GLEN EIRA CITY COUNCIL

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Antisemitism Strategy 2026–2028

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City of GLEN EIRA

GLEN EIRA CITY COUNCIL

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Acknowledgement of Traditional Owners

Glen Eira City Council acknowledges the Boon Wurrung/Bunurong and the Wurundjeri Woi Wurrung peoples of the Kulin Nation, as the Traditional Owners and Custodians, and pays respect to their Elders past and present. We acknowledge and uphold the Traditional Owners' continuing relationship to the land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community.

We support the Uluru Statement from the Heart and are committed to a Reconciliation Action Plan which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people who live health and prosperous lives and to improve life outcomes for future generations.

Glen Eira resides on country that always was, and always will be, Aboriginal land.

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Mayor's Message

Glen Eira is proud to be home to Victoria's largest Jewish population, with more than 17 per cent of our residents identifying as Jewish. The diversity of our community helps shape who we are as a City. Our 2024 *Community Vision* guides us, and together we are building a thriving and empowered community working together for an inclusive and sustainable future. We continue to strengthen our commitment to safety and inclusion, and to addressing rising concerns about antisemitism.

As the cultural centre of Melbourne's Jewish population, we recognise how these issues affect residents' sense of security and belonging. We play an important role in keeping both the Jewish and wider Glen Eira community feeling safe and included, which is why we have created the *Antisemitism Strategy*. We are proud to take a sector leadership role, demonstrating a visible and value-based commitment to preventing and responding to antisemitism.

This *Strategy* builds on our existing work around social cohesion, anti-racism and community safety. It includes practical actions in areas like education, incident response, community engagement and public space design. We continue to work closely with local Jewish organisations, neighbouring councils and national representatives to ensure community voices shape this work. Through this *Strategy,* social cohesion initiatives and support for inclusive programs, Glen Eira continues to promote connection, respect and resilience. Together, these efforts help build a community where all residents can feel safe, valued and free from antisemitism.

Foreword from the CEO

The *Glen Eira Antisemitism Strategy 2026–2028* provides a clear, coordinated and time-bound framework for preventing and responding to antisemitism at a local level.

It sets out how we will use our role as a provider, partner, educator, advocate, and regulator to strengthen safety, inclusion, and social cohesion for Jewish residents. At the same time, it reinforces Glen Eira's commitment to human rights and community wellbeing for all.

The *Strategy* responds to a documented increase in antisemitic incidents locally and statewide and to community concerns about safety, visibility and confidence. It elevates antisemitism as a specific focus within Council's broader anti-racism and social cohesion agenda, to address the surge of incidents. The Strategy ensures a visible, accountable and sustained response by Council.

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Introduction

Strategy purpose

The purpose of the *Strategy* is to provide a clear and coordinated framework that brings together Council, community partners and other agencies in a joined-up approach to preventing and responding to antisemitism, strengthening a sense of safety and inclusion for Jewish residents.

Strategy scope

Antisemitism is not only expressed through visible incidents such as graffiti, harassment or vandalism. It also operates through everyday attitudes and social norms — including stereotypes, dismissal, indifference and the erasure of Jewish identity — which can normalise harm and undermine trust over time.

For this reason, a reactive response to incidents alone is not sufficient. This Strategy combines immediate responses with long term efforts and is integrated within our broader anti-racism and social cohesion work.

The Strategy focuses on the levers available to local government and the roles we can directly play (as provider, partner, advocate, educator and regulator) and the ways we can collaborate with community and other agencies. In this context, Council's role focuses on providing services, supporting community programs, improving safety in Council-managed spaces, coordinating with partners, and advocating for changes to Victorian and Australian government.

It does not seek to address international politics, determine the outcomes of geopolitical debates, or replace the statutory roles of Victoria Police, courts, non-government organisations or other authorities. Where antisemitic conduct falls outside our jurisdiction, the *Strategy* prioritises clear referral pathways, coordinated response protocols and responsible, visible civic leadership rather than duplicating external systems.

While centred on addressing antisemitism, this plan recognises that combating antisemitism contributes to combating all forms of racism and extremism affecting our community; it is positioned within our broader anti-racism and social cohesion efforts.

The *Strategy* will be implemented over 2026–2028 and then evaluated. Delivery will be guided by an *Action Plan*, published separately and developed annually, which will set out the specific actions, timeframes, responsibilities and measures for each year of the *Strategy*.

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City of Glen Eira snapshot

The City of Glen Eira is located in Melbourne's south-eastern suburbs and covers 39 square kilometres.

The municipality includes established suburbs that include Bentleigh, Bentleigh East, Carnegie, Caulfield, Caulfield East, Caulfield North, Caulfield South, Elsternwick, Gardenvale, Glen Huntly, McKinnon, Murrumbeena and Ormond, and parts of the suburbs of Brighton East and St Kilda East, each with their own unique identity and local character.

The population of Glen Eira is estimated at 161,057 residents, representing 59,792 households with an estimated 17,000+ business and 48,000 local jobs. The City has a median age of 38 years, with a mix of families, single-person households and multigenerational living arrangements reflecting its changing demographic profile. Glen Eira is a culturally diverse community, with residents representing more than 107 countries and over 120 cultural backgrounds.



Different cultural backgrounds[2]

120+



Over one-third of residents were born overseas[2]

55,038



Glen Eira is home to the largest Jewish community in Victoria

54.9%

of the Victorian Jewish population call Glen Eira home[2]



Languages spoken other than English.[2] The most common languages spoken at home are:

Mandarin 5.6%
Greek 3.6%
Russian 3.1%
Hebrew 2.1%
Hindi 1.2%



Most common countries of birth outside Australia[2]

1. **China** 4.5%
2. **India** 4.4%
3. **England** 3.3%
4. **South Africa** 2.4%
5. **Israel** 1.5%

Glen Eira City Council Plan 2025-2029

The *Glen Eira City Council Plan 2025–2029* was developed in collaboration with our community and responds to our most important priorities for the next four years. We have grouped our goals into four key strategic directions:

- **Community safety, cohesion, health and wellbeing:** Building a community where everyone feels safe, supported and connected.
- **Diverse, welcoming and accessible places:** Creating neighbourhoods and public spaces that are inclusive and accessible for all.
- **Environmental stewardship:** Taking strong action on climate change, reducing waste and supporting community-led sustainability.
- **Innovative and financially sustainable:** Using resources wisely, making open decisions and focusing on what matters most.

Each direction is supported by a set of objectives and indicators. These indicators help us measure progress and show how we are tracking towards achieving our objectives. To help achieve the goals

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set out in the *Council Plan 2025–2029* the annual *Action Plan* outlines the key projects and initiatives we will deliver during the 2025–2026 financial year. This includes major initiatives that have been identified as top priorities — projects that will make a real difference in our community and directly support the long-term vision.

Our planning approach

Our planning approach is anchored in the long-term *Community Vision*, which expresses the aspirations and priorities of our residents and guides all of our decision-making. This vision provides the foundation for our strategic priorities and outcomes for 2025 to 2029, ensuring our work is focused on creating a thriving and empowered community working together for an inclusive and sustainable future.

Our *Integrated Planning and Reporting Framework* (IPRF) ensures all our strategies and plans work together to deliver on the *Community Vision 2040* and the *Council Plan 2025–2029*.

This *Strategy* is grounded in the *Glen Eira City Council Plan 2025–2029*, particularly **Strategic Direction 1: Community Safety, Cohesion, Health and Wellbeing**, which identifies combatting antisemitism and racism as essential to an inclusive, healthy community. It follows the integrated planning approach of our *Council Plan*, ensuring that actions to address antisemitism are embedded in Council's overall vision for a safe, inclusive City.



Figure 1. *Integrated Planning and Reporting Framework.*

This approach brings together community insights, service knowledge and cross-departmental collaboration. We believe a truly vibrant and resilient community is one where everyone is seen, heard and valued and this approach ensures our planning is consistent, evidence-based and informed by the people who live, work and participate in Glen Eira.

Health and wellbeing are central to every aspect of our work across all our strategic planning. Access to green spaces, environment, housing, transport, safety, and social inclusion all shape people's wellbeing. That is why every strategic plan considers the impact it will have on community health, wellbeing, equity and inclusion.

We recognise that achieving meaningful health and wellbeing outcomes for our community requires strong, sustained partnerships with key agencies and community groups. We understand that by aligning our efforts and resources, we can deliver greater impact, more efficiently. We play a vital role in connecting, supporting, advocating for, and resourcing initiatives that align with shared goals. We have actively engaged our partners to validate the data and insights that informed the *Council Plan*, explore strategic alignment, anticipate sector changes and gather local stories that illustrate our findings.

We apply a place-based approach that recognises the diversity of Glen Eira's neighbourhoods and the different needs, challenges and opportunities that exist within each area. This enables us to tailor services, programs and partnerships to local circumstances and strengthen community connection at a neighbourhood level.

Our work is supported and structured by Council's IPRF, which ensures a clear line of sight between our *Community Vision*, long-term strategies, annual priorities and on-the-ground delivery. Through this framework, we maintain transparency, accountability and consistency in how we plan, implement and report on our work, ensuring that our strategic commitments translate into meaningful, measurable outcomes for the community.

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Background

Governance context

This *Strategy* has been informed by a range of local, state and national policy frameworks and best-practice models, ensuring our approach to preventing and responding to antisemitism is evidence-based, aligned with broader reforms, and tailored to local community needs.

Waverley Council (NSW) *Strategy to Combat Antisemitism* (2025): Australia's first local government antisemitism strategy, which outlines a comprehensive model based on leadership, public awareness, community engagement and incident response. We have drawn on Waverley's four pillars (Prevention, Early Intervention, Response and Recovery) and its use of the IHRA definition as guiding foundations.

The *Special Envoy's National Plan to Combat Antisemitism* (2025): A national framework identifying 13 priority areas, from law reform and education to digital governance and safeguarding Jewish life. The Special Envoy has promoted Waverley Council's Strategy (referred to above) as the model strategy for application in other local government areas (LGAs). Our *Strategy* aligns by adopting common definitions, strengthening incident-reporting pathways and supporting the call for local governments to act as "frontline actors" in combating antisemitism.

The Jewish Community Council of Victoria (JCCV) *10-Point Plan to Combat Antisemitism in Victoria:* A policy framework highlighting statewide needs, including strengthened public safety laws, closing legislative gaps, expanding Jewish cultural activities, bolstering community security and increasing education and awareness. We localise these priorities through Council's programs, services and partnerships.

The *Local Government Antisemitism Action Plan 2025:* Developed through the Australian Mayors Summit Against Antisemitism, providing councils with practical, adaptable measures to respond rapidly to antisemitism. Its actions — strengthening anti-discrimination policies, expanding cultural awareness training, improving reporting systems and deepening collaboration with police and Jewish organisations — have directly shaped our local approach.

Victorian State initiatives: Including the *Victorian Anti-Racism Strategy 2024–2029*, the *Justice Legislation Amendment (Anti-vilification and Social Cohesion) Act 2025*, and state forums such as the Local Escalation and Help (LEAH) Group, in which we actively participate, and the Victorian Anti-Hate Taskforce. This Strategy complements these statewide reforms by localising their objectives for community level impact.

Glen Eira's existing social cohesion infrastructure: Including the Glen Eira Social Cohesion Taskforce and the Community Safety, Cohesion, Health and Wellbeing Advisory Committee. These groups provide established platforms for co-design, partnership and intelligence-sharing, enabling a

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coordinated and evidence-informed approach to implementation.

Current context

Our commitment to an inclusive, safe community

Glen Eira is a proudly diverse municipality of more than 160,000 residents and has the largest Jewish community in Australia with approximately 17 per cent of residents identifying as Jewish. This represents over half of Victoria's Jewish population, contributing significantly to the cultural richness of our City. Council has long championed multiculturalism, interfaith harmony and anti-discrimination.

We were the first Victorian council to adopt the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism in full, signalling our zero-tolerance for anti-Jewish hate:

> *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.*

We use the IHRA Working Definition as a practical, guiding tool to support shared understanding and consistent responses to antisemitism. Australia has formally adopted the IHRA Working Definition, is a member of the IHRA intergovernmental body, and our use of the definition aligns with this national and international approach. The definition is supported by clear, practical examples reflecting contemporary lived experience to help our staff, key partners and the community recognise antisemitic harm in context and respond proportionately and safely. It is not used to impede legitimate political discussion.

Building on the Together We Stand[1] anti-racism statement (May 2019), Council has undertaken a range of initiatives that contribute to reducing racism and strengthening social cohesion.

Through sustained partnerships with key Jewish organisations, we have:

- embedded anti-racism and cultural competency training for staff and Councillors.
- supported and promoted Jewish cultural and educational programs.
- established the Glen Eira Social Cohesion Taskforce and convened the Victorian Local Government Forum on Antisemitism and Social Cohesion.
- delivered broader community initiatives designed to promote understanding, inclusion and respectful engagement across our diverse communities.

Glen Eira's reputation as one of the safest municipalities in Victoria is supported by Crime Statistics

[1] Together We Stand

Agency Victoria (CSA) data which consistently shows that Glen Eira performs well compared with most Victorian LGAs, particularly for violent crime. Analysis of CSA datasets shows Glen Eira's violent crime rate is around 50 per cent lower than the Victorian average, placing it among the lowest-violence LGAs in the state. This strong safety profile is also reflected in community perceptions, with 91 per cent of Glen Eira residents reporting they feel safe when walking alone in their local area during the day, according to the *Glen Eira 2026 Community Satisfaction Survey tailored questions report*.

Why Glen Eira needs a targeted antisemitism strategy

Global events and conflicts have triggered a sharp rise in antisemitic incidents worldwide and locally. Victoria experienced an unprecedented spike in anti-Jewish hate in late 2023 — recording more incidents in one quarter than in the previous three years combined — with many occurring in Melbourne's south-east, where Glen Eira's Jewish community is concentrated.

The size, concentration and visibility of the Jewish community in Glen Eira, means that antisemitic incidents — whether physical, verbal or symbolic — have a disproportionate impact on sense of safety, belonging and trust. A targeted, place-based response is therefore both necessary and appropriate.

Locally, residents have reported vandalism, harassment and vilification, which have increased feelings of fear and vulnerability. In 2025, the Community Security Group (CSG) recorded 564 antisemitic incidents across Victoria — the highest total ever in a single year — including 240 incidents (43 per cent) in the City of Glen Eira alone, underscoring that antisemitism is a persistent and highly localised threat in Melbourne's inner south-east.

These local incidents, intensified by global tensions, have impacted the community's sense of safety. Our current approach — embedding anti-racism within the Council Plan and relying on broad community safety measures — is no longer sufficient to address this specific and escalating challenge.

Beyond reportable incidents, antisemitism can drive fear, withdrawal and reduced participation in civic, cultural and public life — including reluctance to visibly express Jewish identity or attend community activities. These impacts are significant even where individuals have not experienced a direct incident, and they can weaken social cohesion by reducing everyday connection and trust. For these reasons, this Strategy measures and targets both objective safety and sense of safety.

In November 2025, Council unanimously recognised the need for a targeted response and resolved to develop a stand-alone Antisemitism Strategy. This dedicated strategy will elevate the visibility of our efforts, ensure a coordinated response, and reassure Jewish residents that their safety and wellbeing are an urgent priority. It will provide a focused two-year plan (2026–2028) that builds on existing social cohesion initiatives and lays the foundation for a broader intercultural social cohesion strategy in the years ahead.

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Key challenges and opportunities

This *Strategy* is informed by a review of local data as outlined above, community feedback and our role and capacity to respond to antisemitism, which together shape the approach outlined below.

Rising threats and community fears

The threat of rising antisemitism is real and urgent. Antisemitic graffiti, hate symbols and harassment have appeared in or near Glen Eira, often triggered by global events. This rise in incidents — including highly visible cases of hate speech and intimidation — has caused deep concern. Under-reporting is likely, as some victims feel fear or fatalism, meaning incidents may be more frequent than official reports indicate.

We need to encourage reporting and respond visibly so that incidents are not normalised. This includes clear public information on reporting and support options, timely action on antisemitic graffiti on Council assets, and coordinated communication with partners and outreach to community organisations after significant incidents. At the same time, our Jewish community is experiencing trauma and uncertainty, which can erode trust and participation in community life if not addressed. Countering this fear with tangible action and support is a top priority.

Antisemitism can cause trauma, anxiety and avoidance behaviours that reduce participation in public and civic life, even when incidents are not directly experienced. These impacts are not limited to individual wellbeing. They can also reduce visibility, connection and confidence across community life, which weakens social cohesion over time. This is why the *Strategy* focuses on both physical safety and people's sense of safety.

Community sensitivities and expectations

Because this topic is highly sensitive, there is a risk of disinformation or misunderstanding from parts of the community if the *Strategy* is not communicated and implemented carefully. For instance, some might wrongly perceive a specific focus on antisemitism as favouritism, or, conversely, our community might be sceptical of a government strategy's impact.

We will undertake targeted, facilitated and purpose-driven engagement during implementation, designed to prioritise safety, clarity and inclusion. Engagement methods will be tailored to the audience and risk, to avoid unintentionally amplifying harm or division. Maintaining an emphasis that addressing antisemitism benefits everyone — by upholding our City's values and harmony — will be critical to securing broad support.

Strong foundations and partnerships

We are not starting from scratch. A key strength is the alignment of this initiative with Victorian and Australian Government policies and resources, which opens opportunities for funding and support. We have long-standing established strategic and operational relationships with Jewish

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organisations, faith leaders, Victoria Police, neighbouring councils and multicultural networks. Past collaborations, including interfaith Harmony Forums and joint training with JCCV, demonstrate a history of constructive community engagement that Council can build on.

These partnerships are an asset to co-design effective programs and rapidly respond to incidents through, for example, taskforces and information sharing. We have a strong history of positive action and a zero tolerance to racism and antisemitism — a position we can leverage to advocate for resources (such as state grants for anti-racism and security) and to pilot innovative approaches that might be models for others.

An inclusive, cohesive community to build on

Despite recent strains caused by antisemitism and hate incidents, the Glen Eira community continue to demonstrate a strong commitment to diversity, social cohesion and standing against hate. Through sustained community leadership and engagement, the prevailing aspiration among residents — Jewish and non-Jewish — remains unity, safety and embracing diversity.

Expressions of solidarity from other communities and faith groups in Glen Eira also point to a meaningful opportunity to deepen interfaith and intercultural understanding as part of this strategy's implementation. By prioritising education and positive engagement, this *Strategy* seeks not only to support our Jewish community but also strengthen social cohesion more broadly — contributing to greater understanding, empathy and resilience across the community.

Council's leadership role

Given the size and visibility of the Jewish community in Glen Eira, the community expects Council to provide clear, proactive and sustained leadership in response to antisemitism. This includes prevention and education, visible civic advocacy, and timely, effective responses when incidents occur — delivered in a way that is proportionate, inclusive and aligned with human rights principles. This also includes setting expectations for respectful public behaviour and civic discourse and promoting civility so that difficult issues can be discussed in an inclusive and respectful environment.

We will deliver the *Strategy* with care, guided by community voices and grounded in our shared commitment to a safe, inclusive and respectful Glen Eira. Implementing the *Strategy* will require a consistent, coordinated approach across partners, given the sensitivity of the issue and the diversity of community views. Council will need to manage heightened community expectations, ensure actions are consistent and evidence-informed, and support the safety and wellbeing of community partners, staff and Councillors involved in this work.

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Stakeholders and their roles

Our community are key stakeholders who contribute essential insights, lived experience and collaborative support to strengthen Glen Eira's safety, cohesion and antisemitism prevention efforts.

We work in partnership through key internal groups — the Glen Eira Community Safety Committee, the Glen Eira Social Cohesion Taskforce, and the Glen Eira Strategic Advisory Committee — Community Safety, Cohesion, Health and Wellbeing.

- The **Community Safety Committee** aims to promote, guide and support strategic responses to community safety priorities in Glen Eira. It brings together Council, Victoria Police, emergency services, and community organisations.
- The **Social Cohesion Taskforce** focuses on coordinating responses to incidents impacting community safety and cohesion, initially prioritising antisemitism, supports unified public messaging across key organisations, and advise on practical, action-oriented initiatives that strengthen long-term community harmony across all cultural groups. Members include the Jewish Community Council of Victoria (JCCV), Community Security Group (CSG), Courage to Care, Victoria Police, Monash University, Victoria University, Urban Enterprise, the Victorian Government - Multicultural Review Advisory, and the Department of Justice and Community Safety.
- The **Community Safety, Cohesion, Health and Wellbeing Strategic Advisory Committee** provides advice and recommendations to support Council's goal of a safe, healthy and well community. Membership consists of Councillors and community members.
- Additionally, the Victorian Government's **Local Escalation and Help Group (LEAH),** along with the Anti-Hate Taskforce — continue to contribute specialist knowledge and coordinated government responses to antisemitism and community safety.

These groups provide advisory and coordination functions, supporting information sharing, alignment, and co-design. They do not replace Council's decision-making or statutory authorities but act as structured forums to inform Council's approach and support coordinated responses.

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Vision

A safe, inclusive and respectful Glen Eira, where Jewish residents – and people of all backgrounds – feel protected, valued and free from antisemitism.

This vision aligns with the *Glen Eira 2040 Community Vision* of an 'inclusive and sustainable future' and reinforces that antisemitism has no place in our City's future.

Guiding principles

In pursuing these objectives, the following principles will guide all actions under this *Strategy*:

Human rights and equity: This *Strategy* is framed firmly within a human rights lens — protecting the rights of a minority community and upholding the principle that an attack on one group is an attack on all. Our focus on addressing antisemitism is grounded in a commitment to social cohesion and undertaken in a way that values inclusiveness, reduces division and avoids marginalising or stigmatising any community. We emphasise safety, dignity and equity, consistent with Council's obligations under the *Victorian Equal Opportunity Act 2010* and the *Justice Legislation Amendment (Anti-Vilification and Social Cohesion) Act 2025*. All interventions will be inclusive and avoid marginalising any community.

Community-centric and co-designed: Jewish community members and organisations will be at the heart of shaping solutions. We will continue to engage with affected communities through advisory structures and targeted, facilitated engagement to inform program design and delivery. This principle ensures interventions are culturally appropriate and truly meet community needs. It also fosters local leadership and empowerment in addressing antisemitism.

Evidence-based and best practice: Actions will be informed by evidence and expertise — learning from best practices in other cities and recommendations from experts. We will utilise academic research to understand trends and evaluate what works.

Integration and visibility: While this is a stand-alone strategy to give focus and urgency, its implementation will be integrated across Council operations rather than siloed. This mainstreaming ensures sustainability after the two-year period. We will maintain visibility of the issue through regular reporting and dedicated communications, including actions delivered while respecting privacy and safety considerations, to ensure antisemitism does not slip from our attention. This approach supports sustainability beyond the initial two-year period and ensures antisemitism is addressed as part of Council's broader commitment to inclusion and social cohesion.

Transparency and accountability: Council will be transparent about progress on this strategy.

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Clear metrics and public reporting (see Monitoring and Evaluation) will hold Council accountable to the community. We will clearly identify areas that need further work or input and update them as more information becomes available.

Proportionate, trauma-informed action: Council responses will be timely and supportive, while remaining appropriate to the level of risk and the preferences of the affected community.

By adhering to these principles, we aim to not only address the immediate problem of rising antisemitism but also to reinforce the values of inclusion and respect that define our community.

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Strategic Objectives

The following Strategic Objectives describe the outcomes this *Strategy* aims to achieve for our community over the next two years. They reflect community feedback, our responsibilities as a local leader, and the importance of building a safe, inclusive and respectful City for Jewish residents and the broader community.

Strategic Direction 1: Prevention and Education

Objective 1.1: Strengthen awareness and understanding of antisemitism, its impacts, and measures to prevent and address it across Council, partners, and the broader community.

Indicators:

- Councillors, staff and partners participate in specialist antisemitism education
- Council staff and partners demonstrate improved understanding of antisemitism and appropriate response approaches
- Community awareness of reporting and support options improves
- Education initiatives reach diverse community groups, including young people.

Strategic Direction 2: Leadership and civic responsibility

Objective 2.1: Council demonstrates visible, consistent and values-based leadership in preventing and responding to antisemitism.

Indicators:

- Council provides clear public leadership opposing antisemitism
- Strong partnerships support coordinated local responses
- Council advocacy contributes to broader policy, funding or system outcomes
- Community confidence in Council leadership and responsiveness is maintained.

Strategic Direction 3: Policy and systems

Objective 3.1: Relevant Council policies, procedures and operational systems work towards preventing, identifying and responding to antisemitism.

Indicators:

- Clear and accessible antisemitism response and reporting pathways are in place
- Council responses to antisemitic incidents are timely and consistent
- Staff understand how to escalate and respond to incidents within their role
- Council's policies, procedures and day-to-day system support welcoming and safe public spaces.

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Council's role in delivering this Strategy

We will implement this *Strategy* through the full spectrum of our roles — as a **provider, partner, advocate, educator and regulator**. This approach ensures that antisemitism efforts are embedded in all facets of our activity, allowing us to use every lever at our disposal.

1. Council as a **provider** — Programs, services and infrastructure to counter antisemitism

As a provider of community services and facilities, we will deliver practical measures that support Jewish residents and ensure our systems respond appropriately to antisemitism.

This includes activities such as:

- supporting **visible Jewish cultural, commemorative and educational events** through grants, venues and promotion, including cross-cultural and interfaith initiatives that build connection and understanding between communities.
- strengthening **culturally appropriate information** for residents experiencing antisemitic harm, including clear links to incident reporting pathways, specialist supports and crisis services where needed.
- supporting **participation in civic and cultural life** by promoting inclusive, welcoming programs and ensuring our facilities are visibly safe for Jewish residents and visitors.

This ensures our services are consistent, impact-aware and responsive to community needs, and that residents can access appropriate specialist supports where required.

2. Council as a **partner** — Collaboration and coordination

We recognise that addressing antisemitism requires strong partnerships with community organisations, police, experts and other councils. Collaboration ensures responses are informed, coordinated and effective. Council will prioritise supporting and strengthening existing community-led initiatives, rather than duplicating specialist services already delivered by community organisations.

This includes activities such as:

- using the **Glen Eira Social Cohesion Taskforce** as the primary mechanism for coordinating Council's antisemitism response, including information-sharing, community advice and co-design of actions with key partners and relevant community stakeholders.
- strengthening coordination **with Victoria Police and the Community Security Group (CSG)** and other key partners to align with Council's response with broader incident and emergency coordination arrangements, including communication that is

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proportionate to incident severity.

- collaborating with **neighbouring south-east councils** to share data, approaches and extend education initiatives, alongside joint advocacy on antisemitism and community safety.
- engaging **academic and expert partners** to inform education initiatives and evaluation over time.

These partnerships strengthen local responses while aligning our actions with broader regional and statewide efforts.

3. Council as an **advocate** — Using our voice for policy change and resources

We will speak clearly against antisemitism while framing this work as complementary to broader anti-racism and social cohesion efforts, recognising that all forms of racism and hate are taken seriously. Responses and communications will be context-specific and proportionate, guided by safety considerations and the needs of affected communities.

This includes activities such as:

- advocating to **State and Commonwealth Governments** for funding and policy settings, to support local antisemitism prevention, education, and the security needs of at-risk community organisations and events.
- publicly affirming our **zero-tolerance stance on antisemitism** through consistent statements, campaigns and visible civic leadership messaging.

Visible advocacy reinforces community confidence and signals that antisemitism has no place in Glen Eira.

4. Council as an **educator** — Strengthening organisational capability and community awareness.

Council's role as an educator is focused on building internal capability and strengthening antisemitism literacy across the organisation, supporting staff to recognise antisemitism, understand its impacts on contemporary Jewish life and respond safely and constructively.

In partnership with specialist organisations, Council will support and amplify public education campaigns and programs that build broader community understanding.

This includes activities such as:

- delivering **annual antisemitism awareness and trauma-informed practice training** for Councillors, the Executive Leadership Team and priority frontline staff, in partnership with expert providers and Jewish community organisations to support consistent, safe and

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appropriate responses.

- promoting **Holocaust and antisemitism education programs** for residents, young people and community groups, in partnership with specialist organisations.
- delivering a **targeted public education campaign** to priority audiences, including schools, youth and community settings to build practical understanding of antisemitism, its local impacts and how to recognize and respond within everyday community contexts.
- integrating **antisemitism and broader anti-racism content** into youth, interfaith and intercultural programs supported by Council, to build stronger understanding and respectful engagement between communities.
- Promoting shared understanding and practical application of the **International Holocaust Remembrance Alliance (IHRA) Working Definition of Antisemitism** across Council and with relevant partners, supported by clear, accessible examples reflecting contemporary lived experience.
- ensuring education programs are ongoing and structured, takes a strengths-based approach by including contemporary lived experience, celebration of Jewish culture and practical 'upstander' skills, and are **not limited to Holocaust history.**

Through these actions, we will support informed, respectful engagement across the community and reduce misinformation and under-reporting.

5 Council as a **regulator** — Protecting public safety and amenity

While our regulatory powers are limited, they play an important role in maintaining safe public spaces and supporting appropriate responses to antisemitic behaviour. In addition to responsive measures, we will take a proactive approach to improving safety in public spaces, particularly in locations identified as higher risk.

This includes activities such as:

- continuing to ensure the **prompt removal of antisemitic graffiti or symbols** from Council-managed assets in line with existing graffiti response standards.
- identifying and implementing **safety improvements around high-risk or sensitive locations**, through the application of Crime Prevention Through Environmental Design principles.

We will continue to work closely with Victoria Police and other authorities where incidents fall outside local government powers.

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Strategy Action Plan

The roles outlined above describe how we will act to prevent and respond to antisemitism. The *Action Plan*, published separately, sets out what will be delivered to give effect to this *Strategy*.

The *Action Plan* includes specific, time-bound actions aligned to each strategic direction, with defined responsibilities, delivery timelines and success indicators. It is structured across the two-year life of this *Strategy*, with actions sequenced across Year one and Year two to reflect priority, resourcing and readiness.

Together, the *Strategy* and *Action Plan* ensure a clear line of sight between strategic intent and on-the-ground delivery.

Monitoring and evaluation

Ongoing monitoring and evaluation will ensure that Council remains effective, responsive and accountable through the *Strategy*. Because antisemitism trends can shift quickly, we will regularly review progress, assess what is working and adjust actions as needed.

Review and adaptation: The *Strategy* is designed to be flexible, allowing new actions to be added or existing ones refined as needs evolve, new evidence emerges or significant incidents occur. Planning for longer-term social cohesion efforts will commence in the second year, ensuring we maintain a clear path forward beyond 2028.

Tracking progress: Progress will be monitored through delivery of the *Action Plan* and assessed against the *Strategy's* indicators. Feedback from our Jewish residents and community partners, will remain central to understanding whether the *Strategy* is having the intended impact. We will also track incidents of antisemitism using data from Victoria Police and key community organisations such as CSG and JCCV. An initial increase in reporting may indicate improved confidence in pathways and support, rather than a deterioration in underlying conditions.

Reporting: We will provide periodic updates on progress against the *Action Plan* and the *Strategy's* indicators through our existing communication and reporting mechanisms. A final report at the end of the *Strategy* will be developed to assess overall impact, identify lessons learned and inform future social cohesion and anti-racism work.

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Appendix 1: Glossary

Term	Definition
Antisemitic incident	An act, behaviour or expression that targets Jewish individuals, organisations or property and is perceived as antisemitic.
Antisemitism	As defined by the International Holocaust Remembrance Alliance (IHRA), a certain perception of Jews that may be expressed as hatred towards Jews. This can include rhetoric or actions directed at Jewish people, their property, institutions or religious facilities.
Contemporary context	How antisemitism is experienced and expressed in current social, community and online environments.
IHRA working definition of antisemitism	An internationally recognised definition adopted by Australia and used by Council to support shared understanding and consistent responses. It includes examples to help identify antisemitic conduct in context.
Racism	Prejudice, discrimination or hostility directed at a person or group based on race, ethnicity or cultural background.
Vilification	Public behaviour that incites hatred, serious contempt or severe ridicule against a person or group based on a protected characteristic, such as religion.
Jewish identity	A diverse religious, cultural and ethnic identity. Jewish people may identify through faith, heritage, culture or community connection. Many Jewish people associate with Zionism which connects cultural, historical and identity-based ties to Israel as the Jewish homeland. Not all Jewish identities associate with Zionism.
Safety (actual and perceived)	Safety includes both the level of risk in the community and how safe people feel in their everyday lives. Actual safety relates to objective factors such as reported incidents, data and physical conditions. Perceived safety relates to people's sense of security, confidence and belonging, including whether they feel comfortable participating in public life and expressing their identity.
Social cohesion	The strength of relationships and sense of belonging within a community, including trust, inclusion and participation across different groups.
Strengths-based approach	An approach that focuses on the strengths, resilience and contributions of the Jewish community, including supporting visibility, participation and positive community narratives alongside efforts to prevent and respond to antisemitism.
Trauma-informed approach	Applying a trauma-aware approach to design and deliver services and engagement in ways that prioritise safety, trust, choice and inclusion, and minimise the risk of re-traumatisation.
Upstander	A person who safely takes action to challenge or respond to racism, discrimination or harmful behaviour, rather than remaining passive.
Zero Tolerance	Council does not accept antisemitism in any form and will take appropriate action within its role to prevent and respond to it. This includes clear communication, consistent responses to incidents and working with partners to support community safety, while recognising the limits of Council's authority.