March 22, 2024 12:37 PM  
**To:** s 22  
**Subject:** FW: Hue contract [SEC=OFFICIAL]

Hi s 22,

Thank you for this. Re the 'collective statement' – I couldn't find it. Can you point me there please?

Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000  
GPO Box 5218, Sydney NSW 2001

s 47F

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---

**From:** Julie O'Brien  
**Sent:** Thursday, March 21, 2024 3:42 PM

**From:** [Rosalind Croucher](#)  
**To:** [Julie O'Brien](#); [Darren Dick](#)  
**Subject:** FW: Hue contract [SEC=OFFICIAL]  
**Date:** Friday, 22 March 2024 12:59:16 PM

---

This is the statement **s 22** was referring to  
I'm reading it now  
Ros

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
President

### **Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000  
GPO Box 5218, Sydney NSW 2001

**s 47F**

**s 47F**

| **W** [humanrights.gov.au](https://www.humanrights.gov.au)



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

---

**From:** **s 22**  
**Sent:** Friday, March 22, 2024 12:53 PM  
**To:** Rosalind Croucher **s 47F**  
**Subject:** RE: Hue contract [SEC=OFFICIAL]

Hi Ros,

Not a problem. This was a post on Hue's Instagram: if you look at their tiles, it is second row down, furthest to the right.

However, I believe it is a copy of this text which I have located elsewhere on the internet: <https://fouram.substack.com/p/the-leaked-zionist-group-chat-a-collective>

**From:** [Rosalind Croucher](#)  
**To:** [Commissioners](#)  
**Subject:** update and Monday's agenda [SEC=OFFICIAL]  
**Date:** Friday, 22 March 2024 1:34:00 PM  
**Importance:** High

---

Dear Colleagues,

There is continued information gathering in relation to HUE, in light of the Australian article yesterday. We have a Commissioners' meeting scheduled for Monday afternoon so this will be a priority matter for update.

This will also be an opportunity to discuss related issues.

s 22

I will postpone s 22's presentation to a meeting after Robert and Katie have started.

Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

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We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

**From:** s 22  
**To:** [Leanne Smith](#)  
**Subject:** Re: Hue contract [SEC=OFFICIAL]  
**Date:** Monday, 25 March 2024 9:57:51 AM

---

Hi Leanne,

Just following on from the below. I'll contact Sonia Sofat directly via her mobile to set up the meeting. Will 30mins suffice? Or should i make it 1 hour?

s 47C If you have time to give me a quick team call to confirm, but understand that you are back to back meetings.

Thanks,

s 22

---

**From:** s 22  
**Sent:** Monday, March 25, 2024 9:28 AM  
**To:** Leanne Smith s 47F  
**Cc:** Rosalind Croucher s 47F >; Julie O'Brien  
s 47F  
**Subject:** Re: Hue contract [SEC=OFFICIAL]

Hi Leanne,

Yes happy to help where i can. Is it you, Julie and both the partners at Hue? I can contact Hue and set up a teams meeting.

Thanks,

s 22

---

**From:** Leanne Smith s 47F  
**Sent:** Monday, March 25, 2024 9:25 AM  
**To:** s 22  
**Cc:** Rosalind Croucher s 47F Julie O'Brien  
s 47F  
**Subject:** FW: Hue contract [SEC=OFFICIAL]

Hi s 22, In s 22's absence today can you please help me set this meeting up this week. s 47C  
s 47C. Julie and I will attend for AHRC.

---

**From:** Leanne Smith s 47F  
**Sent:** Saturday, March 23, 2024 7:34 AM

**From:** s 22  
**To:** Darren Dick; Julie O'Brien; s 22  
**Cc:** s 22  
**Subject:** RE: Hue contract - process and status [SEC=OFFICIAL]  
**Date:** Monday, 25 March 2024 11:48:00 AM  
**Attachments:** Hue. Colour the Conversation website and social media summary from October 1 2023.docx

---

Hi Darren,

Please see attached. As per your advice I have noted that this is for internal use only at the top of the document.

Strategic Communications s 47C

s 22

Happy to chat further as needed.

s 22

---

**From:** Darren Dick s 47F  
**Sent:** Friday, March 22, 2024 1:29 PM  
**To:** s 22 Julie O'Brien  
 s 47F; s 22  
**Subject:** Re: Hue contract - process and status [SEC=OFFICIAL]

Dear s 22, would it be possible for you to expand this memo going back to social media posts from 1 October last year? Can you do by 200pm Monday? Please let me know if want to discuss, regards Darren

Get [Outlook for iOS](#)

---

**From:** s 22  
**Sent:** Thursday, March 21, 2024 3:53:07 PM  
**To:** Julie O'Brien s 47F; Darren Dick  
 s 47F; s 22  
**Subject:** RE: Hue contract - process and status [SEC=OFFICIAL]

Hi Julie,

Thanks for your time on the phone. Please see document attached that has been compiled by the team. Please let me know if further information is required at this time

**From:** [Rosalind Croucher](#)  
**To:** [Giridharan Sivaraman](#)  
**Subject:** Materials [SEC=OFFICIAL:Sensitive]  
**Date:** Monday, 25 March 2024 12:59:45 PM  
**Attachments:** [In-classroom primary school anti-racism resources scope and sequence 27112023 RC and Education team comments with notes from RDT.docx](#)

---

Hi Giri

FYI, these are the draft materials prepared by Hue, with my notes and **s 22**'s from the Education team. I will also forward an email chain regarding them. It will fill in some of the background.

Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

**s 47F**

**s 47F**

| W [humanrights.gov.au](http://humanrights.gov.au)



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

**From:** [Leanne Smith](#)  
**To:** s 22  
**Cc:** [Darren Dick](#); [Rosalind Croucher](#); s 22; [Julie O'Brien](#); [Giridharan Sivaraman](#)  
**Subject:** RE: Meeting with Australian Human Rights Commission / HUE - unable to contact via phone or email [SEC=OFFICIAL]  
**Date:** Monday, 25 March 2024 1:00:47 PM

---

Thanks. Copying others so they have it 'if asked'.

---

**From:** s 22  
**Sent:** Monday, March 25, 2024 12:50 PM  
**To:** Leanne Smith; s 47F; s 22  
>  
**Cc:** Darren Dick; s 47F  
**Subject:** RE: Meeting with Australian Human Rights Commission / HUE - unable to contact via phone or email [SEC=OFFICIAL]

Hi Leanne,

No problem. The update included:

- Teacher consultation has been advertised and around 20 applications received so far. Lots of interest in the project and Hue will reach out to teachers after Easter
- Draft content is almost complete. As per agreed process with Commission, draft content will go first to teachers for consultation in April and then to the Commission for feedback in May. We have then factored in another round of teacher consultation following Commission – and Commissioner – feedback
- Noted that this is slightly later than initial timeline. There have been some delays including on the Commission's end and with increased external pressures taking up a lot of Hue's time.

On the final point, I have spoken with s 22 about this and plan to discuss with Legal this week so we can ensure minimal impact on delivery and payment milestones.

Happy to discuss further if helpful, thanks.

s 22

---

**From:** Leanne Smith s 47F  
**Sent:** Monday, March 25, 2024 12:36 PM  
**To:** s 22  
**Cc:** Darren Dick s 47F  
**Subject:** RE: Meeting with Australian Human Rights Commission / HUE - unable to contact via phone or email [SEC=OFFICIAL]

Thanks s 22,

If you had a project update last week, grateful for the read out/minutes please.

Best,

Leanne

---

**From:** s 22  
**Sent:** Monday, March 25, 2024 12:07 PM  
**To:** s 22  
**Cc:** Leanne Smith s 47F; Darren Dick s 47F  
**Subject:** Re: Meeting with Australian Human Rights Commission / HUE - unable to contact via phone or email [SEC=OFFICIAL]

Hi s 22,

Great! Thanks so much for sending through the below information. I'll try Sonia's email, noting that she may be on leave.

take care,

s 22

---

**From:** s 22  
**Sent:** Monday, March 25, 2024 11:58 AM  
**To:** s 22  
**Cc:** Leanne Smith s 47F >; Darren Dick s 47F  
**Subject:** RE: Meeting with Australian Human Rights Commission / HUE - unable to contact via phone or email [SEC=OFFICIAL]

Hi s 22,

I hope you had a good weekend. Not a problem – Sonia's direct email is

**From:** s 22  
**To:** [Darren Dick](#); [Leanne Smith](#)  
**Subject:** RE: Meeting with Australian Human Rights Commission [SEC=OFFICIAL]  
**Date:** Tuesday, 2 April 2024 3:45:49 PM

---

AHRC Attendees:

- Leanne Smith, Chief Executive
- Darren Smith, Senior Policy Executive
- Julie O'Brien, General Counsel

+ TBC

- Giridharan Sivaraman, Race Discrimination Commissioner – we don't know if he's available and s 22 is away.

Agenda items:

- Please add

s 22

---

**From:** s 22  
**Sent:** Tuesday, April 2, 2024 1:15 PM  
**To:** Darren Dick; s 47F; Leanne Smith  
 s 47F >  
**Subject:** RE: Meeting with Australian Human Rights Commission [SEC=OFFICIAL]

Happy to include Darren when all cleared.

Hue Consulting are also requesting an agenda to be sent through.

---

**From:** Darren Dick <s 47F>  
**Sent:** Tuesday, April 2, 2024 1:04 PM  
**To:** Leanne Smith; s 47F; Giridharan Sivaraman  
 s 47F; Rosalind Croucher  
 s 47F  
**Cc:** Julie O'Brien; s 47F; s 22  
 s 22  
**Subject:** Re: Meeting with Australian Human Rights Commission [SEC=OFFICIAL]

s 47C [REDACTED] I'm happy to attend - would suggest you have s 22 or me, and I'm comfortable either way (given s 22 will have to action any follow up). Regards Darren

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---

**From:** Leanne Smith s 47F [REDACTED]  
**Sent:** Tuesday, April 2, 2024 1:00 PM  
**To:** Giridharan Sivaraman s 47F [REDACTED] >; Rosalind Croucher s 47F [REDACTED] Darren Dick s 47F [REDACTED]  
**Cc:** Julie O'Brien s 47F [REDACTED]; s 22 [REDACTED] s 22 [REDACTED]  
**Subject:** FW: Meeting with Australian Human Rights Commission [SEC=OFFICIAL]

Hi Ros,

This meeting to happen on Thursday. We agreed that Julie and I should attend. Giri was going to think about attending, but will still be on leave I think.

Darren do you think you/s 22 [REDACTED] should attend? Given the sensitivities I would propose we keep participation pretty high level.

Best,

Leanne

---

**From:** s 22 [REDACTED]  
**Sent:** Tuesday, April 2, 2024 12:40 PM  
**To:** Leanne Smith s 47F [REDACTED]  
**Subject:** FW: Meeting with Australian Human Rights Commission [SEC=OFFICIAL]

Hi Leanne and Julie

Please see response from Sonia below.

Is this OK to include Julie and s 22 [REDACTED] and Giri (if he's available) as discussed last week?

---

**From:** [Leanne Smith](#)  
**To:** [s 22](#) [Darren Dick](#)  
**Subject:** RE: Meeting with Australian Human Rights Commission [SEC=OFFICIAL]  
**Date:** Tuesday, 2 April 2024 5:41:00 PM

---

Thanks [s 22](#), my responses below.

---

**From:** [s 22](#)  
**Sent:** Tuesday, April 2, 2024 3:46 PM  
**To:** Darren Dick [s 47F](#); Leanne Smith  
[s 47F](#)  
**Subject:** RE: Meeting with Australian Human Rights Commission [SEC=OFFICIAL]

AHRC Attendees:

- Leanne Smith, Chief Executive
- Darren Smith, Senior Policy Executive
- Julie O'Brien, General Counsel

+ TBC

- Giridharan Sivaraman, Race Discrimination Commissioner – we don't know if he's available and [s 22](#) is away.

Agenda items:

- Discussion on recent media concerning Hue Consulting

[s 22](#)

[Redacted]

[Redacted]

---

**From:** [s 22](#)  
**Sent:** Tuesday, April 2, 2024 1:15 PM  
**To:** Darren Dick [s 47F](#); Leanne Smith  
[s 47F](#)  
**Subject:** RE: Meeting with Australian Human Rights Commission [SEC=OFFICIAL]

Happy to include Darren when all cleared.

Hue Consulting are also requesting an agenda to be sent through.

**From:** s 22 on behalf of [Leanne Smith](#)  
**To:** [Giridharan Sivaraman](#); [Darren Dick](#); [Julie O'Brien](#); s 22; [Rosalind Croucher](#)  
**Cc:** s 22  
**Subject:** Prep meeting | Hue Consulting & AHRC [SEC=OFFICIAL]  
**Attachments:** [RE Meeting with Australian Human Rights Commission SECOFFICIAL.msg](#)  
[CN23240027 Hue Consulting Pty Ltd.pdf](#)

---

Contract attached for reference

---

Microsoft Teams Need help? <<https://aka.ms/JoinTeamsMeeting?omkt=en-US>>

Join the meeting now <[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_NTKwZTNhN2ItOTAxYS00MTdiLWFjYWUtMDhmNzdNjNmYTQw%40thread.v2/0?context=%7b%22Tid%22%3a%22ea4cdebd-454f-4218-919b-7adc32bf1549%22%2c%22Oid%22%3a%224554c6d0-a496-4b47-96ae1c95e9b9bb4%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NTKwZTNhN2ItOTAxYS00MTdiLWFjYWUtMDhmNzdNjNmYTQw%40thread.v2/0?context=%7b%22Tid%22%3a%22ea4cdebd-454f-4218-919b-7adc32bf1549%22%2c%22Oid%22%3a%224554c6d0-a496-4b47-96ae1c95e9b9bb4%22%7d)>

Meeting ID: 415 124 519 331

Passcode: uFn9HE

---

Dial-in by phone

+61 2 8318 0003,,863077402# <tel:+61283180003,,863077402> Australia, Sydney

Find a local number <<https://dialin.teams.microsoft.com/79d780ad-d42d-4175-b945-4e15758467a1?id=863077402>>

Phone conference ID: 863 077 402#

For organizers: Meeting options <[https://teams.microsoft.com/meetingOptions/?organizerId=4554c6d0-a496-4b47-96ae1c95e9b9bb4&tenantId=ea4cdebd-454f-4218-919b-7adc32bf1549&threadId=19\\_meeting\\_NTKwZTNhN2ItOTAxYS00MTdiLWFjYWUtMDhmNzdNjNmYTQw@thread.v2&messageId=0&language=en-US](https://teams.microsoft.com/meetingOptions/?organizerId=4554c6d0-a496-4b47-96ae1c95e9b9bb4&tenantId=ea4cdebd-454f-4218-919b-7adc32bf1549&threadId=19_meeting_NTKwZTNhN2ItOTAxYS00MTdiLWFjYWUtMDhmNzdNjNmYTQw@thread.v2&messageId=0&language=en-US)> | Reset dial-in PIN <<https://dialin.teams.microsoft.com/usp/pstnconferencing>>

---

**From:** [Rosalind Croucher](#)  
**To:** [Commissioners](#)  
**Subject:** Our next meeting, and notes from our last one on 25 March [SEC=OFFICIAL]  
**Date:** Wednesday, 3 April 2024 3:48:00 PM  
**Attachments:** [image001.png](#)

---

Dear Commissioners,

My notes of our last meeting, on Monday 25 March, have been saved in our Commissioners' site: [24.03.25 Notes from Commissioners' meeting Monday 25 March 2024.docx](#)

There are several linked documents in the meeting notes, all of which are saved on our site.

For our meeting on Monday next at 2pm, I propose:

■ s 22 [REDACTED]

2. Update on HUE contract

■ s 22 [REDACTED]

■ [REDACTED]

■ [REDACTED]

s 22 [REDACTED]

s 22 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Regards

Ros

Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM(Hon)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F [REDACTED]

s 47F [REDACTED] | W [humanrights.gov.au](http://humanrights.gov.au)

**From:** s 22  
**To:** [Giridharan Sivaraman](#)  
**Subject:** High School Anti-Racism Kit [SEC=OFFICIAL]  
**Date:** Tuesday, 9 April 2024 12:25:00 PM

---

Hi Giri,

For quick reference, here's the High School Anti-Racism Kit. We imagine the primary school version would have a similar url and as mentioned the Commission has discretion over branding as per our contract with Hue

<https://www.antiracismkit.com.au/>

Happy to do whatever I can to support here to ensure the best outcome for everyone, so please reach out anytime

s 22

s 22

Project Lead - Public Awareness and Education, Race Discrimination Team

[Australian Human Rights Commission](#)

GPO Box 5218, Sydney NSW 2001

s 22

s 22 | W [humanrights.gov.au](https://www.humanrights.gov.au)

*We acknowledge the Traditional Custodians of Country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respect to their Elders past, present and future.*

**From:** [Darren Dick](#)  
**To:** [Leanne Smith](#); [Julie O'Brien](#); [s 22](#) [Rosalind Croucher](#)  
**Subject:** Re: Hue & online learning [SEC=OFFICIAL]  
**Date:** Thursday, 11 April 2024 12:44:16 PM

---

Definitely - and rdt will send answers to Julie's questions tomorrow as well.

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---

**From:** Leanne Smith [s 47F](#)  
**Sent:** Thursday, April 11, 2024 12:20:34 PM  
**To:** Darren Dick [s 47F](#) >; Julie O'Brien  
[s 47F](#) [s 22](#)  
Rosalind Croucher [s 47F](#)  
**Subject:** Re: Hue & online learning [SEC=OFFICIAL]

Good idea, I think we still need [s 22](#)'s input, on both approaches.

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---

**From:** Darren Dick [s 47F](#)  
**Sent:** Thursday, April 11, 2024 12:16:46 PM  
**To:** Julie O'Brien [s 47F](#); Leanne Smith  
[s 47F](#); [s 22](#)  
Rosalind Croucher [s 47F](#) >  
**Subject:** RE: Hue & online learning [SEC=OFFICIAL]

Dear Leanne

Giri was telling me that he has put an [s 47C](#) to you for consideration. Julie, I can forward his email on to you so you have it as well (he sent to me yesterday). As it intersects with any instructions, we need to bring the two strands of conversations together – it might be easiest to meet briefly early next week ?

Regards

Darren

---

**From:** Julie O'Brien [s 47F](#)  
**Sent:** Tuesday, April 9, 2024 10:43 AM  
**To:** Leanne Smith [s 47F](#) >; [s 22](#)  
[s 47F](#) Rosalind Croucher  
[s 47F](#); Darren Dick [s 47F](#)  
**Subject:** RE: Hue & online learning [SEC=OFFICIAL:Sensitive]

Thanks Leanne,

In terms of the nature of the amendment, I will need these instructions from [s 22](#) (Darren) and /or [s 22](#).

**From:** [Leanne Smith](#)  
**To:** [Rosalind Croucher](#)  
**Subject:** RE: Hue meeting today - message from s 22 [SEC=OFFICIAL]  
**Date:** Tuesday, 16 April 2024 1:26:00 PM

---

I can brief you in advance when you have time.

---

**From:** Rosalind Croucher s 47F  
**Sent:** Tuesday, April 16, 2024 1:21 PM  
**To:** Leanne Smith s 47F  
**Subject:** RE: Hue meeting today - message from s 22 [SEC=OFFICIAL]

Who is leading?

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

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---

**From:** Leanne Smith s 47F  
**Sent:** Tuesday, April 16, 2024 1:20 PM  
**To:** Rosalind Croucher s 47F  
**Subject:** RE: Hue meeting today - message from s 22 [SEC=OFFICIAL]

Hi Ros,

I have an appointment I can't move. Do you think you could attend and give me a read out?

Best,

Leanne

---

**From:** Rosalind Croucher <s 47F >  
**Sent:** Tuesday, April 16, 2024 12:53 PM  
**To:** Leanne Smith <s 47F >  
**Subject:** Fwd: Hue meeting today - message from s 22 [SEC=OFFICIAL]

Do you want me there?

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---

**From:** s 22  
**Sent:** Tuesday, April 16, 2024 12:46 PM  
**To:** s 22 ; s 22  
 Leanne Smith s 47F  
 Julie O'Brien s 47F >; Rosalind Croucher  
 s 47F ; Darren Dick <s 47F >  
**Subject:** RE: Hue meeting today - message from s 22 [SEC=OFFICIAL]

Hi s 22

Confirming Ross is available from 4.30pm to 5pm today.

s 22

---

**From:** s 22  
**Sent:** Tuesday, April 16, 2024 12:12 PM  
**To:** s 22  
 Leanne Smith s 47F ; Julie  
 O'Brien s 47F ; s 22  
 ; Rosalind Croucher  
 s 47F ; Darren Dick s 47F  
**Subject:** RE: Hue meeting today - message from s 22 [SEC=OFFICIAL]

Hi all,

The below staff are available for a 4.30pm-5pm meeting today:

Giri

s 22

s 22

Darren

Julie

s 22

Leanne, when you have a moment, can you please advise whether this is a suitable time for you?

s 22, can you please advise whether Ros is available at this time?

Many thanks all.

s 22

**Sent:** Tuesday, April 16, 2024 11:45 AM

**To:** s 22

Leanne Smith s 47F >; Julie O'Brien s 47F

**Subject:** RE: Hue meeting today - message from s 22 [SEC=OFFICIAL]

Need to check with leanne as she has a private appt.

**From:** s 22

**Sent:** Tuesday, April 16, 2024 11:39 AM

**To:** s 22

Leanne Smith s 47F

Julie O'Brien s 47F

**Subject:** Re: Hue meeting today - message from s 22 [SEC=OFFICIAL]

Thanks s 22, I am coordinating attendance from:

s 22

Giri

Darren

Many thanks,

s 22

**From:** s 22

**Sent:** Tuesday, April 16, 2024 11:37:30 AM

**To:** s 22 Leanne Smith

s 47F >; Julie O'Brien s 47F

**Cc:** s 22

**Subject:** RE: Hue meeting today - message from s 22 [SEC=OFFICIAL]

Hi s 22 – yes I'm available. I think Darren should also be in the meeting if he isn't already.

Cheers, s 22

s 22

Director, Strategic Communications

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s 22

s 22 | W [humanrights.gov.au](http://humanrights.gov.au)



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---

**From:** s 22

**Sent:** Tuesday, April 16, 2024 11:35 AM

**To:** Leanne Smith <s 47F>; s 22

<s 22>; Julie O'Brien <s 47F>

**Cc:** s 22

**Subject:** Hue meeting today - message from s 22 [SEC=OFFICIAL]

Can you do this today 4:30pm?

s 22

Executive Assistant to the Chief Executive

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s 22

s 22 | W [humanrights.gov.au](http://humanrights.gov.au)



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*convenient to me and my work schedule. It is not my expectation that you read, respond, or follow up on this email outside your hours of work.*

---

**From:** s 22  
**Sent:** Tuesday, April 16, 2024 11:21 AM  
**To:** s 22  
**Subject:** Re: Grade 5&6 Resource platform & meeting follow up [SEC=OFFICIAL]

Any chance:

Julie  
Ros  
Leanne  
s 22

are free today 4.30pm-5pm today for the below?

---

**From:** s 22  
**Sent:** Tuesday, April 16, 2024 11:11:38 AM  
**To:** Julie O'Brien <s 47F>; Darren Dick  
s 47F  
**Subject:** Re: Grade 5&6 Resource platform & meeting follow up [SEC=OFFICIAL]

Thanks Julie, noted- will keep trying to coordinate.

Many thanks,  
s 22

---

**From:** Julie O'Brien <s 47F>  
**Sent:** Tuesday, April 16, 2024 11:09:58 AM  
**To:** Darren Dick <s 47F>  
**Cc:** s 22  
**Subject:** FW: Grade 5&6 Resource platform & meeting follow up [SEC=OFFICIAL]

Hi Darren and s 22,

Just flagging that I am on leave on Thursday and Friday – if possible, it would be great if the meeting in relation to Hue consulting could be today or tomorrow,

Kind regards  
Julie

---

**From:** Darren Dick <s 47F>  
**Sent:** Tuesday, April 16, 2024 11:07 AM  
**To:** Leanne Smith <s 47F>; s 22

s 22 [REDACTED] Julie O'Brien s 47F [REDACTED]; Rosalind  
Croucher <s 47F [REDACTED]>  
**Subject:** RE: Grade 5&6 Resource platform & meeting follow up [SEC=OFFICIAL]

s 22 [REDACTED] is currently finding a meeting time in the next few days  
Regards  
Darren

From: [REDACTED]  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: [REDACTED]

Microsoft Teams Meeting: <https://teams.microsoft.com/join/...>  
Join the meeting from a mobile device: <https://teams.microsoft.com/join/...>  
Meeting ID: 428 638 643 898  
Passcode: 643 898  
Did you by phone: 61 2 819 8883 34372729  
Find a host number: <https://teams.microsoft.com/join/...>  
Phone conference ID: 343 898 643 898  
For assistance: <https://support.office.com/teams>

**From:** [Rosalind Croucher](#)  
**To:** [Leanne Smith](#); s 22  
**Subject:** HUE contract [SEC=OFFICIAL:Sensitive]  
**Date:** Friday, 19 April 2024 3:45:00 PM

---

Dear both,

s 22 – any further from our discussion the other day?

Darren and Julie are now away so we are somewhat hampered in being able to conclude this matter now.

Leanne, should we speak to Giri this arvo?

Ros

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
President

**Australian Human Rights Commission**

Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

s 47F

s 47F

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**From:** [Leanne Smith](#)  
**To:** s 22 [Julie O'Brien](#)  
**Cc:** [Rosalind Croucher](#); [Giridharan Sivaraman](#); [Darren Dick](#)  
**Subject:** Hue [SEC=OFFICIAL]  
**Date:** Friday, 19 April 2024 4:34:09 PM  
**Attachments:** [image001.png](#)  
[image003.png](#)

---

Hi s 22 and Julie,

Although I wasn't at the meeting on Tuesday, I understand you both have some feedback to provide ahead of a final decision on how to proceed with this contract. Grateful your final feedback as soon as you can.

Ros is arranging a meeting for Monday – we need to make a decision. I've had another meeting with AGD that I need to report on too.

Best Wishes,

Leanne

**Leanne Smith**  
Chief Executive

**Australian Human Rights Commission**  
GPO Box 5218  
Sydney NSW 2001

s 47F [W humanrights.gov.au](http://www.humanrights.gov.au)

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**From:** [Giridharan Sivaraman](#)  
**To:** s 22  
**Subject:** notes from your meeting with Hue [SEC=OFFICIAL]  
**Date:** Monday, 22 April 2024 1:59:54 PM

---

Hi s 22,

Could you pls send the notes (or a summary if there are no notes) from your meeting with Hue to Leanne Smith? So she's fully appraised of the Commission's interactions before she responds.

Thanks,

**Giridharan Sivaraman** (he/him)  
Race Discrimination Commissioner

**Australian Human Rights Commission**

GPO Box 5218, Sydney NSW 2001

[W humanrights.gov.au](http://www.humanrights.gov.au)

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the Gadigal peoples of the Eora Nation, and pay  
our respects to their Elders, past, present and future.*





**From:** s 22  
**To:** [Leanne Smith](#); [Julie O'Brien](#); [Rosalind Croucher](#); [Giridharan Sivaraman](#)  
**Cc:** s 22  
**Subject:** RE: For instructions: Proposed variation of the Hue Contract [SEC=OFFICIAL]  
**Date:** Tuesday, 23 April 2024 4:14:55 PM  
**Attachments:** [RE Hue - queries SECOFFICIAL.msg](#)

---

Hi Leanne,

We have received and provided feedback and approval on Deliverable 2 (when Ros was the Acting RDC) and paid milestone 1. Here is the information we provided about project status through Darren on 12 April 2024.

---

**From:** Leanne Smith s 47F  
**Sent:** Tuesday, April 23, 2024 4:02 PM  
**To:** Julie O'Brien s 47F; Rosalind Croucher  
s 47F; Giridharan Sivaraman  
s 47F  
**Cc:** s 22  
**Subject:** RE: For instructions: Proposed variation of the Hue Contract [SEC=OFFICIAL]

Thanks Julie,

It was my understanding from RDT that deliverable 4 had already been provided and that deliverable 5 is what we are to expect next. s 22?

---

**From:** Julie O'Brien s 47F  
**Sent:** Tuesday, April 23, 2024 3:53 PM  
**To:** Leanne Smith s 47F; Rosalind Croucher  
s 47F; Giridharan Sivaraman  
s 47F  
**Cc:** s 22  
**Subject:** For instructions: Proposed variation of the Hue Contract [SEC=OFFICIAL]

Dear Ros, Leanne and Giri,

Legal have prepared a draft letter to Hue Consulting Pty Limited (**Hue**) requesting a reduction in the scope of their contract with the Commission dated 23 October 2023 (the **Contract**), for your instructions.

You will see that the letter requests that Hue deliver only Deliverables 3 and 4 under the Contract. I set out the reasons for this below. This can be amended depending on your views.



**From:** [Giridharan Sivaraman](#)  
**To:** [Julie O'Brien](#)  
**Cc:** s 22  
**Subject:** RE: For instructions: Proposed variation of the Hue Contract [SEC=OFFICIAL]  
**Date:** Wednesday, 24 April 2024 1:15:00 PM

---

Hi Julie,  
No changes from me.  
Giri

---

**From:** Julie O'Brien s 47F  
**Sent:** Wednesday, April 24, 2024 10:59 AM  
**To:** Giridharan Sivaraman s 47F  
**Cc:** s 22  
**Subject:** FW: For instructions: Proposed variation of the Hue Contract [SEC=OFFICIAL]

Hi Giri,

As you may have seen, Ros is happy for Leanne to send this letter to Hue.

We were hoping to send the letter today. Welcome your views, and any feedback you may have.

Kind regards  
Julie

---

**From:** Julie O'Brien  
**Sent:** Tuesday, April 23, 2024 3:53 PM  
**To:** Leanne Smith s 47F Rosalind Croucher  
s 47F Giridharan Sivaraman  
s 47F  
**Cc:** s 22  
**Subject:** For instructions: Proposed variation of the Hue Contract [SEC=OFFICIAL]

Dear Ros, Leanne and Giri,

Legal have prepared a draft letter to Hue Consulting Pty Limited (**Hue**) requesting a reduction in the scope of their contract with the Commission dated 23 October 2023 (the **Contract**), for your instructions.

You will see that the letter requests that Hue deliver only Deliverables 3 and 4 under the Contract. I set out the reasons for this below. This can be amended depending on your views.

**From:** [Julie O'Brien](#)  
**To:** [Leanne Smith](#)  
**Cc:** s 22  
**Subject:** For signature: Letter to Hue Consulting P/L [SEC=OFFICIAL]  
**Date:** Wednesday, 24 April 2024 2:46:00 PM  
**Attachments:** [image001.png](#)

---

Dear Leanne,

Ros and Giri have now approved the attached letter to Hue Consulting: [20240424 Letter to Hue .docx](#)

Could you please affix your signature, and send the letter.

Please let me know if you would like to discuss,

Kind regards

Julie

**Julie O'Brien**  
General Counsel

**Australian Human Rights Commission**  
Level 3, 175 Pitt Street, Sydney NSW 2000  
GPO Box 5218, Sydney NSW 2001

s 47F

s 47F | [W humanrights.gov.au](http://www.humanrights.gov.au)

Human rights: everyone, everywhere, everyday

s 22

---

**From:** s 22  
**Sent:** Tuesday, April 30, 2024 5:31 PM  
**To:** s 22 >  
**Cc:** Rosalind Croucher s 47F >; Leanne Smith s 47F >; Darren Dick s 47F >  
**Subject:** RE: Hot Topic Briefs for the AGO - now due COB 30 April 2024 [SEC=OFFICIAL]  
**Importance:** High

Hello s 22,

I have prepared the draft content for the HTBs allocated to the RDT and as per the template instructions.

s 22  
 [Redacted]  
 [Redacted]  
 [Redacted]

[AHRC-10 Hue Contract for primary school anti-racism resources - Hot Topic Brief Template.docx](#)

I note that, with respect to the Hue brief, there are a series of comments for consideration and update points that will need action before this brief is transmitted to the AGD.

I am available to discuss the briefs as required.

s 22

---

**From:** s 22  
**Sent:** Tuesday, April 23, 2024 5:45 PM  
**To:** s 22  
 [Redacted]  
 [Redacted]  
 [Redacted]  
 [Redacted]  
 [Redacted]  
 [Redacted]  
 [Redacted]  
**Cc:** Rosalind Croucher s 47F >; Leanne Smith s 47F >; Darren Dick s 47F >; s 22 >  
 [Redacted]  
 [Redacted]

**Subject:** Hot Topic Briefs for the AGO - now due COB 30 April 2024 [SEC=OFFICIAL]

**Importance:** High

Dear colleagues,

As mentioned in my Senates Estimates email last week, AGDs have requested that we provide them with 12 of our briefs. I have listed the title of these briefs below and allocated the relevant staff member to action each brief based on previous allocations (Please let me know if I've got anything wrong there).

**Briefs to be prepared for the AGO**

- s 22 [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- Hue Contract for primary school anti-racism resources – s 22 [Redacted]

s 22 [Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

[Redacted]  
[Redacted]

[Redacted]  
[Redacted]  
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[Redacted]  
[Redacted]

[Redacted]  
[Redacted]

[Redacted]

[Redacted]

s 22

*Legal and Research Officer to the President*

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

s 22

| W [www.humanrights.gov.au](http://www.humanrights.gov.au)

We acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past and present.



**From:** s 22  
**To:** [Leanne Smith](#); s 22  
**Cc:** [Rosalind Croucher](#); s 22  
**Subject:** RE: Hot Topic Briefs for the AGO - now due COB 30 April 2024 [SEC=OFFICIAL]  
**Date:** Thursday, 2 May 2024 2:21:00 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)

Thanks Leanne, noted. We will be in touch tomorrow morning to make sure everything is good to go in line with the midday deadline.

s 22

---

**From:** Leanne Smith <s 47F >  
**Sent:** Wednesday, May 1, 2024 5:13 PM  
**To:** s 22  
**Cc:** Rosalind Croucher <s 47F >; Darren Dick <s 47F >  
**Subject:** RE: Hot Topic Briefs for the AGO - now due COB 30 April 2024 [SEC=OFFICIAL]

This one will have to wait till Friday I think

---

**From:** s 22  
**Sent:** Wednesday, May 1, 2024 5:08 PM  
**To:** s 22  
**Cc:** Rosalind Croucher <s 47F > Leanne Smith <s 47F >; Darren Dick <s 47F >  
**Subject:** RE: Hot Topic Briefs for the AGO - now due COB 30 April 2024 [SEC=OFFICIAL]

Hi s 22,

Thanks for your message – the comments included in the Hue brief need to be considered by the Chief Executive and the President and then action taken as per their decisions. I am not fully across the status of recent activities related to this matter.

Many thanks

s 22

---

**From:** s 22  
**Sent:** Wednesday, May 1, 2024 3:29 PM  
**To:** s 22

Cc: Rosalind Croucher <s 47F>; Leanne Smith  
s 47F >; Darren Dick <s 47F>  
**Subject:** RE: Hot Topic Briefs for the AGO - now due COB 30 April 2024 [SEC=OFFICIAL]

Thanks s 22, noting I have received this (was off yesterday) and looping in s 22 so you can disregard her last email!

Do you have any visibility on when the Hue brief will be finalised?

Thanks

---

**From:** s 22  
**Sent:** Tuesday, April 30, 2024 5:31 PM  
**To:** s 22  
**Cc:** Rosalind Croucher s 47F; Leanne Smith  
s 47F; Darren Dick s 47F  
**Subject:** RE: Hot Topic Briefs for the AGO - now due COB 30 April 2024 [SEC=OFFICIAL]  
**Importance:** High

Hello s 22,

I have prepared the draft content for the HTBs allocated to the RDT and as per the template instructions.

s 22  
[Redacted]  
[Redacted]  
[Redacted]  
[AHRC-10 Hue Contract for primary school anti-racism resources - Hot Topic Brief Template.docx](#)

I note that, with respect to the Hue brief, there are a series of comments for consideration and update points that will need action before this brief is transmitted to the AGD.

I am available to discuss the briefs as required.

s 22

---

**From:** s 22  
**Sent:** Tuesday, April 23, 2024 5:45 PM  
**To:** s 22

**From:** [Darren Dick](#)  
**To:** [Rosalind Croucher](#); [Leanne Smith](#)  
**Cc:** [Rachel Holt](#)  
**Subject:** Catch up with AGD - updates. [SEC=UNCLASSIFIED]  
**Date:** Monday, 13 May 2024 3:26:26 PM

---

Dear Ros and Leanne

Some updates from AGD catchup:

s 22 [Redacted]

[Redacted]

2. Estimates

Petra will get back in touch pre-Estimates, but they preparing their talking points re Hue, Sara etc - anticipating they will say 'a matter for the Commission' but Petra will let us know if anything different once approved

s 22 [Redacted]

s 22 [Redacted]

s 22 [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Regards  
Darren

**From:** [Leanne Smith](#)  
**To:** [Darren Dick](#)  
**Cc:** [Julie O'Brien](#)  
**Subject:** Hue meeting [SEC=OFFICIAL]  
**Date:** Tuesday, 14 May 2024 4:37:41 PM  
**Attachments:** [image001.png](#)  
[image003.png](#)

---

Hi Darren,

Further to our meeting this morning, can you please confirm that **s 22** will lead the meeting with Hue and let me know if that happened today or not? We just need the date for the deliverables so we can amend the contract.

Best,

Leanne

**Leanne Smith**

Chief Executive

**Australian Human Rights Commission**

GPO Box 5218

Sydney NSW 2001

**s 47F** | [W humanrights.gov.au](http://www.humanrights.gov.au)

We acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders - past, present and future.



**FREE + EQUAL**  
**HUMAN RIGHTS CONFERENCE**  
6-7 June 2024



*The Commission supports flexible working arrangements, and I am sending this message at a time that is convenient to me and my work schedule. It is not my expectation that you read, respond, or follow up on this email outside your hours of work.*

**From:** § 22  
**To:** § 22  
**Subject:** Discussion of Hue contract and licensing [SEC=OFFICIAL]

---

Microsoft Teams Need help? <<https://aka.ms/JoinTeamsMeeting?omkt=en-US>>

Join the meeting now <[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_NzQ5NTk2MGMtYTkWMS00OTcyLWlwNjAtZTZkZjZiYzQ0MTUw%40thread.v2/0?context=%7b%22Tid%22%3a%22ea4cdebd-454f-4218-919b-7adc32bf1549%22%2c%22Oid%22%3a%227576667e-5143-4271-95b5-6b1a512283e9%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NzQ5NTk2MGMtYTkWMS00OTcyLWlwNjAtZTZkZjZiYzQ0MTUw%40thread.v2/0?context=%7b%22Tid%22%3a%22ea4cdebd-454f-4218-919b-7adc32bf1549%22%2c%22Oid%22%3a%227576667e-5143-4271-95b5-6b1a512283e9%22%7d)>

Meeting ID: 412 920 396 970

Passcode: eE89jq

---

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Phone conference ID: 461 131 568#

For organizers: Meeting options <[https://teams.microsoft.com/meetingOptions/?organizerId=7576667e-5143-4271-95b5-6b1a512283e9&tenantId=ea4cdebd-454f-4218-919b-7adc32bf1549&threadId=19\\_meeting\\_NzQ5NTk2MGMtYTkWMS00OTcyLWlwNjAtZTZkZjZiYzQ0MTUw@thread.v2&messageId=0&language=en-US](https://teams.microsoft.com/meetingOptions/?organizerId=7576667e-5143-4271-95b5-6b1a512283e9&tenantId=ea4cdebd-454f-4218-919b-7adc32bf1549&threadId=19_meeting_NzQ5NTk2MGMtYTkWMS00OTcyLWlwNjAtZTZkZjZiYzQ0MTUw@thread.v2&messageId=0&language=en-US)> | Reset dial-in PIN <<https://dialin.teams.microsoft.com/usp/pstnconferencing>>

---

**From:** s 22  
**To:** s 22  
**Cc:** s 22  
**Subject:** RE: Costing of deliverables 2-4 [SEC=OFFICIAL]  
**Date:** Wednesday, 22 May 2024 12:19:47 PM

---

Hi s 22,

Ros has approved the inclusion of the information from Hue into a contract variation and Julie will send it through shortly.

Please let Sonia know this if you think it would be good for her to have a heads up. Or I can send a message.

s 22

---

**From:** s 22  
**Sent:** Wednesday, May 22, 2024 8:55 AM  
**To:** s 22  
**Cc:** s 22  
**Subject:** RE: Costing of deliverables 2-4 [SEC=OFFICIAL]

Many thanks s 22,

s 22

---

**From:** s 22  
**Sent:** Wednesday, May 22, 2024 8:46 AM  
**To:** s 22  
**Cc:** s 22  
**Subject:** RE: Costing of deliverables 2-4 [SEC=OFFICIAL]

Hi s 22

Thank you for this information. I have share it with Julie with the recommendation to vary the contract to reflect the amount set out in the attached invoice and with an end date of 28 May 2024.

As soon as I have advice from her regarding whether she will be progress this as recommended I will let you know so you can be in touch with Hue to advise them.

**From:** s 22  
**To:** [Julie O'Brien](#)  
**Cc:** [Leanne Smith](#); s 22  
**Subject:** RE: Costing of deliverables 2-4 [SEC=OFFICIAL]  
**Date:** Wednesday, 22 May 2024 7:21:20 PM  
**Attachments:** [Variation of Hue Contract\\_240522.docx](#)

---

Hello Julie,

Confirming the attached was sent across to Hue this afternoon for consideration and signature.

Many thanks for Legal's support in preparing this variation.

s 22

---

**From:** Julie O'Brien s 47F  
**Sent:** Wednesday, May 22, 2024 2:46 PM  
**To:** s 22  
**Cc:** Leanne Smith s 47F s 22  
**Subject:** RE: Costing of deliverables 2-4 [SEC=OFFICIAL]

That sounds great, thanks s 22

s 47C

---

**From:** Julie O'Brien s 47F  
**Sent:** Wednesday, May 22, 2024 12:43 PM

**From:** [Peter Wertheim](#)  
**To:** [Rosalind Croucher](#)  
**Subject:** Australian Human Rights Commission consultant  
**Date:** Monday, 18 March 2024 8:04:42 AM  
**Importance:** High

---

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

Dear Rosalind

I am contacting you about Elsa Tuet Rosenberg, a Co-founder & Director of 'Hue: Colour the Conversation', which bills itself as "an antiracism organisation that runs antiracism training and consulting": <https://www.purposeconference.co/elsa-tuet-rosenberg-presenter>

I have been informed that Ms Rosenberg, through Hue, is doing consulting work for the Australian Human Rights Commission in the 'Racism: It stops with me' campaign: <https://itstopswithme.humanrights.gov.au/resourcehub/hue-anti-racism-training>

Our concern is that Ms Rosenberg is one of the people who were reportedly prolific sharers of the [leaked personal details of Jewish creatives from a WhatsApp group](#), which led to the Prime Minister moving to ban the online form of harassment (known as 'doxing'): <https://www.theaustralian.com.au/nation/politics/antiisrael-activists-these-are-the-faces-of-a-hideous-hatred-that-has-no-place-in-our-country/news-story/d35e57521f944a048d6d42febaf983b4>; <https://www.haaretz.com/world-news/asia-and-australia/2024-02-06/ty-article/death-threats-boycotts-target-jewish-creatives-in-australia/0000018d-7e43-d636-ade7-7eefae580000>

Following on from the Prime Minister's statement, you might have noticed that the Federal Attorney-General last Monday announced a national consultation to formulate laws to combat doxing: <https://ministers.ag.gov.au/media-centre/national-consultation-laws-combat-doxing-now-open-11-03-2024>.

In our view, if Ms Rosenberg was involved in the mass-doxing of the Jewish creatives group, then it is not appropriate for her to be engaged by the Australian Human Rights Commission in any capacity to do anti-racism work.

Would you kindly look into the matter and let me know, preferably by cob tomorrow, whether Ms Rosenberg continues to have any anti-racism role with the Commission and, if so, why this is considered appropriate.

On a not-unrelated matter, I have been thinking of the recent lack of focus on antisemitism in the 'Racism: It stops with me' campaign, at a time of record levels of antisemitic incidents. If you think it could help, the ECAJ would be happy to do a presentation for senior AHRC staff on contemporary antisemitism. In February 2015 we did something similar at the AHRC which was also attended by the human rights/anti-discrimination commissioners of each State and Territory and of New Zealand. The Aboriginal and Torres Strait Islander Social Justice Commissioner, Mick Gooda, also attended. Please let me know if this would be of interest.

Kind regards

Peter

**Peter Wertheim AM | co-Chief Executive Officer**

phone: **S 47F** | m: **S 47F** | fax **S 47F**

e: **S 47F** | [www.ecaj.org.au](http://www.ecaj.org.au)



**Executive Council of  
Australian Jewry**

**From:** [Rosalind Croucher](#)  
**To:** [Peter Wertheim](#)  
**Cc:** [s 22](#); [Giridharan Sivaraman](#)  
**Subject:** RE: Australian Human Rights Commission consultant [SEC=OFFICIAL]  
**Date:** Tuesday, 19 March 2024 12:01:00 PM

---

Dear Peter,

Thank you for drawing this matter to our attention. We closely scrutinise all contracting arrangements as part of regular due diligence processes for all external contracting arrangements. The contract was executed on 23 October 2023 following a procurement process in keeping with Commonwealth Government procurement requirements. Delivery of the resource is anticipated in April 2024.

With respect to your suggestion about expanding understanding of antisemitism and the levels of antisemitic incidents in Australia, our new Race Discrimination Commissioner, Giri Sivaraman, whom we welcomed to the Commission on 4 March 2024, is currently building a program of community consultation and other activities which will include engagement with Jewish communities and experts in antisemitism. The Commission anticipates this engagement will help shape an information campaign, including through the platform of the *Racism. It Stops With Me Campaign*, that can support communities affected by antisemitism.

I understand Commissioner's Sivaraman's team is working with my EA to find a time for us all to meet in the weeks you have indicated you are available (following my suggestion for me to introduce Giri to you). I have copied into this message Giri and his team Director, [s 22](#).

Sincerely,  
Rosalind

[Emeritus Professor Rosalind Croucher AM FAAL FRSA FACLM\(Hon\)](#)  
President

**Australian Human Rights Commission**  
Level 3, 175 Pitt Street, Sydney NSW 2000  
GPO Box 5218, Sydney NSW 2001

T +[s 47F](#)

E [s 47F](#) | W [humanrights.gov.au](http://humanrights.gov.au)



We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past, present and future.

**From:** Peter Wertheim s 47F  
**Sent:** Monday, March 18, 2024 8:04 AM  
**To:** Rosalind Croucher s 47F  
**Subject:** Australian Human Rights Commission consultant  
**Importance:** High

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

Dear Rosalind

I am contacting you about Elsa Tuet Rosenberg, a Co-founder & Director of 'Hue: Colour the Conversation', which bills itself as "an antiracism organisation that runs antiracism training and consulting": <https://www.purposeconference.co/elsa-tuet-rosenberg-presenter>

I have been informed that Ms Rosenberg, through Hue, is doing consulting work for the Australian Human Rights Commission in the 'Racism: It stops with me' campaign: <https://itstopswithme.humanrights.gov.au/resourcehub/hue-anti-racism-training>

Our concern is that Ms Rosenberg is one of the people who were reportedly prolific sharers of the [leaked personal details of Jewish creatives from a WhatsApp group](#), which led to the Prime Minister moving to ban the online form of harassment (known as 'doxing'):  
<https://www.theaustralian.com.au/nation/politics/antiisrael-activists-these-are-the-faces-of-a-hideous-hatred-that-has-no-place-in-our-country/news-story/d35e57521f944a048d6d42febaf983b4>; <https://www.haaretz.com/world-news/asia-and-australia/2024-02-06/ty-article/death-threats-boycotts-target-jewish-creatives-in-australia/0000018d-7e43-d636-adeb-7eefae580000>

Following on from the Prime Minister's statement, you might have noticed that the Federal Attorney-General last Monday announced a national consultation to formulate laws to combat doxing: <https://ministers.ag.gov.au/media-centre/national-consultation-laws-combat-doxing-now-open-11-03-2024>.

In our view, if Ms Rosenberg was involved in the mass-doxing of the Jewish creatives group, then it is not appropriate for her to be engaged by the Australian Human Rights Commission in any capacity to do anti-racism work.

Would you kindly look into the matter and let me know, preferably by cob tomorrow, whether

s 22

**Subject:** The Australian media request [SEC=OFFICIAL]

**From:** Demetriadi, Alexi <[alexi.demetriadi@news.com.au](mailto:alexi.demetriadi@news.com.au)>

**Sent:** Wednesday, March 20, 2024 11:18 AM

**To:** Media AHRC <[media@humanrights.gov.au](mailto:media@humanrights.gov.au)>

**Subject:** The Australian media request

You don't often get email from [alexi.demetriadi@news.com.au](mailto:alexi.demetriadi@news.com.au). [Learn why this is important](#)

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

Hi all,

Sorry to bother and hope everyone is well!

Alexi here from The Australian.

Doing a story for tomorrow's edition and was keen for some comments and information from the AHRC

*Pertains to the employment, or contract, given to a company owned by Ms Elsa Tuet-Rosenberg, "Hue".*

*Ms Tuet-Rosenberg widely shared hundreds of social media posts pertaining to the February doxxing of 600 Jewish creatives, including many including links to the now-deleted webpage which hosted the spreadsheet of those people's details.*

Some questions below.

Let me know if any issues, would need back by **4:30pm** - number is **s 47F**

Thanks! Very best wishes, Alexi

### **Questions:**

*Q. The doxxing incident is subject to an ongoing Vic Police investigation and instigated the federal government accelerating provisions against doxxing -- what are the AHRC's thoughts on doxxing?*

*Q. Hue were awarded a contract to provide training and consultation as part of the AHRC's anti-racism campaign:*

- *What does this entail?*
- *When does the contract end?*
- *How much was the contract worth?*

*Q. Given Ms Tuet-Rosenberg's involvement in the doxxing, does the AHRC think Hue's ongoing contract and involvement with the commission on anti-racism appropriate? Is it considering cancelling the contract / involvement?*

*Q. Anything else to note?*

**ALEXI DEMETRIADI**

NSW Political Reporter

M: s 47F

E [alexi.demetriadi@news.com.au](mailto:alexi.demetriadi@news.com.au) W [theaustralian.com.au](http://theaustralian.com.au)

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We acknowledge the Traditional Owners of the land in all states and territories on which we work and report. We pay our respects to Aboriginal and Torres Strait Islander Elders past, present and emerging, and honour their history, cultures, and traditions of storytelling.

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**From:** [Gartmann, Petra](#)  
**To:** [Leanne Smith](#)  
**Cc:** s 22; [Rosalind Croucher](#); s 22; [Darren Dick](#);  
**Subject:** RE: Query [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 2:09:32 PM  
**Attachments:** [image001.png](#)

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

**OFFICIAL**

Many thanks Leanne – much appreciated.

**OFFICIAL**

**From:** Leanne Smith s 47F  
**Sent:** Wednesday, 20 March 2024 2:09 PM  
**To:** Gartmann, Petra s 47F  
**Cc:** s 22; Croucher, Rosalind(HumanRights)  
s 47F; s 22  
Darren Dick  
s 47F; s 22  
**Subject:** RE: Query [SEC=OFFICIAL]

Hi Petra, as discussed, responses below on your questions. We have also heard from AGO that they will run the line 'this is a matter for the AHRC'.

**From:** Gartmann, Petra s 47F  
**Sent:** Wednesday, March 20, 2024 1:46 PM  
**To:** Leanne Smith s 47F  
**Cc:** s 22  
**Subject:** RE: Query [SEC=OFFICIAL]

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**OFFICIAL**

Thanks Leanne

**OFFICIAL**

**From:** Leanne Smith s 47F  
**Sent:** Wednesday, 20 March 2024 1:43 PM  
**To:** Gartmann, Petra s 47F  
**Cc:** s 22  
**Subject:** RE: Query [SEC=OFFICIAL]

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---

For background only, while we source responses:

- AHRC commenced a limited tender procurement (6 quotes) in March 2023. The procurement was finalised with Hue as preferred supplier in Oct 2023.
- Product is due for delivery July 2024
- We contracted with Hue, not this individual. I note they have several principal partners

More soon. We will delay our response to The Guardian until our Comms people have spoken to AGO comms.

---

**From:** Gartmann, Petra <s 47F >  
**Sent:** Wednesday, March 20, 2024 1:29 PM  
**To:** Leanne Smith <s 47F >  
**Cc:** s 22  
**Subject:** Query [SEC=OFFICIAL]

**CAUTION:** This email originated from outside of the organisation. Verify the sender before you click links or open attachments. Email purporting to be from staff may be an impersonation attempt.

## OFFICIAL

Dear Leanne

As briefly discussed, I seek information on a potential media story about the AHRC having a contract (for anti-racism or cultural safety training) involving Ms Tuet-Rosenberg who is alleged to have been involved in the 'doxing' of a WhatsApp group in February this year.

The background I seek is:

1. Is AHRC aware of this allegation? YES
2. If yes, when did AHRC find out about the allegation, and MONDAY THIS WEEK– THROUGH PETER WERTHEIM
3. What action has or will the AHRC take in response to the allegation? AHRC WILL REVIEW THE CONTRACT BUT IS NOT AWARE OF ANY BREACH AT THIS STAGE AND INTENDS TO HONOUR THE CONTRACT

Happy to discuss and grateful for your urgent advice to pass to the office.

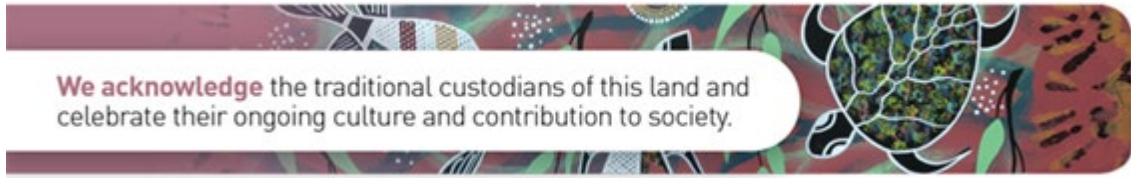
regards

Petra Gartmann (she/her)  
Assistant Secretary | Human Rights Branch

Attorney-General's Department

Mobile **s 47F**

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**From:** [Media AHRC](#)  
**To:** [Demetriadi, Alexi](#); [Media AHRC](#)  
**Subject:** RE: The Australian media request [SEC=OFFICIAL]  
**Date:** Wednesday, 20 March 2024 3:59:00 PM

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Hi Alexi,

Please see our response below, to be attributed to an Australian Human Rights Commission Spokesperson:

*“The Australian Human Rights Commission engaged in a contract with the organisation Hue, following a procurement process that began in March 2023 which complied with Commonwealth Government procurement requirements. Delivery of the resource is anticipated by July 2024.*

*“We closely scrutinise all contracting arrangements as part of regular due diligence processes for all external arrangements.*

*“The Australian Federal Government is currently undertaking a public consultation on doxxing and privacy reforms, introduced earlier this year by the Attorney-General’s Office.”*

ENDS

Kind regards,

s 22

s 22

Media Advisor

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

T +s 22 M +s 22

E s 22 | W [humanrights.gov.au](http://humanrights.gov.au)



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Human Rights  
Commission**

*everyone, everywhere, everyday*

We acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders - past, present and future.

**From:** Demetriadi, Alexi <alexι.demetriadi@news.com.au>

**Sent:** Wednesday, March 20, 2024 11:18 AM

**To:** Media AHRC <media@humanrights.gov.au>

**Subject:** The Australian media request

You don't often get email from [alexι.demetriadi@news.com.au](mailto:alexι.demetriadi@news.com.au). [Learn why this is important](#)

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Hi all,

Sorry to bother and hope everyone is well!

Alexi here from The Australian.

Doing a story for tomorrow's edition and was keen for some comments and information from the AHRC

*Pertains to the employment, or contract, given to a company owned by Ms Elsa Tuet-Rosenberg, "Hue".*

*Ms Tuet-Rosenberg widely shared hundreds of social media posts pertaining to the February doxxing of 600 Jewish creatives, including many including links to the now-deleted webpage which hosted the spreadsheet of those people's details.*

Some questions below.

Let me know if any issues, would need back by **4:30pm** - number is **s 47F**

Thanks! Very best wishes, Alexi

### **Questions:**

*Q. The doxxing incident is subject to an ongoing Vic Police investigation and instigated the federal government accelerating provisions against doxxing -- what are the AHRC's thoughts on doxxing?*

*Q. Hue were awarded a contract to provide training and consultation as part of the AHRC's anti-racism campaign:*

- *What does this entail?*
- *When does the contract end?*
- *How much was the contract worth?*

*Q. Given Ms Tuet-Rosenberg's involvement in the doxxing, does the AHRC think Hue's ongoing contract and involvement with the commission on anti-racism appropriate? Is it considering cancelling the contract / involvement?*

*Q. Anything else to note?*

**ALEXI DEMETRIADI**

NSW Political Reporter

M **s 47F**

E [alexi.demetriadi@news.com.au](mailto:alexi.demetriadi@news.com.au) W [theaustralian.com.au](http://theaustralian.com.au)

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**From:** [Media AHRC](#)  
**To:** [media@homeaffairs.gov.au](mailto:media@homeaffairs.gov.au)  
**Subject:** FW: ATTN **s 22** AHRC talking points [SEC=OFFICIAL]  
**Date:** Thursday, 21 March 2024 12:30:00 PM

---

Hi there,

Please see the response we sent to The Australian, which was to be attributed to an Australian Human Rights Commission Spokesperson:

*“The Australian Human Rights Commission engaged in a contract with the organisation Hue, following a procurement process that began in March 2023 which complied with Commonwealth Government procurement requirements. Delivery of the resource is anticipated by July 2024.*

*“We closely scrutinise all contracting arrangements as part of regular due diligence processes for all external arrangements.*

*“The Australian Federal Government is currently undertaking a public consultation on doxxing and privacy reforms, introduced earlier this year by the Attorney-General’s Office.”*

ENDS

Kind regards,

**s 22**

**s 22**

Media Advisor

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

**s 22**

**s 22**

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s 22

**Subject:** Thank you & recap [sec=official] [SEC=OFFICIAL]

**From:** s 47F

**Sent:** Friday, March 22, 2024 2:36 PM

**To:** s 22 ; s 22

**Cc:** Darren Dick s 47F ; s 47F

**Subject:** Thank you & recap

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s 22

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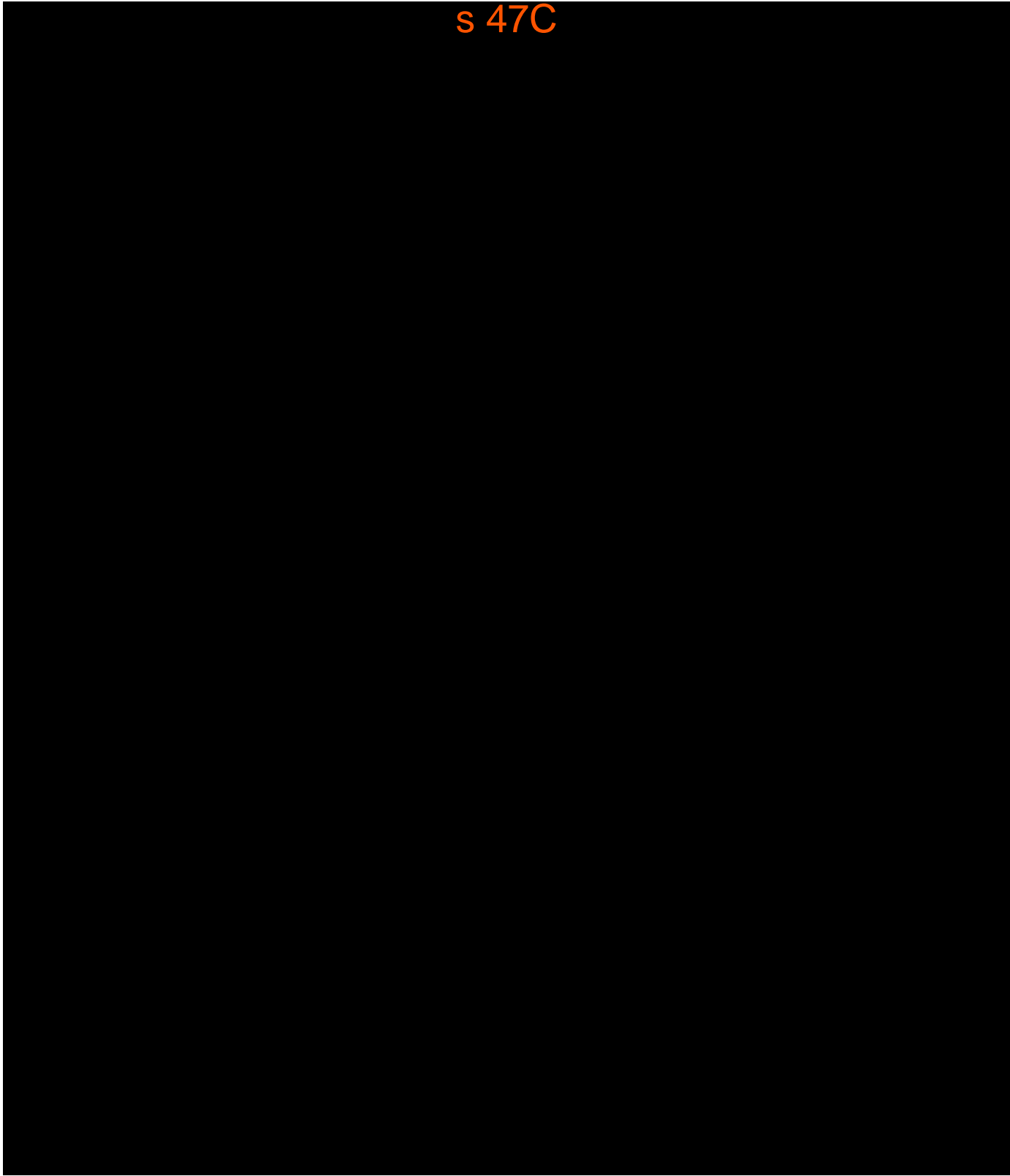
s 22

s 22

s 47F

\*\*\*\*\*

s 47C



**OFFICIAL**

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**From:** Darren Dick s 47F [redacted]

**Sent:** Thursday, 21 March 2024 12:48 PM

**To:** s 22 [redacted]

[redacted] s 22 [redacted]

**Cc:** s 22 [redacted]

s 22

Leanne Smith s 47F

s 22

**Subject:** Re: article in the Australian [SEC=OFFICIAL]

Dear s 22

Our media are talking to your media team now I understand. This is what we provided The Australian overnight:

*“The Australian Human Rights Commission engaged in a contract with the organisation Hue, following a procurement process that began in March 2023 which complied with Commonwealth Government procurement requirements. Delivery of the resource is anticipated by July 2024.*

*“We closely scrutinise all contracting arrangements as part of regular due diligence processes for all external arrangements.*

*“The Australian Federal Government is currently undertaking a public consultation on doxxing and privacy reforms, introduced earlier this year by the Attorney-General’s Office.”*

*ENDS*

And as per below, our legal section are reviewing the contract to consider s 47C

s 47C

Regards

Darren

s 47C



s 22

### 3. HUE contract update

Leanne advised that the Attorney-General's Department was seeking regular updates on this issue. She advised the AGD that she was seeking a meeting with HUE then to discuss possible ways forward with Commissioners.

Leanne also noted that the contract runs to 2026, which includes a hosting arrangement. The materials being prepared are to be finished this month (April). The Commission owns the copyright. It is our product.

Leanne proposed that the Commission had three options:

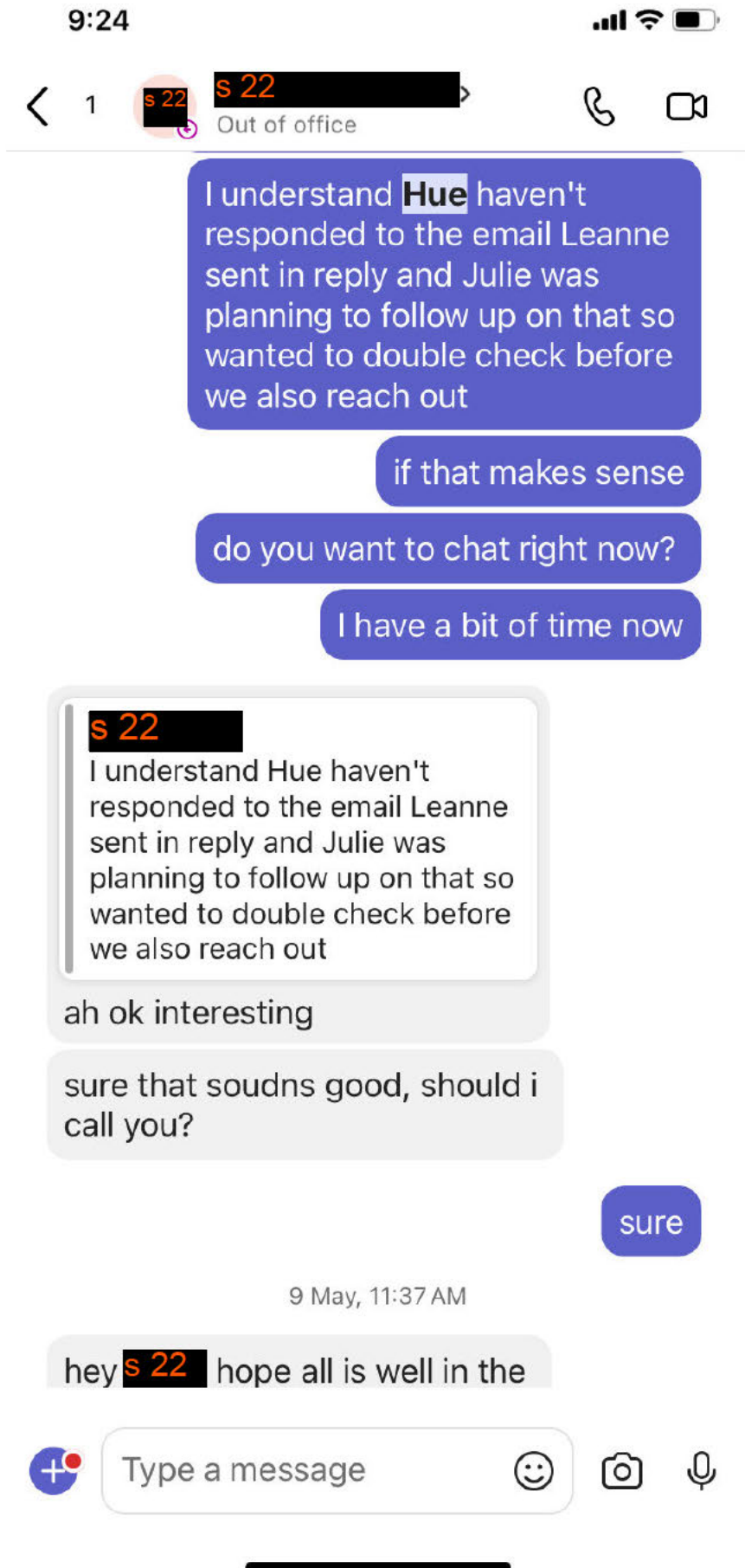


s 47C

The Commission needs to weigh that it has considered:

s 47C





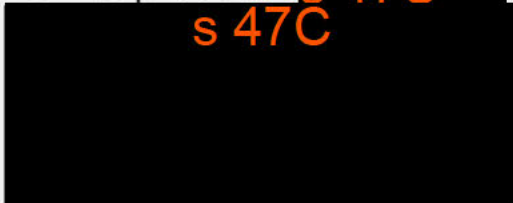
9:23



< 1  s 22 >  
Out of office



• Sonia (**Hue**) has reached out essentially to say we haven't heard from you but have recieved this communication from Leanne and are unsure how to proceed. s 47C



re **Hue** - just waiting to hear from Julie about whether we can communicate with them - I indicated we wanted to follow up



Type a message



Thu, 21 Mar at 4:49 PM

Hello Mark

The allegations in the Aus are extremely serious and alarming. Immediate actions since Peter W brought this to my attention on Monday: our CEO has reviewed the procurement; General counsel reviewed the contract. We are in the process of collecting available information and analysing. The consultancy, with Hue, was procured between Feb and Oct last year. Happy to discuss, as always, at any time. Ros

Thu, 21 Mar at 4:54 PM

Info just sent to AG:

Hello Mark

The allegations in the Aus are extremely serious and alarming. Immediate actions since Peter W brought this to my attention on Monday: our CEO has reviewed the procurement; General counsel reviewed the contract. We are in the process of collecting available information and analysing. The consultancy, with Hue, was procured between Feb and Oct last year. Happy to discuss, as always, at any time. Ros

Thanks Ros.

All commissioners also involved

Noted.

Wednesday, 17 April

s 22 17/04 8:04 am

Morning Giri, s 22 s 22 & s 22 would like 20min today to chat with you re Hue , there isn't many gaps in your diary, 3pm-3.20pm could work whilst you are in the chairman's lounge waiting to board (or 3pm-3.15pm if better with boarding), let me know what you think.

17/04 9:14 am

Does it have to be today? Can it wait until Friday?

s 22 17/04 1:35 pm

Yes it can- I have organised for Friday

17/04 1:41 pm

thanks

s 22 22/04 2:59 pm

hey Giri, have you got 5 to chat about your email re Hue meeting this afternoon?

s 22 22/04 3:32 pm

here are our notes from that meeting - just checking that this is what Leanne needs:



- s11C(1)(a)
- s 22 and s 22 gave update on Commission position and preference for shortening contract, host web resource on Commission website
- Hue again reiterated their firm position that this is a sub-optimal outcome
- s 47C
- s11C(1)(a) and s 22 to re-engage around 26 April with any updates

22/04 3:35 pm

happy to chat but I think your summary above is what Leanne needs

s 22 22/04 3:39 pm

ok great, I'll forward that on. Thanks

sorry, in copy/pasting I failed to include this point at the bottom

- Hue to pause work on the project until issue resolved

Leanne Smith 23/04 11:10 am



Hi Giri S 22

I'll call you on teams after 1pm. Have you let RDT know the decision point and how we are moving forward? I need to respond to S 22 about that readout of her Hue meeting.

23/04 11:39 am

yes I told S 22 yesterday that the decision has been made to put Hue's work on the AHRC website



Wednesday, 24 April

24/04 11:37 am

Any feedback on the proposed letter to Hue?

s 22 30/04 10:59 am

s 22

s 47C

s 22 30/04 10:59 am

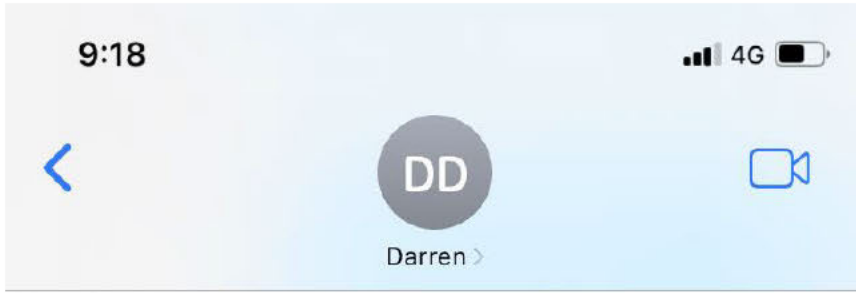
s 22

s 47C

s 22 [redacted] 30/04 10:53 am



s 47C [redacted]



Wed, 1 May at 8:58 AM

Hello- do you know if the email reply to Hue that Julie drafted has gone to them? Keen to chat about next steps and obviously need to know status before pressing them to deliver.

Thu, 2 May at 4:36 PM

Hi, Leanne has put a comment for you in the ce brief apparently (not sent to me). She's keen to sign it off so whether you get to it can you email her back that answered so she can approve ?

Thu, 2 May at 5:41 PM

This has been done, hopefully not too late for approval

s 22

Fri, 3 May at 11:09 AM

s 22



9:25

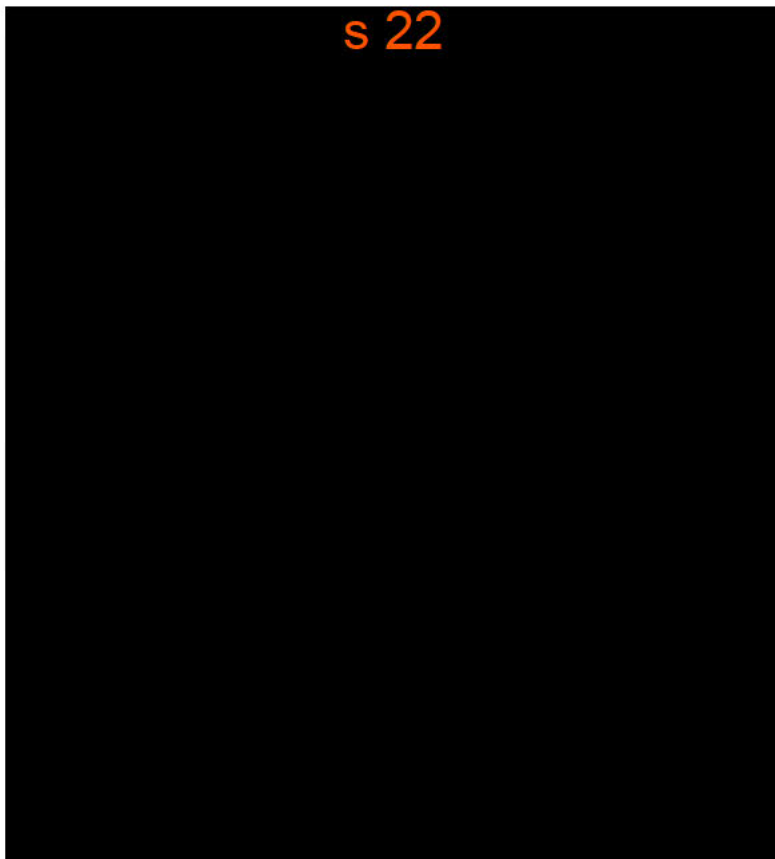


< 1  **s 22** >  
Out of office



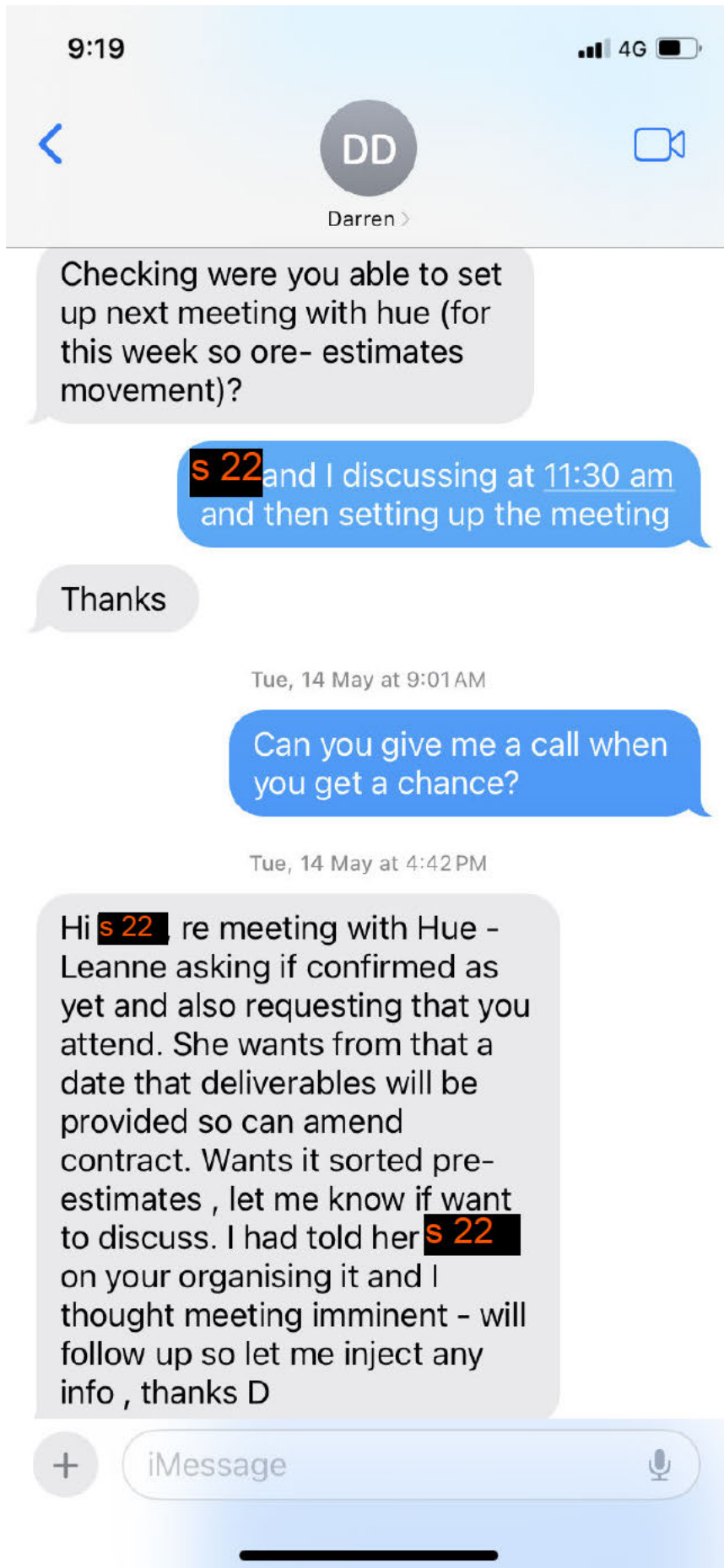
13 May, 8:30 AM

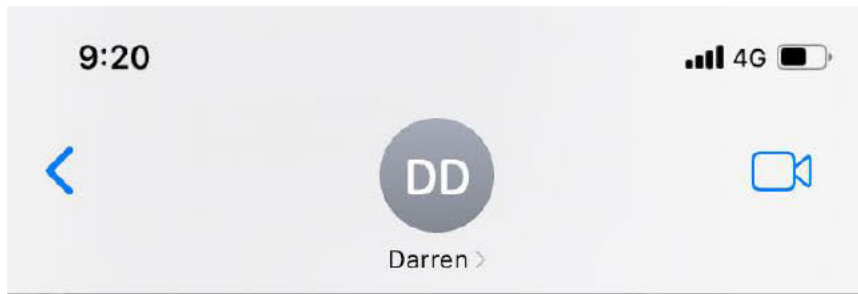
**s 22** We  
have now been asked to reach  
out to **Hue** to discuss  
deliverables 3 & 4 so let's touch  
base on that early today **s 22**  
**s 22**



Type a message







s 22  
Could you look at the email I sent earlier to go to Hue. I can add in a request for a meeting asap and include request for a date re deliverables. Happy to attend.

Thu, 16 May at 2:56 PM

An fyi that Hue has responded to our message indicating they'll be in touch with revised costings and timing next week- they are working now on adjustments to the work to reflect the variation.

Mon, 20 May at 8:45 AM

Let me know when you can discuss following up with Hue and the CE's meeting ask.

s 22

s 22



