



# An introduction

Rights by Design is led by Catherine Dixon and Justine Vaisutis. We're a collective known for navigating complexity; working through tension, transition and systems in need of uplift and transformation.

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Safe and respectful  
organisations don't  
just happen—

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● they're designed.

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Allow us to introduce ourselves.  
This will only take a moment.

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# A little about us.

Rights by Design partners to build safe, respectful and inclusive organisations—by listening, understanding, and co-creating change with the people inside them.

We're a collective known for navigating complexity: working through tension, transition and systems in need of uplift and transformation. Whether it's minimising harm, building restorative processes, or reshaping workplace culture, we combine insight with human-centred design to create practical, ethical and future-ready solutions.

We call it Rights by Design. Because safe and respectful organisations don't just happen. They're designed—with intent and integrity.

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“Even if its not their space,  
I trust that they’d bring in the  
right people. I’d work with them  
again in a heartbeat.”

**Client testimonial**  
Sector: Government

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## Where we add value

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### Ethical Leadership & Strategy

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Human rights partnerships to build equitable workplaces and communities.

- Leadership advice and facilitation
- Crisis intervention
- System and policy development
- Community consultation and participation
- Co-designed strategies and solutions

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### Culture Transformation

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Guiding organisations through change, towards better cultures.

- Culture reviews
- Gap analysis
- Action plans
- Outcome frameworks
- Capability development
- System design for complaint handling and conflict resolution

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### Leading Practice

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Implementation with meaningful innovation, for greater impact.

- Policy and procedure reviews
- Risk assessments
- Investigation and mediation
- Training and engagement
- Tool and resource building, harnessing technology and AI

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# Co-designing culture and practice, with the people they impact.

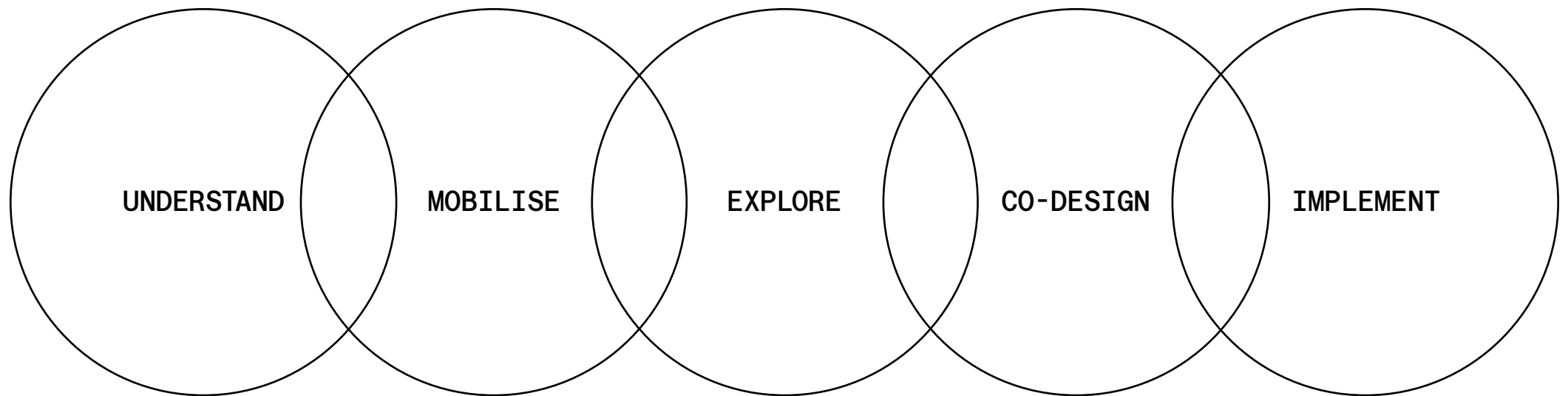
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At Rights by Design, we look beyond what's possible and focus on who needs to be in the room. We're committed to designing fairer systems, policies and services, with the people they impact most.



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We employ design-thinking, for better organisations.  
Our process and priorities morph to suit the task at  
hand, but our underlying framework always guides us.



# People drive impact, these are ours.

RBD PEOPLE



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# Rights by Design is led by Catherine Dixon and Justine Vaisutis.

Justine and Catherine share a passion for creating environments where people feel engaged and supported to do their best. This passion has taken them on many adventures as leaders and advisors – including front line and emergency services, mining, government, health, sport, education and not-for profit organisations. As collaborators over many years, they love working with clients on how to make organisations better for people.



**Catherine Dixon**  
**Principal Consultant**

Catherine advises in equal opportunity, human rights, ethical decision making, diversity and inclusion, cultural change, resolving conflict and managing complex disciplinary matters.

With a career shaped by leadership and advisory roles across the public, private and not-for-profit sectors, Catherine has worked within dynamic regulatory, policy and service environments. This included as Head of Diversity, Equity and Inclusion at Telstra, Executive Director at the Victorian Equal Opportunity & Human Rights Commission, and General Counsel, Victorian Government Solicitor's Office.



- Master of Laws (LLM), Human Rights (University of Melbourne)
- Bachelor of Arts (Hons), Bachelor of Laws (Hons) (University of Sydney)
- Certified Practitioner of Human Centred Design (Luma Institute)
- Trained mediator (Resolution Institute)



**Justine Vaisutis**  
**Principal Consultant**

Justine advises in human rights, strategic diversity, equity and inclusion, organisational change, resolving harmful workplace behaviour, and policy, process and systems improvement.

Throughout her career, Justine has held a range of senior roles across both corporate and public sectors. These include Program Director of the Champions of Change STEM Group, Director of Human Rights and Social Impact at KPMG, Director of Education and Engagement at the Victorian Equal Opportunity and Human Rights Commission, and Manager, Workforce Policy and Performance at Monash University, where she led the university's workforce policy, performance and ethical conduct functions.

- Executive MBA (RMIT)
- Master of Human Rights Law (Monash University)
- Bachelor of Arts – International Development Studies (ANU)
- IAP2A Certificate in Engagement

We partner with organisations who value people and want to create positive impact. If that's you, reach out to us.

GET IN TOUCH:

JUSTINE VAISUTIS  
PRINCIPAL CONSULTANT

0419 958 502  
JUSTINE@RIGHTSBYDESIGN.COM.AU

RIGHTSBYDESIGN.COM.AU

CATHERINE DIXON  
PRINCIPAL CONSULTANT

0400 680 963  
CATHERINE@RIGHTSBYDESIGN.COM.AU

RIGHTSBYDESIGN.COM.AU

