

Model Antisemitism Strategy for Local Councils



August 2025



WAVERLEY
COUNCIL

Introduction and purpose of this document

In response to a rise in antisemitism within the local community and across Australia, Waverley Council has developed the Strategy to Combat Antisemitism.

The strategy sets out the Council's commitment to fostering a community where antisemitism –*and all forms of racism* –are not tolerated.

It aims to build a shared understanding of how antisemitism manifests, and how it must be addressed through leadership, empowerment, and a whole-of-community approach that strengthens social cohesion.

To scale the impact of this work, Waverley Council is supporting other councils to develop antisemitism strategies for their own local contexts.

As part of these efforts, Waverley Council has produced this **Model Antisemitism Strategy for Local Councils (the Model)**. The Model includes core content from Waverley Council's Strategy to Combat Antisemitism that can be referenced and adapted as well as advice on how to develop locally relevant strategies.

The Model has been provided in the same structure as Waverley Council's Strategy to Combat Antisemitism however councils are encouraged to develop their own strategies to suit their context and needs.



Waverley Council staff are available to discuss and/or explain the Model to other council teams and can offer advice and support as councils develop their own strategies. Waverley's community team can be contacted for this purpose via diversity@waverley.nsw.gov.au.

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Core content from Waverley Council's Strategy to Combat Antisemitism that can be referenced and adapted

Governance and related legislation and policies section

→• Guidance

- Include as per usual practices.

Department	Community Programs
Approved by	Council
Date approved	18 March 2025
File reference	A25/0307
Next revision date	March 2029
Relevant legislation	Anti-Discrimination Act (1977) Multicultural NSW Act (2000) Multicultural NSW Strategic Plan (2021-2025) Racial Discrimination Act (1975) Human Rights and Equal Opportunity Act (1986) Australian Human Rights Framework (2010) Australian Multicultural Policy, The People of Australia (2011) The Universal Declaration of Human Rights (1948) The International Convention on the Elimination of all Forms of Racial Discrimination (1975) Crimes Amendment (Inciting Racial Hatred) Bill 2025
Related policies/ procedures/guidelines	Cultural Diversity Strategy 2021-2031

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Reference page from Waverley Council Strategy to Combat Antisemitism.

Acknowledgement and reconciliation statement section

→• Guidance

- Include as per usual practices.

Acknowledgement and our reconciliation vision

Waverley Council acknowledges the Bidiagal, Birrabirragal and Gadigal people, who traditionally occupied the Sydney coast.

We also acknowledge Aboriginal and Torres Strait Islander Elders both past and present.

Our vision for reconciliation is for Waverley to be a vibrant, resilient, caring, and inclusive community where Aboriginal and Torres Strait Islander peoples:

- Practice and celebrate their culture and heritage proudly
- Are honoured for their survival and resilience, and supported to continue to overcome adversity
- Are respected and acknowledged as First Nations peoples with the right to determine their own futures.

Council will continue to value and protect our environment with respect to Aboriginal and Torres Strait Islander peoples' intrinsic relationship with the land and waters.



Reference page from Waverley Council Strategy to Combat Antisemitism.

Mayor's introduction or message section

→• Guidance

- Include message from Mayor (and chief executive if appropriate) explaining why council has developed an antisemitism strategy and what it hopes to achieve from having one.

Mayor's Introduction

Waverley is home to a thriving Jewish community that can trace its history back to the start of European settlement in Australia. Over many decades the Jewish community has enriched our local area through arts and culture, business, education, and communal and civic leadership. Despite this long and enduring connection, the Jewish community has been subjected to an alarming rise in hate known as antisemitism taking the form of targeted vandalism, hate speech, and violence.

Antisemitism has no place in our society.

This strategy outlines our commitment to combat all forms of antisemitism. We are dedicated to ensuring that Waverley remains a place where Jewish residents and the Jewish community are respected, valued and safe.

Like many local government areas in Sydney, Waverley is proudly diverse, home to people of many backgrounds, languages, faiths, and cultures. This diversity is our strength, fostering a welcoming, connected and engaged community.

Combatting antisemitism requires a coordinated effort across all tiers of government – local, state, and federal. Each level has a unique role to play in addressing social cohesion, ensuring public safety, and fostering inclusive communities.

As the level of government closest to the people, local councils have a crucial role in creating a safe, inclusive environment where every resident can thrive. That is why we are launching the first Antisemitism Strategy at the local government level – a clear, coordinated framework to strengthen our community's resilience against hatred and extremism.

By working together, we can overcome these challenges and ensure that Waverley remains a place of harmony and respect for all.

I look forward to Waverley Council making this vision a reality.

Will Nemesh
Mayor of Waverley



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Reference page from Waverley Council Strategy to Combat Antisemitism.

Contents section

→• Guidance

- Write based on content of council antisemitism strategy.

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Reference page from Waverley Council Strategy to Combat Antisemitism.

Introduction/background section

→• Guidance

- This section can be used to provide context to the strategy including:
 - » Information about the local Jewish community including its makeup, institutions, history and impact
 - » Incidence of antisemitism in the community and impacts
 - » The council's related policies and other work to promote anti-racism and social cohesion
 - » Efforts the council has undertaken to promote the safety and security of the local Jewish community
 - » Why the council resolved to develop an antisemitism strategy and what it hopes to achieve from having one.

1. Background

Waverley is home to a diverse multicultural community that includes people from all around the world who speak different languages and adhere to various beliefs. It is a popular destination for local, national and international visitors.

Waverley is also home to a large Jewish population with an extensive local history. It is a community which has built a vibrant presence through established businesses, schools, synagogues, and community organisations.

Within Waverley, there are:

- 12 faith based organisations including synagogues.
- Two Jewish Schools (Pre-school – 12) an early education centre, and family day care providers.
- Multiple community organisations that provide services and support to the Jewish and broader community including sporting and recreation opportunities, education, and social services.
- Jewish businesses which provide products and services that assist the community maintain cultural practice.

All of Waverley falls within the Sydney Eruv, which allows people to push a pram, to use a wheelchair or walking frame, or simply to carry house keys, reading glasses or food during Shabbat.

Judaism is Waverley's second largest religion, representing 16% of Waverley's total population (more than 11,000 residents).

Unfortunately, the Jewish community has been subject to a significant increase in antisemitism locally and toward the Jewish community more broadly. As stated by the Sydney Jewish Museum, 'prejudice against Jewish people is one of the oldest forms of hate, so pervasive it has its own name: antisemitism'.

Waverley Council has long been committed to strengthening and nurturing a welcoming, cohesive and resilient community where people of all cultural backgrounds can belong and participate in Waverley's social, cultural, economic and civic life. Council's Cultural Diversity Strategy 2021-2031 demonstrates this strong commitment. One focus area, *No Place for Racism*, outlines Council's vision of "a community where racial and religious discrimination and prejudice have no place, and those vulnerable to these threats are protected."

As part of these efforts, Waverley Council has been proactive in supporting the Jewish community and celebrating Jewish life by hosting initiatives including

- the Sydney Jewish Writers Festival every year
- celebrating Jewish festivals
- providing grant opportunities for socio-cultural events
- in 2021, formally adopting in full the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism, including all IHRA examples of antisemitic behaviour in contemporary life.

These examples serve as a powerful demonstration of Council's unwavering support of its local Jewish community. While antisemitism most directly and intensely affects the Jewish community, antisemitism also threatens the democracy, values, safety, and rights of all Australians.

Following the 7 October 2023 attacks in Israel, there has been an unprecedented rise in antisemitism globally and locally, prompting Council to move several motions to address rising incidents of vilification and hatred directed towards the Jewish community. This strategy outlines practical steps to address this.



STRATEGY TO COMBAT ANTISEMITISM

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Reference page from Waverley Council Strategy to Combat Antisemitism.

Purpose section

→• Guidance

- This section explains why the strategy exists and its overarching goal or intention and sets the tone and rationale for its development.
- It can also describe the desired outcomes or long-term vision the strategy is working toward.

Scope section

→• Guidance

- This section defines what the strategy covers and what it doesn't.
- It can explain any defined boundaries, limitations or exclusions.
- It can advise which other council strategies or policies should be read in conjunction with the antisemitism strategy.
- It may also clarify the types of initiatives or actions that have and have not been included.

2. Purpose

Waverley's vision is for a community where Jewish residents feel welcome, safe, valued and included through delivering practical actions which increase people's sense of safety, confidence and trust.

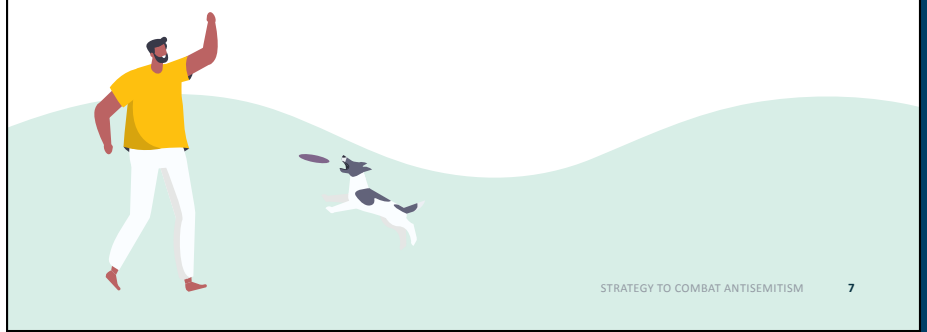
This strategy was developed in response to the rise of antisemitism in the local community and aims to ensure Waverley Council helps create a community where there is no tolerance for any form of antisemitism and racism more generally.

The strategy builds a shared understanding of how antisemitism arises and how it must be fought by empowering, leading, and supporting a whole of community approach to strengthen social cohesion.

3. Scope

This strategy primarily articulates Council's scope of influence and strengthens its focus on core responsibilities: maintaining and promoting peace, security, and inclusion at the local level, while collaborating with regional, state and national agencies and organisations to bolster and consolidate joint efforts in the fight against prejudice, discrimination and hate crimes.

The strategy complements and should be read in conjunction with Council's Cultural Diversity Strategy 2021-2031. In the face of rising antisemitism globally, it is hoped the strategy, along with related policies and action plans developed by Waverley Council, can be used as a template for other local government areas more broadly within NSW and across Australia.



STRATEGY TO COMBAT ANTISEMITISM

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Reference page from Waverley Council Strategy to Combat Antisemitism.

Content section

→• Guidance

- This section provides the background and environment in which the strategy has been developed. It helps readers understand why the strategy is needed and what external and internal factors are shaping its direction.
- It conveys a rationale for why a strategy that combats antisemitism and promotes social cohesion in the local government area is needed.
- It can provide information on:
 - » antisemitism including definition, data, trends, incidents, or community concerns.
 - » hate crimes including definition, data, trends, incidents, or community concerns.
 - » social cohesion including definition, its importance, trends, community concerns.
 - » the current policy and legal environment including relevant legislation, government policies and international frameworks regarding antisemitism.
 - » the local Jewish community, including demographics and institutions.

Information contained in the Context section of the Waverley Council Strategy to Combat Antisemitism may be reused or leveraged in other council's strategies. Accordingly, it is provided in the next page as copyable text. Where possible, the copy has been generalised for easier use.



What is antisemitism

Antisemitism is often called “the oldest hatred” and manifests in many ways including hate speech, destruction of property, graffiti and physical violence.

For over 2,000 years, Jews have been targets for persecution and racism for their practices, their beliefs, their identity — even their very existence. They have been expelled from their homes and denied the ability to practice certain occupations or jobs. Jews have systemically been denied citizenship or had their citizenship revoked. Antisemitism has enabled some of the darkest moments in history, including the Nazi campaign to exterminate the Jewish people during the Holocaust in which 6 million Jews were murdered, with 1.5 million of those children.

Antisemitism arises in many forms and its definition has been the subject of extensive discussion. Australia is a member of the International Holocaust Remembrance Alliance (IHRA), which has provided a working definition touching on the various ways antisemitism arises.

In 2021, Waverley Council endorsed and formally adopted in full the IHRA working definition of antisemitism, including all IHRA examples of antisemitic behaviour in contemporary life.

The IHRA working definition of antisemitism begins as follows:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

The IHRA's working definition is supplemented with contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere which could, taking into account the overall context, include, but are not limited to:

- Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.

- Making mendacious, demonising, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.
- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.
- Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.
- Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavour.
- Applying double standards by requiring of it a behaviour not expected or demanded of any other democratic nation.
- Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterise Israel or Israelis.
- Drawing comparisons of contemporary Israeli policy to that of the Nazis.

Other examples relate to criticism of Israel. However, the IHRA emphasises that criticism of Israel, within the same framework as criticism of other states, cannot be regarded as antisemitism.



What are hate crimes and hate incidents

According to NSW Police, a hate crime is any crime motivated by hate, prejudice or bias towards a person or group of people because of their:

- Race, Religion or Faith
- Ethnic/National Origin
- Sex or Gender
- LGBTQA+
- Mental or Physical Disability
- Political
- Homelessness
- Age
- HIV/AIDS Status

Hate Crime and hate incidents happen daily in New South Wales, but studies show they are underreported. The New South Wales Police Force takes all crimes seriously including hate motivated crimes. The New South Wales Police Force has a dedicated Engagement and Hate Crime Unit that oversees and works with all Police Area Commands and Police Districts, to investigate hate motivated incidents¹.

Using this definition, the antisemitic incidents that have been taking place in New South Wales including offensive graffiti, the use of prohibited symbols and destruction of property would be considered as 'hate crimes' and referred to New South Wales Police.

Representative Jewish bodies also assist individuals and organisations to respond to antisemitic incidents. Each state (except Tasmania) has a peak body: NSW Jewish Board of Deputies (NSWJBD), Jewish Community Council of Victoria (JCCV), Jewish Community Council of WA (JCCWA), Queensland Jewish Board of Deputies (QJBD), and Jewish Community Council of South Australia (JCCSA). These organisations can provide advice and make it easier to report antisemitic incidents.

In December 2024, the Australian Federal Police set up Special Operation Avalite to investigate threats, violence and hatred towards the Australian Jewish community and parliamentarians.

Strike Force Pearl was established in December 2024 by officers attached to the Counter Terrorism and Special Tactics Command, with support from the Central Metropolitan Region, to investigate hate crimes with an antisemitic focus across Sydney.

¹ https://www.police.nsw.gov.au/crime/hate_crimes



Why have a strategy specifically addressing antisemitism

The figure below, referred to as the pyramid of hate by the Anti-Defamation League, describes how biased attitudes can progressively lead to acts of violence².



© 2018 Anti-Defamation League

<Council name> has a resilient and proud Jewish community with a long and deep connection to our local government area. Approximately <number of Jewish residents> residents identified Judaism as their religion in the 2021 ABS Census, representing <percentage> of <LGA area>'s population. Additionally, many Jewish residents identify culturally as Jewish rather than religiously.

Despite <LGA area>'s reputation and global attractiveness as a safe and welcoming community, Jewish residents have at times reported isolated local incidences of antisemitism. However, recently there has been an alarming rise in antisemitism (more than <percentage>% in the period between October 2023 and September 2024)³, reigniting fear and trauma for the local community.

Many of the recent antisemitic attacks that have occurred in <state/territory> have occurred in <suburb with most attacks if applicable>. These attacks impact the whole community and weaken our social fabric. Reporting does not include the increased incidence of online hate speech.

² <https://www.adl.org/>

³ <https://www.ecaj.org.au/wordpress/wp-content/uploads/ECAJReport-Anti-Jewish-Incidents-Australia-2024-1.pdf>



Who are the Jewish people – <LGA area>'s Jewish community, Judaism and identity

Jewish people have been part of Australia's history since 1788 when the First Fleet arrived. Migration continued from Britain and Europe and was heightened following the horrors of the Holocaust and displacement of hundreds of thousands of Jewish people during World War II⁴. Throughout Australian history, Jews from around the world have arrived on our shores in search of sanctuary. Jewish people have found a home here and continue to shape the story of our Australia through invaluable and ongoing contributions to the arts, culture, law, justice, business, medicine, sports, science, freedom, equality, and so much more. Further information about <LGA area>'s Jewish history can be found in Appendix 1.

<percentage of Jewish residents>% of people practicing Judaism in <state/territory> are based in the <LGA area>, with a large proportion residing in <suburb 1> (<percentage>% of residents), <suburb 2> (<percentage>%), <suburb 3> (<percentage>%), and <suburb 4> (<percentage>%). It is important to remember that, in addition, many Jewish residents identify culturally as Jewish rather than religiously.

<LGA> is also home to many Jewish community organisations, synagogues, service providers, religious and education institutions, and businesses, many of which provide services to residents beyond the <LGA> community.

Jewish identity is complex and diverse and, as a result, very often misunderstood.

While some communities and organisations such as the Pew Research Centre, consider religion as a core part of Jewish identity, many Jewish people who are not observant Jews have a strong Jewish identity connected to their ancestry, ethnicity and cultural background. It is important to acknowledge the diversity that exists within <LGA>'s local Jewish community, giving rise to vastly different expectations, experiences, opinions and perspectives, all of which need to be recognised and valued as expressions of <LGA>'s rich cultural heritage.

Jewish ethnicities include the Ashkenazi Jews, the Sephardi Jews, and the Mizrahi Jews as noted by the Sydney Jewish Museum⁵. The term Ashkenazi is used to describe Jewish people from the Caucasus and Europe. From Europe, Ashkenazi Jews spread their customs to other parts of the world, especially North and South America. Nowadays, most Australian Jews have Ashkenazi heritage.

Sephardi Jews are the descendants of Jewish communities from the Iberian Peninsula (modern-day Spain and Portugal) who were expelled during the late 15th century and resettled in parts of Europe, North Africa and the Ottoman Empire.

Mizrahi Jews, originate from Jewish communities in the Middle East, North Africa, and Central Asia including in countries such as Iraq, Yemen, Syria, Egypt, Morocco and Iran. Many of these communities were expelled from their home countries after the creation of the State of Israel.

In addition, there were long-standing Jewish communities in the Land of Israel (Palestine) before the establishment of the State of Israel in 1948. Often referred to as the Old Yishuv, these included both Sephardi and Ashkenazi Jews, as well as Arabic-speaking Jewish communities whose presence predated modern Zionist immigration.

Judaism is practiced in various ways, ranging from strict accordance with the Torah, to those attending a Shabbat dinner or celebrating some Jewish holidays such as Chanukah. Food often plays a key role in maintaining these cultural practices.

A recent Monash University Survey – Australian Jews in the Shadow of War (2024) highlighted that a very large proportion (82%) of Jewish people have personal social connections to Israel through close family members and friends who live there.

The vast majority (93%) of Jewish people in Australia have visited Israel. Indeed, most have visited more than once and one in five (20%) has either lived there or was born there⁶.

The Australian Jewish Community Survey, known as Gen17, a nationwide study of nearly 9,000 people conducted by the Jewish Communal Appeal (JCA) and the Australian Centre for Jewish Civilisation (ACJC) at Monash University in 2017, explores the concept of Jewish identity in more detail, including 'remembering the Holocaust,' and 'combating antisemitism' as a shared Jewish experience⁷.

4 <https://www.naa.gov.au/help-your-research/fact-sheets/jewish-experience-australia>

5 <https://thejewishindependent.com.au/im-not-exotica-imjewish-just-like-anyone-from-central-synagogue>

6 www.monash.edu/?a=3695768

7 <https://jca.org.au/gen17/>



What is social cohesion and why it matters

The Scanlon Foundation defines social cohesion as ‘the willingness of members of a society to cooperate with each other in order to survive and prosper’. A cohesive society values the contributions of all its members, rejects prejudice and inter-group hostility, and builds commitment to core democratic values and wide participation in decision making. Put simply, based on the Resilient Cities Network handbook, there are three key factors for social cohesion to exist:

- Relationships across community groups
- Trust between community members
- Trust in public institutions

Where antisemitism and other forms of hatred are pervasive, democracy and Australian values are at risk. So too are freedom, security, and stability. Antisemitism, like numerous forms of hate, seeks to divide Australians from one another. It undermines our democracy and erodes trust in government, social institutions, and the basic values of our society. Antisemitism is not only a threat to Jewish people – it is a threat to us all.

Current threats to social cohesion

Social cohesion in Australia is seen to be under pressure – violence in the Middle East has sparked protests at home and strained interfaith relations (Chamas & Ford, 2023), compounding an already fragile context related to other domestic pressures such as economic divides, the COVID lockdowns, and the Voice to Parliament Referendum.

What is Council's role in fostering social cohesion?

As the level of government closely connected to the community, with knowledge about and existing connections to the community, local government has a significant role to play in facilitating social cohesion through place-based initiatives that address local challenges and build stronger, more resilient communities⁷.

In February 2025, Waverley Council, Liverpool Council, Inner West Council, Randwick Council and Woollahra Council co-hosted a Social Cohesion roundtable. Twenty Mayors and Deputy Mayors attended. Participants unanimously supported a joint statement of commitment which unites councils in the fight against violence, hatred, and extremism through collaboration and partnerships.

⁷ https://credconsulting.com.au/wp-content/uploads/2022/06/Cred-Consulting_Social-Cohesion-Local-Government-Resource.pdf

Council's efforts in combating antisemitism and strengthening social cohesion section

→• Guidance

- This section conveys the council's existing policies, programs and activities to combat discrimination and promote inclusion and social cohesion.

4.6 Council's efforts in combating antisemitism and strengthening social cohesion

Council has long been committed to combating discrimination and promoting inclusion and social cohesion for everyone in Waverley, including Jewish community members.

Examples of Council's efforts in combating antisemitism include:

Community activities

Leadership, planning and advocacy	Adoption of the IHRA definition of antisemitism
	Council motions and media releases
	Providing grants and in-kind support to Jewish community organisations for social and cultural community events.
	Supporting Jewish organisations to deliver mental health services following Hamas' attacks on Israel on 7 October 2023.
Public education and awareness	Hosting the Shalom Institute's Annual Sydney Jewish Writers Festival at the Bondi Pavilion
	Delivery of and support for public programs raising awareness of antisemitism, including 2024 Anti-racism author talk (Simon Tedeschi in conversation with Sheila Ngoc Pham)
	Developing resources and materials highlighting the history and contributions of our Jewish community. (e.g. celebration of Jewish community milestones in Waverley, Eat Pray Naches, 26 feature stories now also featured in the Bondi Story Room, Eat Pray Naches school activity kit.)
	Babi Yar Massacre Plaque at Waverley Park
Intercultural and interfaith understanding	Council has received a NSW Government social cohesion grant to develop and implement a youth program entitled "Culture Waves" that tackles racism and antisemitism in a broader context
	Hosting the annual Menorah Lighting Ceremony and installation of a giant public Menorah to mark Chanukah
Community Engagement	Maintaining various sections of the Sydney Eruv which are situated in the Waverley LGA, including the railings and flag posts along Bondi Beach Promenade. As orthodox Jewish people are prohibited to carry outside of their homes on the Sabbath, this virtual fence is a practical means of extending the area within which orthodox Jewish people are allowed to undertake various activities on the Sabbath (Saturday).
	Raising awareness about contributions by Jewish organisations to the local community through internal and external events and communications (e.g. meals prepared with Our Big Kitchen, staff induction, volunteer expo).
Monitoring and tracking	Facilitating reporting of antisemitic incidences through established channels including the NSW Police and National Graffiti Register

Reference page from Waverley Council Strategy to Combat Antisemitism.

Council's position on antisemitism and its approach to combat it section

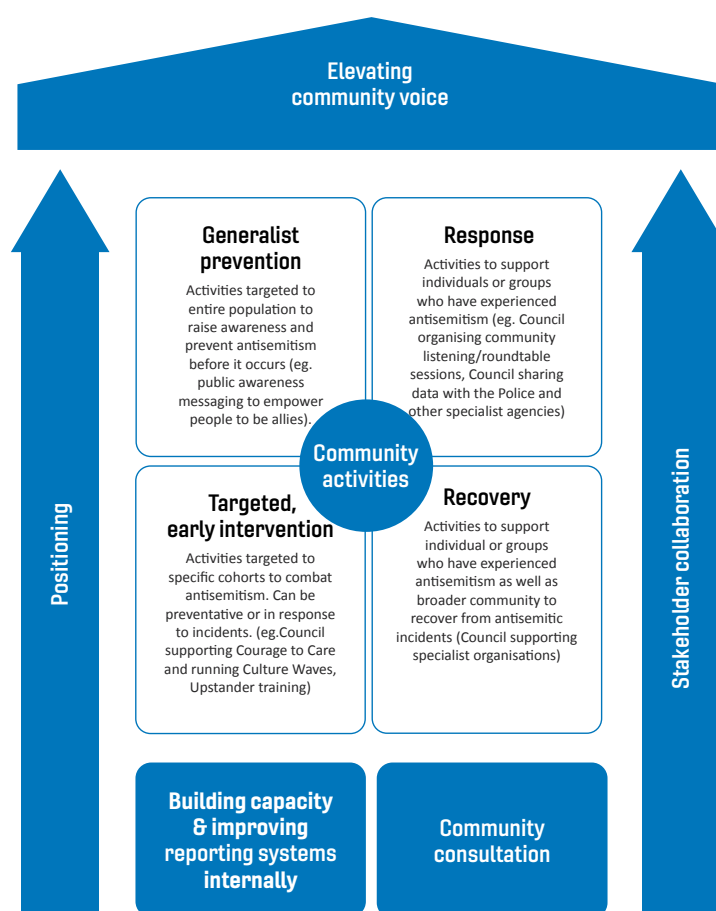
→• Guidance

- This section outlines the high-level strategic framework Council undertakes to combat antisemitism.
- It shows the framework as a system of initiatives and activities that are inter-related, covering prevention, response and recovery areas.
- Councils are welcome to adopt the Waverley Council framework or create their own.
- Tips and advice on how to develop your Council's position on antisemitism and approach to combat it is provided in [this document \(page 23\)](#) to support other councils' own development work.

4.7 Council's position on antisemitism

Council has been clear that antisemitism will not be tolerated and has taken steps to combat it.

In summary, the approach taken follows the outline below:



STRATEGY TO COMBAT ANTISEMITISM

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Reference page from Waverley Council Strategy to Combat Antisemitism.

Review section

→• Guidance

- The review section states when Council will evaluate the strategy to ensure it is effective, whether it is still needed and whether it needs to be optimised.

Definition section

→• Guidance

- The definition section provides the meaning of terms contained within the strategy that may be unknown or open to interpretation, ensuring clarity.
- Definitions contained in the Waverley Council Strategy to Combat Antisemitism may be reused or leveraged in other council's strategies. Accordingly, it is provided here as copyable text.

Term	Definition
Antisemitism	<p>Antisemitism is one of the oldest forms of racism that has taken many forms over time. A working definition of antisemitism has been developed and adopted by many governments around the world through the International Holocaust Remembrance Alliance (IHRA), of which Australia is a member.</p> <p>Currently, Australia accepts the IHRA definition as legally non-binding but of important influence in decision making. Waverley Council adopted the IHRA definition, as outlined in this Strategy: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."</p>
Holocaust	<p>The Holocaust (in Hebrew, Shoah) refers to the organised, bureaucratic, state sponsored persecution and murder of approximately six million Jews by Nazi Germany and its collaborators between 1933 and 1945 across Europe and North Africa.</p> <p>During the Holocaust, German authorities also targeted other groups because of their perceived 'racial inferiority' including Roma and Sinti communities, people with disability, LGBTQIA+ people, 'perpetual' criminals, Jehovah's Witnesses and Communists. The Holocaust was an unprecedented genocide, total and systematic, with the aim of annihilating the Jewish people.</p>
Jewish People	<p>The Jewish People are an ethno-religious group whose origins lie in the ancient Middle East, roughly coming from the territory of modern Israel, also known as the Levant or ancient Canaan, sometime before 1000 BCE. Upon examining the history and heritage of the Jewish people through DNA, archaeology and other historical primary sources it is found that Jews have one of the longest continuously recorded histories of any people in the world. In the modern world, a Jewish person can be defined as someone who is born Jewish or who has converted to Judaism, as outlined in this strategy.</p>
Social cohesion	<p>Social cohesion is 'the willingness of members of a society to cooperate with each other in order to survive and prosper'. A cohesive society values the contributions of all its members, rejects prejudice and inter-group hostility, and builds commitment to core democratic values and wide participation in decision making.</p>
Torah	<p>The Hebrew Bible or Old Testament (called the Tanakh in Hebrew) is the foundational text of Judaism. It is made up of the Torah (Teachings), Nevi'im (Prophets), and Ketuvim (Writings).</p>
Zionism	<p>A movement advocating for Jewish self-determination, through the reestablishment and support of Jewish people on their ancestral homeland.</p>

Action planning & toolkit section

→• Guidance

- This section guides Council staff and community partners on implementing the strategy.
- It outlines practical and executable initiatives and actions Council will take, explaining what they are, why they have been included, who they are relevant to, and what outcomes are hoped for.
- The section also lists “community activities” that will be developed or facilitated that relate to each high-level strategic framework area, including target community groups.
- The section also outlines activities and actions that will be undertaken across particular focus areas for combatting antisemitism including:
 - » Positioning Council
 - » Consolidating internal mechanisms
 - » Internal engagement and capacity building
 - » Engagement in local networks and specialist organisations.
- Tips and advice on how to develop your action planning and toolkit including initiatives and actions is provided in [this document \(page 23\)](#) to support other councils’ own development work.

Information contained in the Action planning & toolkit section of Waverley Council Strategy to Combat Antisemitism may be reused or leveraged in other council’s strategies. Accordingly, it is provided here as copyable text.

Clearly define the roles of Council, its partner agencies and other stakeholders.

Countering antisemitism demands a whole of society effort that responds to current threats of escalating hatred and lays the foundation for reducing antisemitism over time, addressing the challenge of antisemitism as both urgent and enduring.

A broad range of activities that local governments could deliver and/or support are possible to help to combat antisemitism. These range from activities that aim to prevent antisemitism for the whole population, through to targeted early intervention programs identifying specific cohorts such as young people, through to activities to respond to and support communities to recover from antisemitic incidents after they occur ([Figure 1](#)).

Local governments are well placed to deliver and support generalist community activities, as typically they lack the in-house expertise, skills and experience to deliver targeted, specialised activities which may be better delivered by, or in partnership with, external groups and organisations.

The strategy includes the following aspects:

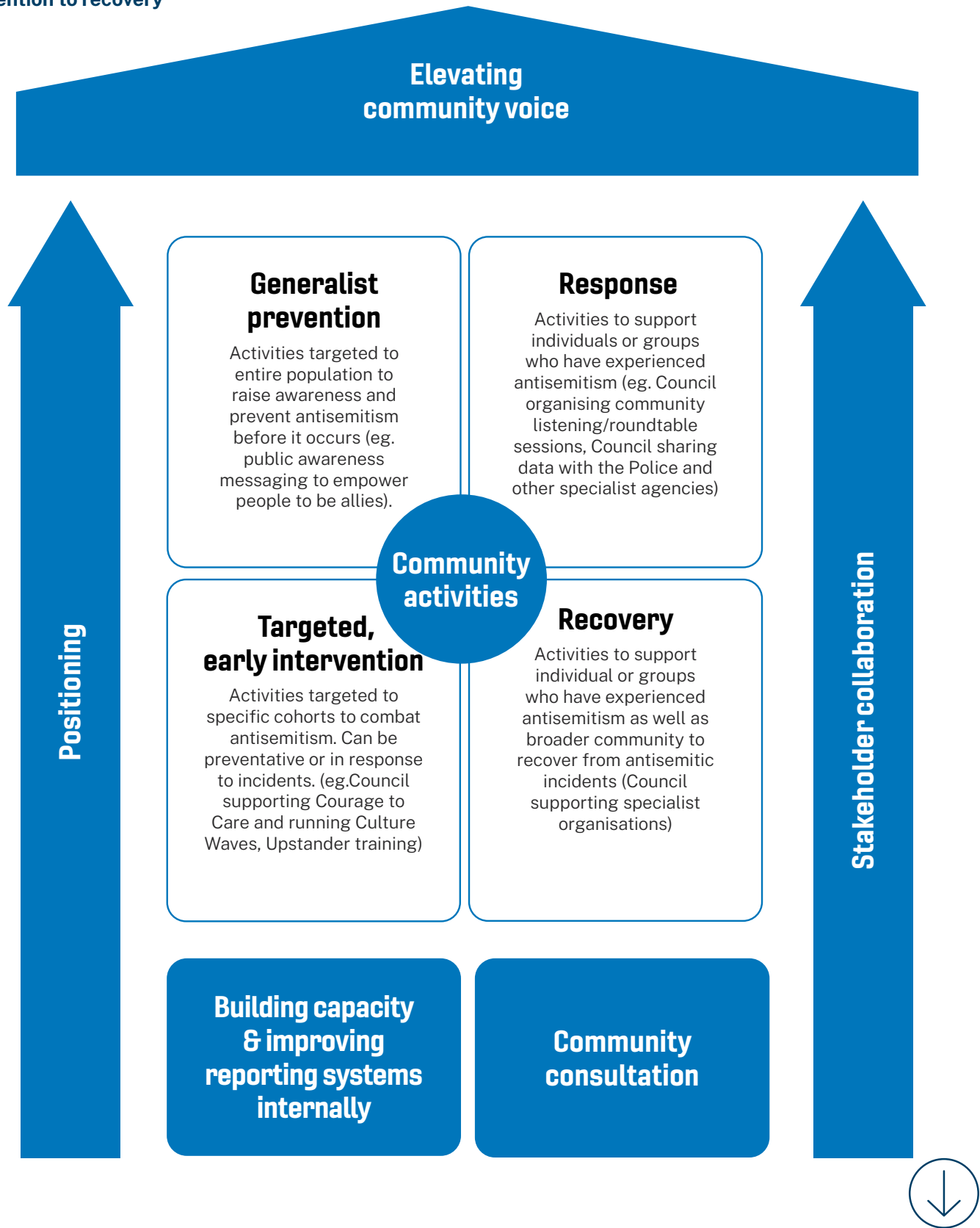
- Increase understanding and awareness of antisemitism.
- Improve the safety and security for the Jewish community.
- Reverse the normalisation of antisemitism and racism of any kind.
- Build community solidarity and collective action to combat hate.

The strategy recommends that Council should work in partnership with external organisations, including the State Government, [<state/territory>](#) Police and Jewish community organisations such as [<state peak Jewish body>](#) and [<local Jewish Museum if applicable>](#), to clearly define roles and remit against each of these levels of intervention.



Figure 1

Community activities to combat antisemitism, from prevention to recovery



Frameworks and plans boosting Council's response capabilities

Knowing that Council has a proactive approach to combatting antisemitism can help to build trust and confidence within the Jewish community and among the broader population. It sends a clear message that discrimination will not be tolerated and that the Jewish community is an important and valued part of the <LGA> community.

One of the reasons to develop a framework or plan, is because antisemitic incidents can escalate quickly and may require immediate action. There is a growing number of cities and countries with antisemitism frameworks or plans in place. This draft strategy is intended to provide this kind of framework, alongside the state and federal government, as well as Council's own Cultural Diversity policies.

Having a framework or plan in place allows Council and partners to respond swiftly and effectively to crises, providing support to those affected and taking measures to prevent further escalation.

Collaboration with specialist organisations to support meaningful activities

There is a risk of being performative or tokenistic in the delivery of community activities designed to combat anti-racism and antisemitism. Particularly when forced to respond to crisis situations quickly or when there is a lack of accountability.

The strategy recommends that Council collaborates or partners with specialist organisations, such as the <state peak Jewish body> and <local Jewish Museum if applicable>, to understand what type of evidence-based activities they can support that will have meaningful change in attitudes and behaviours.

All of Council Area Call to Action

All <LGA> Councillors will complete an awareness training session with the <state peak Jewish body or local Jewish Museum if applicable or other provider>.

Schools that fall into the <LGA> catchment area will be encouraged to take their students to the <local Jewish Museum> for awareness training, and to engage in programs including <name of antisemitism education program>.

Strengthening existing mechanisms and initiatives and measuring impact

<LGA> Council is already delivering a range of community activities that aim to combat racism and discrimination in all its forms. Many social, arts and culture events and initiatives, from Council's <relevant programs> invite the community to come together to celebrate and support <LGA>'s Jewish community.

There is opportunity for Council and partner agencies to review and track how existing initiatives could be strengthened, modified or enhanced.



Themed community activities

Table 1 provides an overview of community activities by theme.

Table 1 Community Activities

Community Activity	Type (See Figure 1)	Target Group(s)
Leadership, planning and advocacy		
Antisemitism community forums	Prevention, Early intervention	Stakeholders
Antisemitism frameworks and plans	Prevention, Early intervention	General community
Antisemitism statements	Response	General community, Stakeholders
Build awareness and capacity of Council leadership and staff	Prevention, Response	Council staff
Public education and awareness		
Public awareness campaigns (posters, podcasts)	Prevention	General community
Educational programs and workshops on how to identify and respond to antisemitism for service providers and community	Prevention	Service providers
Educational resources to promote respectful dialogue following crises and practical ways to be allies and upstanders	Prevention, Early intervention	Young people, General community
Celebrating Jewish life (e.g. short films, marking Jewish holidays etc.)	Prevention	General community
Intercultural and interfaith understanding		
Interschool exchange programs	Prevention, Early intervention	Young people
Intercultural social and recreational programs	Prevention	Targeted cohorts
Intercultural food exchange programs	Prevention	Targeted cohorts
Community engagement		
Targeted listening sessions with impacted communities	Response	Targeted cohorts
Monitoring and tracking		
Facilitating reporting of antisemitic incidences through established channels	Response	Targeted cohorts
Reporting on antisemitism through established channels	Response	Targeted cohorts
Measuring community sentiment related to community safety	Prevention	Targeted cohorts

Focus areas for combating antisemitism

Focus Area	Activity	Actions
Positioning Council	<LGA> Council's adoption of the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism has strengthened its role to demonstrate leadership and commitment in maintaining peace, security, and inclusion for everyone. Given the impacts of global events on local communities and the threat this poses for social cohesion, educating the community and raising awareness of the various forms through which antisemitism manifests itself is crucial. Keeping information easily accessible and public facing on key channels will help demonstrate Council's commitment to combating antisemitism, maintain open dialogue about the role of Council, and refer the community to reporting and referral helplines.	<ul style="list-style-type: none"> • Build awareness and capacity of Council leadership and staff • Promote Social cohesion frameworks and plans • Publicise statements condemning Antisemitism • Promote the IHRA definition of antisemitism • Take on leadership roles during crisis • Promote information and public education on antisemitism • Work with police around safety and public infrastructure including security assessments
Consolidating Internal Mechanisms	To effectively tackle antisemitism, it is suggested that <LGA> Council keeps track of racist and antisemitic incidents that occur within its Local Government Area. This would include internal teams maintaining a register based on existing information reported to Council. This will enable <LGA> Council to monitor trends, intervene promptly, and develop data-driven policies that respond to emerging challenges.	<ul style="list-style-type: none"> • Facilitate and improve reporting of antisemitic incidences including keeping a record and reporting to Council every six months • Report on antisemitism • Promote public awareness on reporting antisemitism and resources such as the <state/territory peak Jewish body> antisemitism portal • Establish pathways and facilitate easy community access to connect with the <local Jewish security group if applicable>, <state/territory> Police, e-safety commissioner, <state peak Jewish body> and the Australian Human Rights Commission around monitoring incidents • Understand and monitor protest compliance • Prepare emergency response plan for responding to antisemitism

Focus areas for combating antisemitism *continued*

Focus Area	Activity	Actions
Internal Engagement and Capacity Building	<LGA> Council recognises that education and awareness are key to addressing antisemitism at its root. As part of its commitment to inclusion, Council's staff induction will include information about the local Jewish community, and antisemitism and social cohesion more broadly. Additionally, relevant information on combating antisemitism will be shared through the internal newsletter, keeping staff informed and equipped to contribute to a more inclusive environment.	<ul style="list-style-type: none"> • Review and improve induction materials including Senior Management and Councillors visiting the <local Jewish Museum if applicable> and <local synagogue> at the beginning of each Council term • Continue implementation of Cultural Diversity Strategy with reference to antisemitism • Prepare materials for targeted communication and engagement • Review cultural learning needs with Organisational Development team • Assess additional training needs for frontline staff related to prohibited terms and symbols that should not be displayed at protests or reproduced/disseminated • Provide community information about approval processes relating to protests/community gatherings in public spaces • Review library collections and <state/territory Year-12 examination> study materials, as well as generalist educational resources supporting learning and engagement with Jewish topics (ie Suzanne Rutland and Jonathon Sacks)

Focus areas for combating antisemitism *continued*

Focus Area	Activity	Actions
Engagement in Local Networks and Specialist Organisations	<p><LGA> Council understands that combating antisemitism requires collective action and collaboration. We are actively strengthening ties with local Jewish organisations and ensuring their voices are heard in planning and policy discussions.</p> <p><LGA> Council will continue to refer community members to subject-matter experts and engage with networks at all levels to canvass engagement and support options for Jewish residents. Opportunities may exist to work with neighbouring councils (<neighbouring councils>) to form a resilience/preparedness working group alliance. This group would develop shared information/resources in support of incident response/prevention in collaboration with other authorities and build on the lessons learnt of other councils.</p>	<ul style="list-style-type: none"> • Convene targeted networks • Strengthen partnerships and collaborative actions • Keep a database of Jewish community organisations • Host meetings between the Mayor and <state/territory peak Jewish body> at the beginning of each term • Support community efforts by providing grants and resources • Design public awareness campaigns and educational resources to promote respectful dialogue • Review and update actions under Council's <council's anti-racism campaign> campaign and anti-racism strategies (e.g. bystander action against racism and allyship training) • Support educational programs and workshops on how to identify and respond to antisemitism for service providers and community utilising expertise of organisations including the <local Jewish museum if applicable> • Connect with schools and the <state/territory education department> in support of educational programs and locally available opportunities for school engagement • Identify opportunities for place-based collaboration • Explore formation of resilience/preparedness alliance

Tips on how to develop locally relevant strategies

→● Guidance

This section provides principles and tips on developing locally relevant strategies and initiatives.

1. Ground the strategy in local realities

Use local demographic data (e.g., ABS census) to understand the size, distribution, and needs of Jewish residents and institutions.

Gather input from local Jewish community members and organisations to ensure the strategy reflects lived experiences.

Identify local risk factors (e.g., recent antisemitic incidents, community tensions, online hate trends) and address them directly.

2. Consider and position the strategy as part of broader social cohesion goals

Connect the strategy to other council priorities such as community safety, cultural diversity, and human rights.

Review past initiatives that supported the local Jewish community or promoted social cohesion and apply learnings from that activity.

3. Keep it achievable and practical

Ensure the strategy fits your community's context and can be delivered within available budget and resources.

Make objectives clear and ensure initiatives, programs, and timelines directly support those objectives.

4. Engage the right internal and external stakeholders early

Involve decision-makers (mayor, councillors, senior executives) and community influencers to gain their views and secure commitment.

Partner with Jewish organisations (e.g., state/national Jewish peak bodies, museums, synagogues) to enhance legitimacy.

Collaborate with other organisations experienced in developing similar strategies (e.g., multicultural and anti-racism bodies).

5. Consider best practice

Undertake a desktop review of similar strategies, both nationally and internationally, to explore content, format and ideas.

Speak to other councils who have developed similar strategies.

Learn from other examples and adapt to suit your local context.

Notes

[illegible]



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