

From: [Lorraine Finlay](#)
To: [Joanna Maxwell](#)
Subject: Some thoughts ... [SEC=OFFICIAL]
Date: Friday, 22 March 2024 1:14:00 AM
Attachments: [A Personal Reflection on Anti-Semitism \(Draft Only\) \(22 March 2024\).docx](#)

Good morning Joanna.

Following on from our discussions yesterday I've put down some thoughts about anti-Semitism in a draft op-ed. I'm going to get some sleep and see what the morning brings before I think about any next steps. At this stage this hasn't gone to anybody but you, and it would be good to speak about where the Commission is on this issue at some point later today.

At the very least – it was helpful to write in terms of clarifying my thoughts.

Many thanks,
Lorraine.

From: [Lorraine Finlay](#)
To: [Rosalind Croucher](#)
Subject: Some thoughts ... [SEC=OFFICIAL]
Date: Friday, 22 March 2024 10:33:00 AM
Attachments: [A Personal Reflection on Anti-Semitism \(Draft Only\) \(22 March 2024\).docx](#)
Importance: High

Dear Ros,

As discussed, I have attached some thoughts that I have written down.

[REDACTED]

[REDACTED] S 47C and S 47E

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

In any event, I am – as always – open to discussing possible next steps. I have also been trying to phone Giri and will make sure that I speak to him directly as a priority.

Warm regards,
Lorraine.

From: [Joanna Maxwell](#)
To: [Lorraine Finlay](#)
Subject: Re: Some thoughts ... [SEC=OFFICIAL]
Date: Friday, 22 March 2024 8:10:26 AM

Thanks Lorraine, I've read this with interest and am happy to chat. I'm WFH at least for the morning and have issues with seeing your calendar but I'm free before 10 or 12-2 if you want to set up a chat...I'd like to see how things went for you yesterday as well.

Regards

Joanna Maxwell

Director, Human Rights Team

Project Director, Age Research

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

T S 22
E W humanrights.gov.au

Human rights: everyone, everywhere, everyday

*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: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>

Sent: Friday, March 22, 2024 1:14:53 AM

To: Joanna Maxwell S 22

Subject: Some thoughts ... [SEC=OFFICIAL]

Good morning Joanna.

Following on from our discussions yesterday I've put down some thoughts about anti-Semitism in a draft op-ed. I'm going to get some sleep and see what the morning brings before I think about any next steps. At this stage this hasn't gone to anybody but you, and it would be good to speak about where the Commission is on this issue at some point later today.

At the very least – it was helpful to write in terms of clarifying my thoughts.

Many thanks,

Lorraine.

From: [Lorraine Finlay](#)
To: [Joanna Maxwell](#)
Subject: RE: Some thoughts ... [SEC=OFFICIAL]
Date: Friday, 22 March 2024 9:20:00 AM

Thanks Joanna.

I'm free before 10:30am. Did you want to chat at say 9:30am? I'll send through a Teams invite now.

Thank you.
 Lorraine.

From: Joanna Maxwell [REDACTED] S 22
Sent: Friday, March 22, 2024 8:10 AM
To: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>
Subject: Re: Some thoughts ... [SEC=OFFICIAL]

Thanks Lorraine, I've read this with interest and am happy to chat. I'm WFH at least for the morning and have issues with seeing your calendar but I'm free before 10 or 12-2 if you want to set up a chat...I'd like to see how things went for you yesterday as well.

Regards

Joanna Maxwell
 Director, Human Rights Team

Project Director, Age Research

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

T [REDACTED]
 E [REDACTED] S 22 [REDACTED] W humanrights.gov.au

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From: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>
Sent: Friday, March 22, 2024 1:14:53 AM
To: Joanna Maxwell [REDACTED] S 22
Subject: Some thoughts ... [SEC=OFFICIAL]

Good morning Joanna.

Following on from our discussions yesterday I've put down some thoughts about anti-Semitism in a draft op-ed. I'm going to get some sleep and see what the morning brings before I think about any next steps. At this stage this hasn't gone to anybody but you, and it would be good to speak about where the Commission is on this issue at some point later today.

At the very least – it was helpful to write in terms of clarifying my thoughts.

Many thanks,
Lorraine.

From: [Rosalind Croucher](#)
To: [Lorraine Finlay](#)
Subject: quick Feeback [SEC=OFFICIAL]
Date: Friday, 22 March 2024 12:55:49 PM
Attachments: [image001.jpg](#)
[A Personal Reflection on Anti-Semitism \(Draft Only\) \(22 March 2024\).docx](#)
[image002.png](#)

Hi Lorraine

I've marked up some thoughts and saved on my Sharepoint drive.
After you have considered, you need to loop in Leanne, Darren, Tracey and Giri.

The first three are in a planning day.

This will need the weekend's reflections as well, at least about how best to achieve what you and the Commission seeks to do. [A Personal Reflection on Anti-Semitism \(Draft Only\) \(22 March 2024\).docx](#).

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

T +61 2 9284 9614

E xxxxxxxx.xxxxxxxx@xxxxxxxxxxx.xxx.xx | W humanrights.gov.au



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From: [Lorraine Finlay](#)
To: [Giridharan Sivaraman](#)
Subject: Some initial thoughts [SEC=OFFICIAL]
Date: Friday, 22 March 2024 2:43:00 PM
Attachments: [A Personal Reflection on Anti-Semitism \(Draft Only\) \(22 March 2024\).docx](#)
[image001.gif](#)

Dear Giri,

Thank you for the conversation just now – I really appreciated it.

As discussed, I have attached some thoughts that I have written down. [REDACTED]

S 47C and 47E [REDACTED]
[REDACTED]
[REDACTED]

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

I have also provided these initial thoughts to Ros, and had a discussion with her about it. I indicated to her that I was also intending to discuss this with you.

I would sincerely welcome any thoughts that you might have, including about possible next steps.

Warm regards,
Lorraine.

[Lorraine Finlay](#)
[Human Rights Commissioner](#)

[Australian Human Rights Commission](#)
Level 3, 175 Pitt Street, Sydney NSW 2000

GPO Box 5218, Sydney NSW 2001

T +61 2 9284 9814 | F +61 2 9284 9611

E lorraine.xxxxxx@xxxxxxxxxxx.xxx.xx | W www.humanrights.gov.au



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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: [Lorraine Finlay](#)
To: [Joanna Maxwell](#)
Subject: FW: Some thoughts ... [SEC=OFFICIAL]
Date: Friday, 22 March 2024 2:45:00 PM
Importance: High

Hi Joanna,

I'm just going to forward you the emails with Ros & Giri for your background information.

I've spoken to Giri and it was a constructive conversation. He is going to reflect and come back to me, so I will wait for that before taking any next steps.

Many thanks,
Lorraine.

From: Lorraine Finlay
Sent: Friday, March 22, 2024 10:33 AM
To: Rosalind Croucher <~~xc@xx~~>
Subject: Some thoughts ... [SEC=OFFICIAL]
Importance: High

Dear Ros,

As discussed, I have attached some thoughts that I have written down.

S 47C and 47E



In any event, I am – as always – open to discussing possible next steps. I have also been trying to phone Giri and will make sure that I speak to him directly as a priority.

Warm regards,
Lorraine.

From: [Lorraine Finlay](#)
To: [Rosalind Croucher](#); [Giridharan Sivaraman](#)
Subject: Draft opinion piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 8:58:00 AM
Attachments: [image001.gif](#)
[A Personal Reflection on Anti-Semitism \(Final Draft\) \(25 March 2024\).docx](#)

Good morning Ros & Giri.

Thank you for the conversations last Friday with respect to the personal reflection that I had drafted for potential publication.

S 47C and S 47E

An updated draft is attached.

S 47C and S 47E

S 22

I'm available before then to discuss if you would like (or after the hearing), but my intention following that hearing would be to circulate to Leanne, Darren & Tracey to ensure that they have visibility. I would ideally like to submit it to the relevant paper by the end of today as I do think time is an important factor with respect to this particular issue but, as always, I am open to discussion with respect to the timing.

Kind regards,
Lorraine.

Lorraine Finlay
Human Rights Commissioner

Australian Human Rights Commission
Level 3, 175 Pitt Street, Sydney NSW 2000
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E lorraine.finlay@humanrights.gov.au | W www.humanrights.gov.au



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

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From: [Rosalind Croucher](#)
To: [Lorraine Finlay](#); [Giridharan Sivaraman](#)
Subject: RE: Draft opinion piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 10:00:53 AM
Attachments: [A Personal Reflection on Anti-Semitism \(Draft Only\) \(22 March 2024\).docx](#)
[image002.jpg](#)
[image003.gif](#)

Dear Giri.

FYI, here is the earlier draft with my markup.

Lorraine, [REDACTED] G (+7 UbX G (+9
[REDACTED].

Brief, as on a run...

Ros

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

Australian Human Rights Commission

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E xxxxxxxx.xxxxxxxx@xxxxxxxxxxx.xxx.xx | W humanrights.gov.au



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From: [Lorraine Finlay](#)
To: [Rosalind Croucher](#), [Giridharan Sivaraman](#)
Subject: RE: Draft opinion piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 10:04:00 AM
Attachments: [image001.jpg](#)
[image002.gif](#)

Thanks Ros.

S 47C



Thanks,
Lorraine.

From: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>
Sent: Monday, March 25, 2024 10:01 AM
To: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>; Giridharan Sivaraman <giridharan.sivaraman@humanrights.gov.au>
Subject: RE: Draft opinion piece [SEC=OFFICIAL]

Dear Giri.

FYI, here is the earlier draft with my markup.

Lorraine,  S 47C and S 47E



Brief, as on a run...
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

T +61 2 9284 9614

E rosalind.croucher@humanrights.gov.au | W humanrights.gov.au

From: [Giridharan Sivaraman](#)
To: [Rosalind Croucher](#); [Lorraine Finlay](#)
Subject: RE: Draft opinion piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 10:26:32 AM
Attachments: [image001.jpg](#)
[image002.gif](#)

Thanks Ros and Lorraine.

S 47C and S 47E
[Redacted]

[Redacted]

[Redacted]

I appreciate you giving us the opportunity to provide comment.

Thanks,

Giri

From: [Rosalind Croucher](#)
To: [Lorraine Finlay](#); [Giridharan Sivaraman](#)
Subject: RE: Draft opinion piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 11:12:01 AM
Attachments: [image001.jpg](#)
[image002.gif](#)

[REDACTED]

S 47C
[REDACTED]
[REDACTED]
[REDACTED]

R

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

Australian Human Rights Commission

Level 3, 175 Pitt Street, Sydney NSW 2000

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T +61 2 9284 9614

E rosalind.croucher@humanrights.gov.au | W humanrights.gov.au



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From: [Rosalind Croucher](#)
To: [Giridharan Sivaraman](#); [Lorraine Finlay](#)
Subject: RE: Draft opinion piece [SEC=OFFICIAL:Sensitive]
Date: Monday, 25 March 2024 11:34:21 AM
Attachments: [image001.jpg](#)
[image002.gif](#)

S 47C and S 47E
[Redacted]

[Redacted]

[Redacted]

Ros

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

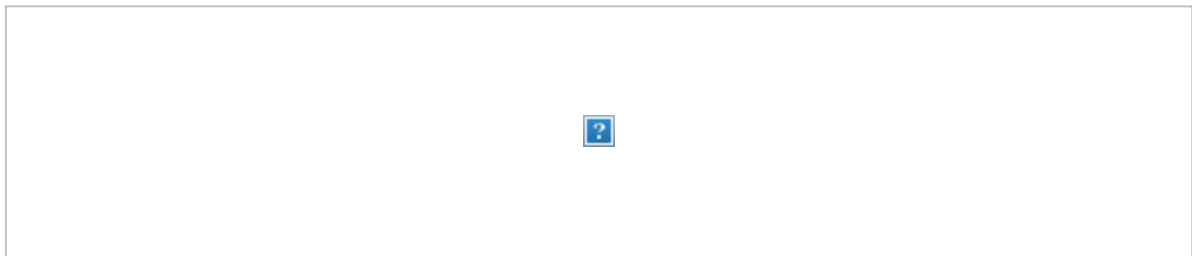
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From: [Lorraine Finlay](#)
To: [Giridharan Sivaraman](#); [Rosalind Croucher](#)
Subject: RE: Draft opinion piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 1:35:00 PM
Attachments: [image002.gif](#)
[image003.jpg](#)

Thanks so much to both of you. I greatly appreciate your input.

Giri – S 47C and 47E
[Redacted]

Many thanks,
Lorraine.

From: Giridharan Sivaraman <giridharan.sivaraman@humanrights.gov.au>
Sent: Monday, March 25, 2024 10:26 AM
To: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>; Lorraine Finlay <lorraine.finlay@humanrights.gov.au>
Subject: RE: Draft opinion piece [SEC=OFFICIAL]

Thanks Ros and Lorraine.

S 47C and S 47E
[Redacted]

[Redacted]

[Redacted]

I appreciate you giving us the opportunity to provide comment.

Thanks,

Giri

From: [Lorraine Finlay](#)
To: [Leanne Smith](#); [Tracey Young](#); [Darren Dick](#)
Cc: [Rosalind Croucher](#); [Giridharan Sivaraman](#); [Joanna Maxwell](#)
Subject: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 1:47:00 PM
Attachments: [image001.gif](#)
[A Personal Reflection on Anti-Semitism \(Final Draft\) \(25 March 2024\).docx](#)
Importance: High

Dear Leanne, Tracey & Darren,

Please find attached a draft piece that I have written, with some personal reflections on the current surge of anti-Semitism that we are seeing in Australia. I am proposing to submit this for publication, and would be intending to proceed with this later today.

S 47C and S 47E



I have been discussing this with both Ros and Giri since late last week, and have valued their reflections. I would similarly welcome any thoughts that you might have, and am available if needed to discuss this later afternoon (after the Commissioner's fortnightly meeting).

Kind regards,
Lorraine.

Lorraine Finlay
Human Rights Commissioner

Australian Human Rights Commission
Level 3, 175 Pitt Street, Sydney NSW 2000
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T +61 2 9284 9814 | F +61 2 9284 9611
E lorraine.xxxxxx@xxxxxxxxxxx.xxx.xx | W www.humanrights.gov.au



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From: [Rosalind Croucher](#)
To: [Lorraine Finlay](#); [Leanne Smith](#); [Tracey Young](#); [Darren Dick](#)
Cc: [Giridharan Sivaraman](#); [Joanna Maxwell](#)
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 1:51:01 PM
Attachments: [image002.jpg](#)
[image003.gif](#)

Dear Lorraine,

S 47C and S 47E
[Redacted]

Ros

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

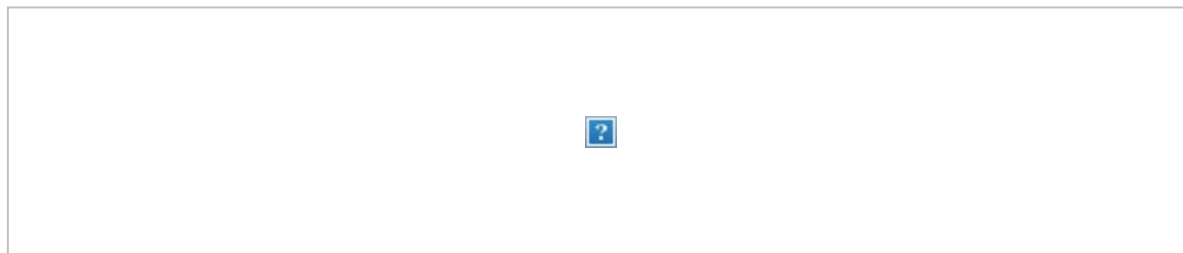
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From: Lorraine Finlay <xxxxxxxx.xxxxxxx@xxxxxxxxxxx.xxx.xx>

Sent: Monday, March 25, 2024 1:47 PM

To: Leanne Smith <xxxxxx.xxxxx@xxxxxxxxxxx.xxx.xx>; Tracey Young

S 22; Darren Dick <xxxxxx.xxxxx@xxxxxxxxxxx.xxx.xx>

Cc: Rosalind Croucher <xxxxxxxx.xxxxxxx@xxxxxxxxxxx.xxx.xx>; Giridharan Sivaraman

<xxxxxxxxx.xxxxxxxxxx@xxxxxxxxxxx.xxx.xx>; Joanna Maxwell

S 22

Subject: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

Importance: High

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S 47C and S 47E

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Kind regards,
Lorraine.

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From: [Lorraine Finlay](#)
To: [Rosalind Croucher](#)
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 2:02:00 PM
Attachments: [image001.jpg](#)
[image002.gif](#)

Dear Ros,

S 47C and S 47E
[Redacted]

[Redacted]

[Redacted]

Many thanks,
Lorraine.

From: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>
Sent: Monday, March 25, 2024 1:51 PM
To: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>; Leanne Smith <leanne.smith@humanrights.gov.au>; Tracey Young [Redacted] S 22
Darren Dick <darren.dick@humanrights.gov.au>
Cc: Giridharan Sivaraman <giridharan.sivaraman@humanrights.gov.au>; Joanna Maxwell [Redacted] S 22
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

Dear Lorraine,

S 47C and S 47E
[Redacted]

Ros

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

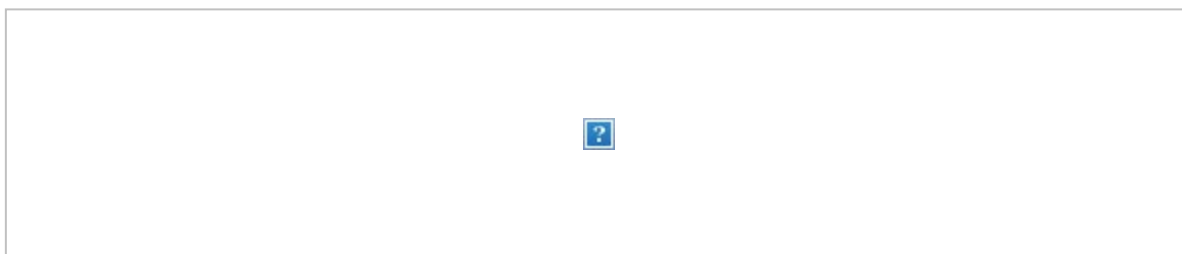
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From: [Rosalind Croucher](#)
To: [Lorraine Finlay](#)
Cc: [Giridharan Sivaraman](#)
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 3:30:49 PM
Attachments: [image001.jpg](#)
[image002.gif](#)

S 47C and S 47E
[Redacted]
[Redacted]
[Redacted]
[Redacted]

Ros

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

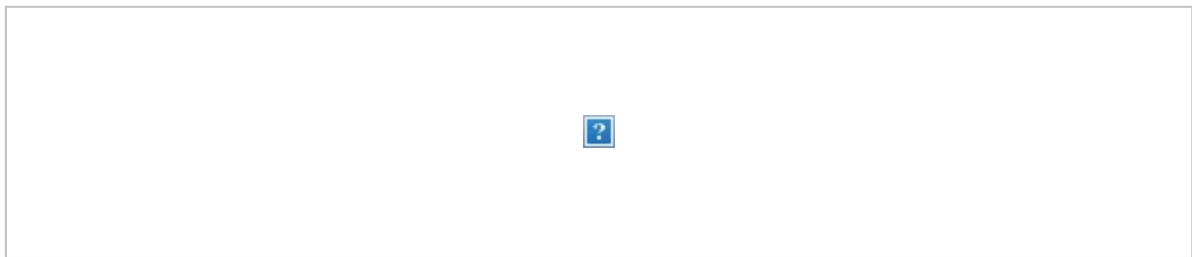
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From: [Lorraine Finlay](#)
To: [Rosalind Croucher](#)
Cc: [Giridharan Sivaraman](#)
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Monday, 25 March 2024 3:32:00 PM
Attachments: [image001.jpg](#)
[image002.gif](#)

Thanks Ros. [REDACTED] S47C

Kind regards,
Lorraine.

From: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>
Sent: Monday, March 25, 2024 3:31 PM
To: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>
Cc: Giridharan Sivaraman <giridharan.sivaraman@humanrights.gov.au>
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

[REDACTED] S 47C and S 47E

[REDACTED]

Ros

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From: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>
Sent: Monday, March 25, 2024 2:02 PM
To: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

Dear Ros,

S 47C and S 47E
[Redacted]

[Redacted]

[Redacted]

Many thanks,
Lorraine.

From: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>
Sent: Monday, March 25, 2024 1:51 PM
To: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>; Leanne Smith <leanne.smith@humanrights.gov.au>; Tracey Young [Redacted S 22]
Darren Dick <darren.dick@humanrights.gov.au>
Cc: Giridharan Sivaraman <giridharan.sivaraman@humanrights.gov.au>; Joanna Maxwell [Redacted S 22]
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

Dear Lorraine,

S 47C and S 47E
[Redacted]

Ros

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From: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>

Sent: Monday, March 25, 2024 1:47 PM

To: Leanne Smith <leanne.smith@humanrights.gov.au>; Tracey Young

S 22

Darren Dick <darren.dick@humanrights.gov.au>

Cc: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>; Giridharan Sivaraman <giridharan.sivaraman@humanrights.gov.au>; Joanna Maxwell

S 22

Subject: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

Importance: High

Dear Leanne, Tracey & Darren,

Please find attached a draft piece that I have written, with some personal reflections on the current surge of anti-Semitism that we are seeing in Australia. I am proposing to submit this for publication, and would be intending to proceed with this later today.

S 47C and S 47E



[REDACTED]

I have been discussing this with both Ros and Giri since late last week, and have valued their reflections. I would similarly welcome any thoughts that you might have, and am available if needed to discuss this later afternoon (after the Commissioner's fortnightly meeting).

Kind regards,
Lorraine.

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Human Rights Commissioner

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From: [Lorraine Finlay](#)
To: [Tracey Young](#)
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Tuesday, 26 March 2024 6:04:00 PM
Attachments: [image001.gif](#)

Hi Tracey,

In terms of the steps that need to be taken once I get confirmation about whether or not this is going to be published ...

Leanne has asked me to check with you whether opinion pieces fall within our existing policy in terms of the practice of circulating to all staff? And, if so, whether this is usually done before, at or after publication? I know that is the practice we are now following with respect to media releases, but we weren't sure what the normal practice is with respect to opinion pieces?

Many thanks,
 Lorraine.

From: Lorraine Finlay
Sent: Monday, March 25, 2024 1:47 PM
To: Leanne Smith <leanne.smith@humanrights.gov.au>; Tracey Young
 S 22 [REDACTED] Darren Dick <darren.dick@humanrights.gov.au>
Cc: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>; Giridharan Sivaraman
 <giridharan.sivaraman@humanrights.gov.au>; Joanna Maxwell
 S 22 [REDACTED]
Subject: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Importance: High

Dear Leanne, Tracey & Darren,

Please find attached a draft piece that I have written, with some personal reflections on the current surge of anti-Semitism that we are seeing in Australia. I am proposing to submit this for publication, and would be intending to proceed with this later today.

S 47C and S 47E [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I have been discussing this with both Ros and Giri since late last week, and have valued their reflections. I would similarly welcome any thoughts that you might have, and am available if needed to discuss this later afternoon (after the Commissioner's fortnightly meeting).

Kind regards,
Lorraine.

Lorraine Finlay
Human Rights Commissioner

Australian Human Rights Commission
Level 3, 175 Pitt Street, Sydney NSW 2000
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T +61 2 9284 9814 | F +61 2 9284 9611
E lorraine.xxxxxx@xxxxxxxxxxxxx.xxx.xx | W www.humanrights.gov.au



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From: [Tracey Young](#)
To: [Lorraine Finlay](#)
Subject: Re: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Tuesday, 26 March 2024 9:16:55 PM
Attachments: [image001.gif](#)

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Cheers, Tracey

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From: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>
Sent: Tuesday, March 26, 2024 6:04 PM
To: Tracey Young [REDACTED] S 22
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

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To: [Tracey Young](#)
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Tuesday, 26 March 2024 9:18:00 PM
Attachments: [image001.gif](#)

Thanks Tracey.

At this stage I'm being told that it is likely to be published in tomorrow's Nightly – which is launched online at 6pm (AEST) each evening. But that will be confirmed for me tomorrow.

Many thanks,
Lorraine.

From: Tracey Young S 22
Sent: Tuesday, March 26, 2024 9:17 PM
To: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>
Subject: Re: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

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From: [Lorraine Finlay](#)
To: [Anna Cody](#); [Anne Hollonds](#); [Giridharan Sivaraman](#); [June Oscar](#); [Katie Kiss](#); [Leanne Smith](#); [Lorraine Finlay](#); [Robert Fitzgerald](#); [Rosalind Croucher](#); [Rosemary Kayess](#)
Cc: [Darren Dick](#); [Tracey Young](#); [Joanna Maxwell](#); [Leanne Smith](#)
Subject: Opinion Piece [SEC=OFFICIAL]
Date: Wednesday, 27 March 2024 3:19:00 PM
Attachments: [A Personal Reflection on Anti-Semitism \(Lorraine Finlay\) \(25 March 2024\) \(1\).pdf](#)
[image001.gif](#)
Importance: High

Dear Colleagues,

I have attached a reflective article that I have authored – it has just been confirmed that is going to be published in *The Nightly* this evening.

Thank you to Ros and Giri for their engagement with me on this over recent days.

This is obviously an issue of significant complexities and sensitivities. Please feel free to reach out to me directly if you would like to discuss any aspect of the article.

Kind regards,
Lorraine.

Lorraine Finlay
Human Rights Commissioner

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A Personal Reflection on anti-Semitism

Lorraine Finlay, Human Rights Commissioner

The foundation of universal human rights lies in recognising the inherent dignity and equal rights of every single human being.

Human rights can't be applied selectively. Every Australian – regardless of age, disability, gender, race, religion, or any other distinction – has the right to live freely and safely in this country. Racism has to be condemned no matter what form it takes, and no matter what individual or group happens to be the particular target.

But this even-handed application of principle should never stop us from directly calling out specific examples of racism. We cannot allow ourselves to be paralyzed by moral equivalence, or to sit in the silence that then allows racism to flourish.

What we have seen occurring in recent months in Australia is something that I never thought I would see in the country that I am so proud to call home. The [Executive Council of Australian Jewry](#) has reported an overwhelming increase in the number of reported anti-Semitic incidents since the brutal Hamas attack on October 7. What is even more horrifying is that those numbers alone don't reveal the full story. Those statistics aren't just abstract numbers, but represent real individuals and families who are feeling afraid, threatened, intimidated and unsafe.

Anti-Semitism has no place in Australia. It needs to be unequivocally condemned.

We have all seen the footage of the protestors at the Sydney Opera House, are aware of the doxing that saw the personal information of 600 Jewish-Australians leaked from a private WhatsApp group, and saw pro-Palestinian activists choosing to demonstrate inside a Melbourne hotel where relatives of Israeli hostages were staying.

But we also need to be aware of the quieter forms of anti-Semitism that currently permeate the daily lives of Jewish people in Australia. These examples may not make media headlines, but their impact is profound. Whether it be the Jewish university students who have told me that they no longer feel safe or welcome on campus, the Jewish parents who have told their children not to say they are Jewish if asked when out in public, or the Jewish school students who have been advised not to wear their school uniforms on public transport for fear it will identify them as Jewish.

How could this be happening in Australia?

It is easy for these daily examples to go unnoticed by most Australians. Yet for the Jewish community it is impossible to escape and it impacts every aspect of their lives.



Of course, the Jewish community are not the only people in Australia currently experiencing immense grief and pain. In recent months, in my role as Australia's Human Rights Commissioner, I have met and spoken with a wide range of individuals and groups who have expressed different views about the ongoing war in Gaza and the Middle East, and who have been affected in different and often deeply personal ways. There has been unimaginable harm and suffering experienced by so many since October 7. My concern and compassion is not restricted to any one group.

But the surge in anti-Semitism, the depth of hostility that has been targeted towards the Jewish community, and the calculated and coordinated way that anti-Semitism is currently presenting in Australia is deeply disturbing and needs to be specifically repudiated.

It is not lost on me that at the very time we began to see anti-Semitism surging in Australia, in the aftermath of the October 7 attack, the world was also commemorating the 75th anniversary of the Universal Declaration of Human Rights. Anti-Semitism repudiates the moral foundations of the Universal Declaration, which is grounded in a recognition of the dignity and worth of every individual. But it also directly repudiates the historical foundations of that document, which had its genesis in the aftermath of the Holocaust and the world's desire to ensure that those horrors would never again be repeated.

These universal values are needed more than ever. But they are profoundly undermined if we do not condemn the anti-Semitism that we are currently seeing in Australia.

This is not something that the Jewish community should be left to face alone. While anti-Semitism directly targets Jewish people, its impacts are much broader. It ultimately damages all of us by eroding our social fabric and undermining the peaceful diversity that is at the heart of modern Australia.

We all need to stand against anti-Semitism, and not allow hatred to make its home in Australia.

From: [Lorraine Finlay](#)
To: [Joanna Maxwell](#); [REDACTED] S 22
[REDACTED] S 22
Subject: Opinion Piece [SEC=OFFICIAL]
Date: Wednesday, 27 March 2024 3:20:00 PM
Attachments: [A Personal Reflection on Anti-Semitism \(Lorraine Finlay\) \(25 March 2024\) \(1\).pdf](#)
[image001.gif](#)

Good afternoon team.

I have attached a reflective article that I have authored – it has just been confirmed that is going to be published in *The Nightly* this evening.

I am aware that this is obviously an issue of significant complexities and sensitivities, and that within our team there may be different perspectives about the broader context surrounding this topic. Please know that I am available if any of you would like to discuss the article directly with me.

Warm regards,
Lorraine.

[Lorraine Finlay](#)
Human Rights Commissioner

Australian Human Rights Commission
Level 3, 175 Pitt Street, Sydney NSW 2000
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From: [Lorraine Finlay](#)
To: [Tracey Young](#)
Cc: [Leanne Smith](#)
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Wednesday, 27 March 2024 5:23:00 PM
Attachments: [image001.gif](#)

Thanks Tracey. That is really helpful.

I've just been advised that the link has gone live (<https://thenightly.com.au/opinion/lorraine-finlay-in-silence-anti-semitism-and-racism-flourishes-c-14101756>) with the full edition to be published in the next hour or so.

Would this be something that you would want to circulate to staff or would you prefer me to do it? I am happy to take your advice in terms of the best approach to take.

Many thanks,
Lorraine.

From: Tracey Young [REDACTED] S 22
Sent: Tuesday, March 26, 2024 9:17 PM
To: Lorraine Finlay <lorraine.finlay@humanrights.gov.au>
Subject: Re: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

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Cheers, Tracey

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Sent: Tuesday, March 26, 2024 6:04 PM
To: Tracey Young [REDACTED] S 22
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]

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Many thanks,
Lorraine.

From: Lorraine Finlay
Sent: Monday, March 25, 2024 1:47 PM
To: Leanne Smith <leanne.smith@humanrights.gov.au>; Tracey Young
 S 22 [REDACTED]; Darren Dick <darren.dick@humanrights.gov.au>
Cc: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>; Giridharan Sivaraman
 <giridharan.sivaraman@humanrights.gov.au>; Joanna Maxwell
 S 22 [REDACTED]
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Importance: High

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S 47C and S 47E
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 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
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From: [Lorraine Finlay](#)
To: [All Commission](#)
Subject: Article in The Nightly [SEC=OFFICIAL]
Date: Wednesday, 27 March 2024 11:52:00 PM
Attachments: [image001.gif](#)

Good evening colleagues.

A reflective piece that I authored was published in *The Nightly* earlier this evening – <https://thenightly.com.au/opinion/lorraine-finlay-in-silence-anti-semitism-and-racism-flourishes-c-14101756>.

I am aware that this is a deeply personal issue to many within the Commission, as well as in the broader community. Please know that I am available if anybody would like to discuss the article directly with me.

Kind regards,
Lorraine.

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From: [Tracey Young](#)
To: [Lorraine Finlay](#)
Cc: [Leanne Smith](#)
Subject: RE: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Date: Wednesday, 27 March 2024 8:51:59 PM
Attachments: [image002.jpg](#)
[image003.gif](#)

Hi Lorraine – I'm sorry I'm still deep in the weeds prepping S 22
S 22 tomorrow and haven't been on email. Would you mind sending the email?

Tracey Young *she / her*
Director, Strategic Communications

Australian Human Rights Commission

GPO Box 5218, Sydney NSW 2001

T + S 22

E S 22 W humanrights.gov.au



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Sent: Wednesday, March 27, 2024 5:24 PM
To: Tracey Young S 22
Cc: Leanne Smith <leanne.smith@humanrights.gov.au>
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Many thanks,
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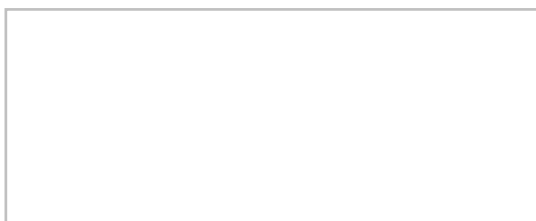
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Date: Wednesday, 27 March 2024 11:53:00 PM
Attachments: [image001.jpg](#)
[image002.gif](#)

Hi Tracey,

No need to apologise – I know that it has been an incredibly busy week.

I have just sent out the email.

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[Australian Human Rights Commission](#)

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E [REDACTED] S 22 | W humanrights.gov.au



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Hi Tracey,

In terms of the steps that need to be taken once I get confirmation about whether or not this is going to be published ...

Leanne has asked me to check with you whether opinion pieces fall within our existing policy in terms of the practice of circulating to all staff? And, if so, whether this is usually done before, at or after publication? I know that is the practice we are now following with respect to media releases, but we weren't sure what the normal practice is with respect to opinion pieces?

Many thanks,
Lorraine.

From: Lorraine Finlay
Sent: Monday, March 25, 2024 1:47 PM
To: Leanne Smith <leanne.smith@humanrights.gov.au>; Tracey Young
[REDACTED] S 22 >; Darren Dick <darren.dick@humanrights.gov.au>
Cc: Rosalind Croucher <rosalind.croucher@humanrights.gov.au>; Giridharan Sivaraman
<giridharan.sivaraman@humanrights.gov.au>; Joanna Maxwell
[REDACTED] S 22 >
Subject: A Personal Reflection - Draft Piece [SEC=OFFICIAL]
Importance: High

Dear Leanne, Tracey & Darren,

Please find attached a draft piece that I have written, with some personal reflections on the current surge of anti-Semitism that we are seeing in Australia. I am proposing to submit this for publication, and would be intending to proceed with this later today.

[REDACTED] S 47C and 47E

[REDACTED]

I have been discussing this with both Ros and Giri since late last week, and have valued their reflections. I would similarly welcome any thoughts that you might have, and am available if needed to discuss this later afternoon (after the Commissioner's fortnightly meeting).

Kind regards,

Lorraine.

Lorraine Finlay
Human Rights Commissioner

Australian Human Rights Commission
Level 3, 175 Pitt Street, Sydney NSW 2000
GPO Box 5218, Sydney NSW 2001
T +61 2 9284 9814 | F +61 2 9284 9611
E lorraine.xxxxxx@xxxxxxxxxxx.xxx.xx | W 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.

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.