

June 2026

A safer, inclusive Glen Eira

Antisemitism Strategy engagement report



GLEN EIRA
CITY COUNCIL

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GARDENVALE, GLEN HUNTLY, MCKINNON, MURRUMBEENA, ORMOND, ST KILDA EAST

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Executive summary

Glen Eira City Council undertook community engagement to inform the development of its **Antisemitism Strategy 2026–2028**, in response to rising local antisemitic incidents and increasing community concern. With more than 17% of residents identifying as Jewish and a significant proportion of Victoria's recorded incidents occurring within Glen Eira, the issue represents a critical local priority requiring a coordinated and evidence-based response.

How we engaged

The engagement combined multiple phases and methods to ensure a robust and inclusive process. This report provides an overview of the findings from phases one and two of the engagement process, with a primary focus on **phase three**, which involved broad community engagement on the draft Antisemitism Strategy and Action Plan.

Phase three broad community engagement included a Have Your Say survey as well in-depth interviews with multicultural residents, an orthodox Jewish woman, a targeted workshop with community house managers, email submissions and a drop-in session at Moorleigh Community Village. Engagement was promoted through e-newsletters, social media, stakeholder networks and direct outreach. This final phase of engagement generated 845 web page views, 133 survey submissions, 309 downloads of key documents and 18 in-depth community interactions. This phased approach made sure the Strategy was informed by both lived experience and broader community perspectives.

Who we heard from – broad engagement

Have Your Say survey submissions 133

 86% live in Glen Eira

 55% identify as Jewish

 41% identify as non-Jewish

 57% women  40% men  82 % aged 45 – 85+

Engagement activities

 email submissions — 2 submissions

 Community workshop with community houses — 5 participants

 Online interview – Orthodox Jewish woman (Rebbetzin) — 1 participant

 One to one interviews with multicultural residents — 6 participants

 Drop-in session at Moorleigh Community Village — 4 attendees

 **Total participants who provided feedback - 151**

The table below provides a high-level summary of the key feedback we received from the broad community survey.



Connection to Glen Eira

- Respondents who live in Glen Eira **86%**



Awareness of antisemitism

- Respondents familiar with the term antisemitism **95%**



Support for Council action

- Respondents who believe it is very important or somewhat important for Council to take an active role in preventing and responding to antisemitism **84%**



Top concerns about antisemitism

- People feeling unsafe expressing their Jewish identity **48%**
- Harassment or abuse in public places **41%**
- Threats to places of worship, schools or community buildings **39%**
- Normalisation of prejudice and community tension **38%**
- Damage to property, graffiti, hate symbols **35%**



Comfort in discussing antisemitism

- Respondents who felt very comfortable or comfortable discussing antisemitism **80%**



Support for direction of Strategy

- Percentage of respondents who strongly support or support the direction of the draft Antisemitism Strategy **76%**
- Percentage of respondents who mostly do not support or do not support at all the direction of the draft Antisemitism Strategy **17%**



Support for prevention and education

- Respondents who believe the focus area of prevention and education reflects Council priorities very well or somewhat well **80%**



Support for leadership and civic responsibility

- Respondents who believe the focus area of leadership and civic responsibility reflects Council priorities very well or somewhat well **77%**



Support for policy and systems

- Respondents who believe the focus area of policy and systems reflects Council priorities very well or somewhat well **74%**

What we heard

The engagement findings demonstrate broad recognition that antisemitism is a significant issue affecting Glen Eira and that Council has an important role to play in supporting safety, inclusion and social cohesion. Across all engagement activities, participants consistently expressed concern about the impact of antisemitism on individuals, families and community life, particularly the effects on Jewish identity, visibility, safety and belonging. Many participants described antisemitism as having both immediate impacts on personal safety and longer-term implications for community cohesion and participation.

There is strong support for Council taking an active role in preventing and responding to antisemitism, with 84 per cent of survey respondents identifying this role as important or very important. Support for the overall direction of the draft Strategy was also high, with **76 per cent** of respondents supporting or strongly supporting the proposed approach. Participants broadly supported the Strategy's three focus areas and recognised the importance of a coordinated approach that combines prevention, education, leadership, partnerships and practical action.

Education emerged as the most consistent theme across all phases of engagement. Participants viewed education as the most effective long-term mechanism for preventing antisemitism, building understanding and reducing prejudice. There was a strong call for initiatives that extend beyond Council and reach schools, young people, service providers, community organisations and the broader community. Participants also emphasised the importance of showcasing Jewish life, culture, diversity and contribution as part of education efforts, rather than focusing solely on antisemitism and harm.

The findings also highlight a strong expectation **that Council's response be practical, visible and action oriented.** Community members consistently sought clearer actions, measurable outcomes, visible leadership, improved reporting pathways and stronger incident response mechanisms. Safety and security emerged as recurring themes, particularly among Jewish respondents and targeted stakeholder groups, who emphasised the importance of visible support, accountability and confidence that actions will be implemented and monitored.

At the same time, engagement identified several areas requiring careful consideration. A proportion of participants questioned whether antisemitism should be addressed through a standalone strategy or within a broader anti-racism framework, while others raised

concerns about the distinction between antisemitism, criticism of Israel and the application of the IHRA definition. These views were reflected throughout survey responses, workshops, interviews and written submissions. Although perspectives differed, the feedback highlighted a common desire for clarity, transparency and respectful dialogue when addressing complex and sensitive issues.

Key differences between Jewish and non-Jewish respondents.

While Jewish and non-Jewish respondents often viewed antisemitism through different lenses, the findings demonstrate substantial alignment across both groups. Jewish respondents were generally more focused on lived experience, personal safety, Jewish identity and the impacts on community institutions, while non-Jewish respondents were more likely to emphasise social cohesion, community relationships and broader inclusion outcomes.

Despite these differences, both cohorts expressed strong support for Council taking action, broadly supported the draft Strategy and identified education, partnerships and practical action as key priorities. The findings suggest differences in emphasis rather than overall direction, with both groups recognising the importance of addressing antisemitism while fostering a safe, inclusive and cohesive community.

Key messages received from additional targeted engagement activities

Targeted engagement activities, including multicultural community interviews, consultation with an Orthodox woman, the Community House workshop and the Moorleigh Community Village drop-in session, provide valuable context to the survey findings and highlighted several consistent messages across diverse groups.

A strong theme across all activities was the importance of education, awareness and community connection as the foundation for preventing antisemitism and strengthening social cohesion. Participants identified a need for greater understanding of Jewish experiences, culture and contemporary forms of antisemitism, alongside opportunities for meaningful interaction between Jewish and non-Jewish community members. Education was consistently viewed as the most effective long-term mechanism for building understanding and reducing prejudice.

Consultation with an Orthodox woman, in particular, highlighted experiences of fear, reduced visibility and self-protective behaviours among some Jewish residents, while multicultural participants recognised the importance of ensuring Jewish residents feel safe, welcomed and supported within the broader community.

Participants consistently identified opportunities to strengthen social cohesion and intercultural connection. Multicultural residents, the Orthodox woman, Community House managers and community members participating in the drop-in session highlighted the value

of initiatives that bring diverse communities together, foster respectful dialogue and build relationships across cultural, faith and community groups. Many participants emphasised the importance of ensuring responses to antisemitism contribute to broader inclusion, respect and community harmony.

A recurring message was the need for practical guidance and tools to help organisations navigate complex situations where issues of antisemitism, community tensions and political expression intersect.

While perspectives differed on whether antisemitism should be addressed through a standalone strategy or within a broader anti-racism framework, there was broad agreement that Council has an important role in supporting safety, education, community connection and inclusion. In general, the targeted engagement reinforced the need for a response that is practical, culturally informed, gender informed, community-led and focused on strengthening both Jewish wellbeing and broader social cohesion across Glen Eira.

Overall, the engagement demonstrates strong community interest in ensuring Glen Eira remains a safe, inclusive and cohesive municipality. While respondents differed on some aspects of the draft Strategy, there was broad agreement that antisemitism should be addressed through a combination of education, community partnership, practical support, leadership and accountability. The findings reinforce the importance of a Strategy that is grounded in lived experience, responsive to community concerns and focused on delivering tangible outcomes that improve safety, strengthen inclusion and foster community connection.

The engagement findings have directly informed refinement of the Antisemitism Strategy and Action Plan. Together, the results will help to inform a practical, community-informed response that supports Jewish residents, strengthens social cohesion and helps ensure Glen Eira remains a safe and welcoming place for all.

Background

Glen Eira is proud to be home to Victoria's largest Jewish population. More than 17 per cent of our residents — approximately 25,000 people — identify as Jewish, making this community an integral part of the City's identity and cultural life.

Since late 2023, antisemitic incidents have risen sharply across Victoria. In 2025, 564 incidents were recorded, the highest on record, with 240 incidents (43 per cent) occurring in Glen Eira. This highlights that antisemitism is a significant local issue and reinforces the need to strengthen efforts to support a safe, inclusive and cohesive community.

The diversity of our community shapes who we are as a City, and supporting a safe and inclusive community has long been a priority for Council. In response to increasing community concern and the rise in local incidents, Council committed in late 2025 to developing a stand-alone Glen Eira Antisemitism Strategy 2026–2028 as a targeted, time-bound approach. This reflects Council's responsibility to uphold community safety, inclusion and social cohesion for all residents.

The draft Strategy has been developed as an evidence-based, community-led response, with clear actions to prevent and respond to antisemitism, strengthen community safety, and foster social cohesion. It also complements Council's broader work to address racism and discrimination, while laying the groundwork for future, municipality-wide social cohesion and anti-racism initiatives.

To inform this work, Council partnered with Monash University to undertake an academic review of effective local interventions. This was complemented by early, targeted engagement with the Jewish community, including discussions with community leaders, residents with lived experience of antisemitism, safety networks, the Social Cohesion Taskforce and other key stakeholders. Council also convened a Victorian Local Government Forum on Antisemitism and Social Cohesion. This initial phase of engagement helped identify and reaffirm local concerns, priorities and opportunities to inform the first draft of the Strategy. By combining academic research with community insight, Council developed a responsive and evidence-based Strategy.

A second phase of engagement was then undertaken to further explore lived experience and test the draft Strategy and proposed actions. This ensured the response is practical and aligned with Council's role in improving community safety. This phase included five targeted workshops: two with Jewish community organisations and schools, two with progressive and Orthodox faith leaders, and one with youth movements. Feedback from this process was used to refine and strengthen the draft Strategy and Action Plan ahead of broader community engagement.

This report outlines the data and feedback gathered through the third phase of engagement, broad community engagement on the draft Antisemitism Strategy with the wider Glen Eira community.

Communication activities

This engagement project, was promoted through e-newsletters, stakeholder email, and promotion through social media. The following table details the reach of promotion

Communication activities	Reach
Have Your Say engagement page Live with the survey available	Views: 845 Document downloads 309 Submissions: 133
Social media: Facebook and Instagram Glen Eira City Council Facebook and Instagram accounts concluded the campaign with 2 posts, including 1 post, 1 story.	Post Views: 2,156 Reach: 1,228 Interactions: 15 Link clicks: 5 Story Views: 463 Reach: 377 Interactions: 2 Link clicks: 6
Community engagement e-newsletter 7 June edition	Recipients: 4,471 Opened: 49.3% Link clicks: 3.2% Click throughs to engagement: 139
25 June – Last opportunity to give feedback	Recipients: 4,440 Opened: 46.2% Link clicks: 1.7% Click throughs to engagement: 74
Community organisations network e-newsletter June edition	Recipients: 611 Opened: 320 Link clicks: 0 Click throughs to engagement: 0
Targeted promotion	Emails: 170 Drop-in session at Moorleigh Community Village
Screen promotion On display throughout the engagement period	Glen Eira Leisure Libraries

Communication activities	Reach
Website — news item and webpage Website news item on 9 June	Page views: 108

Glen Eira City Council
Published by GlenEira SC · 9 June at 13:54 · 🌐

Everyone deserves to feel safe, respected and included in Glen Eira.

With Glen Eira accounting for 43 per cent of all reported antisemitic incidents in Victoria in 2025, antisemitism is a significant local issue. It affects the entire community, undermining social cohesion.

To address this, we are developing an Antisemitism Strategy 2026–2028. We're inviting the community to review the draft Strategy and share feedback on how we can help build a safer, more inclusive and connected Glen Eira. To learn more about the Strategy and have your say, visit: www.haveyoursaygleneira.com.au/antisemitism-strategy

Alt text: Illustration of a diverse community walking outdoors with trees and a tram, with text reading "Join the conversation to build safety, respect and belonging for all." See less



See insights and ads

Boost post

7 2

Glen Eira City Council allows profiles and Pages that it mentions to comment on this post.

Comment as Glen Eira City Council

Join the conversation to build safety, respect and belonging for all.



cityofgleneira

cityofgleneira Everyone deserves to feel safe, respected and included in Glen Eira.

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To learn more about the Strategy and have your say, visit the link in our bio.

Alt text: Illustration of a diverse community walking outdoors with trees and a tram, with text reading "Join the conversation to build safety, respect and belonging for all."

View insights

Boost post

Liked by cyperkardlake and 5 others

June 9

Engaging the community

Summary of phases one and two

Phase one engagement

Phase one engagement occurred between February and March 2026. It included an academic review by Monash University to inform the development of the Strategy, alongside targeted engagement with key stakeholder groups through the activities outlined below.

Engagement with	Date	Process	Participation
Community Voice members	24 February to 15 March 2026	Have Your Say survey	147 survey responses
Social Cohesion Taskforce	12 February 2026	Topic conversation in meeting	7 participants
Community Safety Committee	25 February 2026	Topic conversation in meeting	3 participants
Community Safety, Cohesion, Health and Wellbeing Advisory Committee	25 February 2026	Topic conversation in meeting	10 participants
Victorian Local Government Antisemitism and Social Cohesion Forum	26 February 2026	Dedicated Forum on the topic	64 participants

Engagement during this phase sought to gather guidance on the approach to developing the Strategy, identify key issues and risks, and understand how best to frame the response.

Feedback gathered through these engagement activities highlighted several consistent themes that informed the development of the first draft of the Strategy. The themes below reflect the key priorities, risks and expectations identified by participants, and were used to shape the direction, focus and actions of the initial drafting of the Strategy.

Theme	Summary of feedback	Main source of feedback
Community safety is a priority	Strong concern about the safety of Jewish people in public spaces and community settings, including synagogues, schools and events	- Community Voice Survey - Victorian Local Government Forum on Antisemitism and Social Cohesion
Antisemitism is persistent and evolving	Antisemitism described as longstanding and adaptive, influenced by broader national and global events, and requiring sustained, coordinated local responses rather than one-off initiatives	- Victorian Local Government Forum - Social Cohesion Taskforce
A need for shared definition and clarity	Stakeholders highlighted the importance of a shared understanding of antisemitism to guide consistent communication, decision-making and action	- Victorian Local Government Forum - Community Safety, Cohesion, Health and Wellbeing Advisory Committee - Community Safety committee
Education and prevention	Education was consistently identified as critical to long-term behaviour change, including countering misinformation, building critical thinking and supporting upstander behaviour	- Victorian Local Government Forum - Community Voice Survey - Research-informed discussions
Council leadership and visibility	Strong expectation that Council will demonstrate visible leadership, solidarity and values-based action, while also being transparent about its role and limitations	- Victorian Local Government Forum - Social Cohesion Taskforce - Community Safety, Cohesion, Health and

		Wellbeing Advisory Committee • Community Safety committee
Locally tailored, place-based responses	Feedback emphasised that “one-size-fits-all” approaches are ineffective and that responses should reflect local context, relationships and lived experience	• Social Cohesion Taskforce • Victorian Local Government Forum
Culturally safe and trauma-informed engagement	Engagement on antisemitism was described as sensitive and emotionally charged, requiring care to avoid re-traumatisation or unintended harm	• Social Cohesion Taskforce • Community Safety, Cohesion, Health and Wellbeing Advisory Committee
Risk of division and politicisation	Some participants expressed concern that the Strategy could unintentionally heighten community division or be interpreted through geopolitical lenses	• Community Voice Survey • Social Cohesion Taskforce
Clarity on action and accountability	Requests for clearer visibility of what Council would deliver and how progress would be monitored	• Community Voice Survey • Social Cohesion Taskforce • Community Safety, Cohesion, Health and Wellbeing Advisory Committee
Support for Council involvement and role clarity	Most participants supported Council taking an active role, particularly in safety, education and partnerships, while recognising the limits to Council influence	• Community Voice Survey • Community Safety, Cohesion, Health and Wellbeing Advisory Committee • Community Safety Committee

These themes provided a clear foundation for helping produce the initial draft Strategy. The draft Strategy was then put through further testing and refinement through engagement with specific cohorts within the Jewish community during phase two engagement.

Phase two engagement

Phase two engagement was undertaken in May 2026 and focused on testing and refining the draft Strategy key cohorts within the Jewish community. Building on insights from Phase one, this stage sought detailed feedback on the Strategy's clarity, strategic directions, vision and proposed actions.

This phase was delivered in collaboration with Polaron Connect, a community-led multicultural communications, engagement and research service provider. The engagement was designed to gather feedback from Jewish people and Jewish organisations with direct lived experience, community leadership responsibilities, education expertise, cultural, faith and welfare leaders, and a youth perspective.

Engagement included targeted workshops and one-to-one stakeholder discussions with participants. Across the workshops participants included representatives from Jewish community organisations, schools, welfare services, art and cultural institutions, professional associations, synagogues, youth movements, scouting groups, student unions and community leadership bodies.

Engagement was facilitated using a culturally safe and trauma-informed approach. Feedback was reported thematically and, where applicable, under Chatham House Rules to support open discussion.

Phase two engagement activities

Engagement activity	Date	Format	Participation / cohort
Secular Jewish faith leaders' workshop	6 May 2026	In-person workshop — Caulfield Cup Room, Glen Eira City Council	Four faith leaders, including representatives from the Rabbinical Council of Victoria and progressive synagogues
Community organisations and	12 May 2026	In-person workshop — Caulfield Park	Representatives from six Jewish community organisations and schools, including peak

schools' workshop (1)		Pavilion, Community Room	bodies, welfare services, education providers, a Holocaust remembrance institution and a Jewish day school.
Community organisations and schools' workshop (2)	14 May 2026	Online workshop via Zoom	Five representatives from five Jewish community organisations, spanning cultural institutions, professional associations, education providers, including two Jewish schools.
Youth community workshop	17 May 2026	In-person workshop — Caulfield Cup Room, Glen Eira City Council	Thirteen young people representing ten Jewish youth organisations, spanning Zionist youth movements, scouting, student unions and community leadership bodies, with participants ranging from year 6 students to university-age leaders.
Faith leaders' workshop (orthodox faith leaders)	18 May 2026	Online workshop via Zoom	Two leaders representing two synagogues.
Targeted stakeholder meeting – Centre of Jewish Artists (COJA)	21 May 2026	One-to-one engagement discussion	CEO of the Centre of Jewish Artists (COJA), representing Jewish artists.

Engagement approach

The engagement approach supported meaningful participation and feedback from diverse perspectives, including lived experience, organisational expertise and community voices.

The workshops invited participants to:

- Review and provide feedback on the draft Strategy's vision, and guiding principles
- Assess proposed actions across Council's roles (regulator, provider, partner, advocate and educator)
- Identify gaps, risks or unintended consequences
- Advise how Council can best support safety, inclusion and social cohesion across the community.

Feedback gathered through this phase was purposeful in helping refine and strengthen the outcomes of the Strategy to prepare for broader community engagement.

Summary of feedback

Overall, participants welcomed Council's decision to develop a stand-alone Antisemitism Strategy and recognised the significance of Glen Eira taking a leadership role in this area. Several workshop groups described Council's initiative as important, timely and, in some cases, a potential model for other councils.

At the same time, feedback was clear that the Strategy needs to move beyond strong intent and into practical, visible and measurable action. Across several cohorts, participants asked what the proposed actions would mean in tangible terms, what the community would see change, how Council would respond when incidents occur, and how progress would be measured.

A consistent message across all the workshops was that antisemitism is having a direct and escalating impact on Jewish community life in Glen Eira. Participants described heightened fear, withdrawal from public Jewish life, increased security requirements, reduced participation in events, impacts on young people, and the normalisation of antisemitic hostility in everyday settings.

Participants also emphasised that the Strategy could be enhanced by recognising Jewish life in its fullness — not only through the lens of harm, safety and victimisation. Across youth, faith leader, and community organisation workshops, participants recommended that education and public-facing communications include positive representation of Jewish life, culture, contribution, diversity and belonging in Glen Eira.

Key themes from phase two engagement

Theme	Summary of feedback
Safety and security are immediate and ongoing concerns	Safety was identified as the most pressing issue across all workshops, encompassing both physical and psychological impacts. Participants described significant and growing costs associated with security measures, including guards, surveillance, event restrictions and operational changes. These pressures are affecting the viability of community programs, reducing participation and placing a disproportionate financial burden on Jewish organisations who carry the financial, operational and emotional responsibility of protecting themselves from antisemitism. In some cases, activities have been scaled back or cancelled due to security requirements. This theme was consistently repeated. Examples include: • A welfare organisation is required to spend \$1.8 million per year on security. • In the arts sector, the impact has led to Jewish artists being excluded, losing employment opportunities, having reduced income, and socially withdrawing. • A long-standing youth art competition was cancelled because of cost and venue restrictions associated with security. Youth participants identified that public events are now experienced as security risks and that visible expressions of Jewish identity can attract hostility. Feedback requested that the Strategy should clearly articulate Council's role in supporting safer public spaces, advocating for external security funding, reviewing relevant Council policies, and ensuring safety measures to support Jewish community life.
Education must be a core part of the Strategy	Education was strongly supported across all cohorts as a key mechanism for long-term change. However, participants emphasised that education must extend beyond internal Council training and reach schools, young people and the broader community. There was also a clear preference for education that is:

	• Delivered by credible providers with strong community connection • Co-designed with the Jewish community • Repeated and embedded, rather than delivered as one-off initiatives • Linked to real-world engagement, including intercultural and interfaith interactions Participants also emphasised the importance of balancing education about antisemitism with a strength based inclusive approach sharing knowledge about Jewish life, culture and contribution to counter negative stereotypes.
Contemporary forms of antisemitism need to be clearly acknowledged, such as Israel-related antisemitism	Across multiple cohorts, participants raised the need for the Strategy to reflect how antisemitism is currently experienced, including where it intersects with perceptions of Israel and Jewish identity. Participants reported that much of the antisemitism experienced today is framed through hostility to Israel with Jewish people often targeted, stereotyped or held collectively responsible because of perceived association with Israel and the actions of the Israeli government. Participants emphasised the importance of recognising how antisemitism can manifest in everyday interactions, including stereotyping, exclusion and attribution of collective responsibility. Several workshops referred to the IHRA definition, adopted by Council April 2022, as a useful guide. It can help people understand when comments about the Israeli Government are fair criticism, and when they become antisemitic or unfairly target Jewish people. Participants were consistent in advising that the Strategy will be more credible if it acknowledges these more contemporary ways antisemitism is experienced. Feedback also highlighted the importance of doing this carefully, in a way that stays within Council's remit, recognises diversity within the Jewish community, and uses clear definitions to support consistent education, communication and response.

The Strategy needs clearer, tangible actions and measurable outcomes

A consistent theme across all workshops was the need for clearer, more tangible actions. While the intent of the Strategy was widely supported, parts of the draft were seen as too high-level or unclear.

Participants asked for clearer wording and definitions, practical examples, defined responsibilities, measurable indicators and greater clarity about how actions would be implemented.

Action 3.4, relating to planning and public space design, was repeatedly identified as unclear. Participants did not understand what the action would involve and recommended including concrete examples such as cameras, lighting, Crime Prevention Through Environmental Design principles, etc.

Strategic indicators were also questioned, particularly references to “confidence” and the absence of more concrete measures such as response times, training completion, documented processes, incident response protocols or reductions in incidents.

Youth participants were particularly direct in describing the Strategy as needing to move beyond “words on paper” and into visible, practical action.

Accountability, consequences and visible follow-through to build confidence

Across workshops confidence in the Strategy was closely tied to whether Council’s commitments would be implemented and communicated visibly. Participants reinforced that trust would depend on action, accountability and follow-through.

Participants in one of the faith leader workshops identified accountability as the single most important thing Council must get right, including public communication of consequences and visible follow-through when incidents occur.

Youth participants described the zero-tolerance action as weak unless it includes defined consequences, enforcement mechanisms and accountability measures.

Community organisation participants also recommended service-level commitments, such as formal response targets for removal of antisemitic graffiti and stickers, to make Council’s response more visible and measurable.

This feedback highlighted that the Strategy’s credibility depends on visible implementation. It needs to show how it will respond when antisemitic incidents occur, what consequences may apply within Council’s authority, and how outcomes will be shared.

Council has an important role as a partner, provider, advocate and connector	Council's role as partner, provider, advocate and connector was strongly valued. Participants highlighted practical support through grants, venues, facilities, public space improvements, communications, policy settings and relationship-building, as well as advocacy for state and federal security funding, law enforcement responses, inter-council collaboration and broader social cohesion work. A key insight from one of the community organisations and schools' workshop was Council's unique role as a trusted, non-denominational connector that can bring communities together in ways Jewish organisations may not currently be able to do safely or effectively on their own. Young people also called for Council to be more accessible to youth-led organisations, including through a dedicated youth contact person and clearer information about grants and support. Overall, Council's value was seen as extending beyond direct service delivery to its ability to connect, advocate, fund, influence and model inclusive civic leadership. The Strategy would benefit from clearly showing how Council will work with Jewish organisations, schools, youth groups, neighbouring councils, Victoria Police, state and federal government, and broader community partners.
Balance safety with positive visibility of Jewish life, contribution and celebration	Across several workshops, participants asked that the Strategy avoid presenting Jewish people only as victims of antisemitism. They recommended that the Strategy also celebrate Jewish life, culture, contribution, diversity and belonging in Glen Eira. Faith leaders supported visible Jewish cultural, commemorative and educational events, and some described aspirations for Council-sponsored Jewish events that could be open to the whole community, similar to other cultural celebrations. However, youth participants highlighted that visibility creates risk in the current environment and suggested lower-profile forms of visibility, such as Council communications recognising Jewish holidays, visual markers on shopping strips, or Council officials attending community events rather than large public-facing events that may require significant security. Overall there was strong support for greater recognition and celebration of Jewish life, but that visibility must be approached carefully.

What we heard from different groups

Community organisations and schools

Community organisations and schools were particularly focused on operational detail, security costs, practical implementation, avoiding duplication and strengthening existing community infrastructure. Participants from these groups raised detailed examples of cancelled programs, armed security costs, planning barriers, education provider credibility, and the need for Council to support existing specialist organisations rather than create parallel services.

This group also placed strong emphasis on measurable outcomes, clearer action wording, practical examples and implementation mechanisms. Community organisations and schools recommended the Strategy needs to be practical, operational and implementation focused. Community organisations and schools want to understand what will change, how Council will support existing services, how safety needs will be addressed, and how progress will be measured.

Faith leaders

Faith leaders provided strong feedback about fear, withdrawal from Jewish life, congregational safety, reporting pathways, Council's visible support and the need for clear public leadership. They expressed appreciation and confidence in Council's existing partnership role, while also raising gaps around the Israel–antisemitism nexus, public safety, reporting trust and practical support for visible Jewish life.

Faith leaders placed emphasis on accountability, mandatory education, security funding, visible consequences and proactive communication about Council's responses to antisemitic incidents. They recommended that Council's support be visible, practical and accountable. They see education, security, reporting confidence, and public follow-through as essential to rebuilding trust and enabling Jewish communal life to continue safely.

Young people

Young people provided some of the most direct and emotionally grounded feedback. The youth workshop described a lived experience shaped by normalised fear, self-concealment, online hostility, school and campus-based antisemitism, and frustration with institutions that make statements but do not create visible change.

Young people placed particular emphasis on Israel-related antisemitism, a need for more interfaith and intercultural programming, education reaching non-Jewish schools, consistent Holocaust education, clearer language, measurable outcomes, youth accessibility, anonymous feedback channels, and the need for Council to help facilitate real encounters between Jewish and non-Jewish young people.

Confidence in the Strategy was low among youth participants, not because they rejected Council's intent, but because they wanted evidence that the Strategy would lead to practical change they could see and experience.

Young people said they want the Strategy to address the environments where they experience antisemitism most directly — schools, campuses, online spaces, and public spaces. They said they want practical action, clearer accountability, and opportunities for meaningful dialogue that go beyond formal education.

How Phase two feedback informed the Strategy

Feedback from phase two provided detailed guidance on how the draft Strategy could be strengthened before broader community engagement and finalisation. The feedback confirmed support for Council taking a dedicated and visible role in addressing antisemitism, while also identifying the need for clearer actions, stronger implementation detail, more measurable indicators, practical safety measures, clearer communication of Council's role, and greater recognition of Jewish life, diversity and contribution.

The workshops also identified areas where the draft Strategy needed to be more specific, including education delivery, school partnerships, public space safety, incident response, reporting pathways, security funding advocacy, social media moderation, Council's zero tolerance position, and the role of the Social Cohesion Taskforce.

Overall, phase two engagement strengthened the evidence base for the draft Strategy by grounding it in lived experience, organisational expertise, youth perspectives and faith leadership insight. It highlighted that the Strategy will be judged not only by the strength of its commitments, but by whether those commitments translate into visible, practical and accountable action that improves safety, confidence and inclusion for Glen Eira's Jewish community.

Phase three engagement: Broad engagement

Broad community engagement for the draft Antisemitism Strategy was undertaken between **7 June and 28 June 2026**. It included a survey through Council's Have Your Say platform, supported by a workshop with Community House managers, one to one interviews with six multicultural community members, one online interview with an Orthodox Jewish woman (a rabbi's wife), and a drop-in session at Moorleigh Community Village.

The engagement focused on gathering broader community perspectives on antisemitism in Glen Eira, including community knowledge and experiences, priorities for Council action, and feedback on the draft Strategy's principles and proposed actions.

The approach aligned with the **'consult'** level of the Engagement Institute/IAP2 Public Participation Spectrum, with the objective of ensuring community members could provide informed input before the Strategy and Action Plan are finalised.

Consistent with Council's *Community Engagement Policy* and *Community Engagement Framework*, the process aimed to be inclusive, respectful and accessible whilst also being cautious due to the sensitivity of the topic and the potential for community conversations being taken beyond the local context.

Opportunities to provide feedback included a mix of online engagement and in-person activities. The main engagement tool was an online survey hosted on our Have Your Say platform which was complemented by an in-person workshop, email correspondence, a drop-in session and additional one to one interviews with local residents and community members. There was a total of **151 participants** who provided direct feedback on the draft Strategy through this engagement phase.

The engagement approach prioritised open, transparent and sensitive two-way communication, creating safe spaces for participants to ask questions, share perspectives and raise concerns.

A snapshot of the engagement activities is captured below with more detailed feedback summarised later in this report.

Engagement activities	Number who participated
Have Your Say community survey	Survey submissions: 133
Email submissions	Emails: 2
Community focus group with Glen Eira Community House managers	People: 5
One to one interview with an Orthodox Jewish woman Rebbetzin (a riabbi's wife)	People: 1
Six one to one interview with multicultural residents (backgrounds — Vietnam, China, India, Greek, Philippines)	People: 6

Engagment actiivites	Number who participated
Community drop-in session at Moorleigh Community Village	Conversations: 4 (members from U3A Bentlyigh)

What we heard

Survey analysis

A community survey was available on Council's Have Your Say platform between **7 June and 28 June 2026** to gather broad feedback on the draft Antisemitism Strategy.

During this period, the Have Your Say page received **845 views** and recorded **309 downloads of key documents**. In total, Council received **133 survey submissions**, providing both quantitative data and qualitative insights to inform the finalisation and refinement of the draft Strategy.

The online community survey included approximately 25 questions and included four sections:

- About you (demographics): 7 questions
- Your views and understanding of antisemitism: 4 questions
- Feedback on the draft strategy: 6 questions
- Feedback on proposed actions: 8 questions (including two questions on participants interest in being kept informed of the project)

The survey included a mix of closed, multichoice and open-ended questions as well as a mix of mandatory and optional questions.

Analysis of survey responses used both quantitative and qualitative methods. Closed responses are presented through graphs and written analysis, while open-text responses have been reviewed and thematically coded to identify recurring themes, sentiments and insights.

The sections that follow present the findings by question, highlighting key results, emerging themes and areas of alignment and difference across the community.

Note: *The analysis includes insights generated using AI tools to assist with sentiment classification and theme identification. All findings have been reviewed and interpreted by Council staff to ensure accuracy and relevance.*

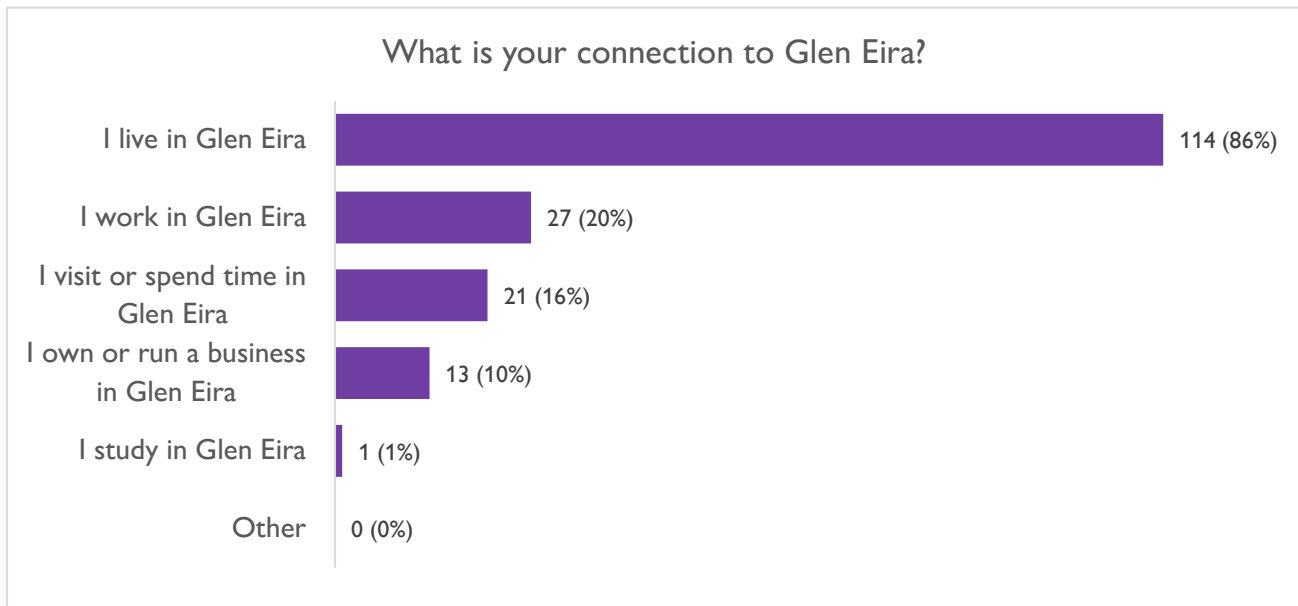
About you (demographics)

These questions helped us understand who we heard from.

Question 1. What is your connection to Glen Eira?

This was a required question and answered by **133 respondents (100 per cent)**. Respondents could select all options that applied.

The majority of respondents, **86 per cent** indicated they live in Glen Eira (114 respondents). This was followed by **20 per cent** who work in Glen Eira (27 respondents), **16 per cent** who spend their time here (21 respondents) and **10 per cent** who own or run a business here (13 respondents).



Question 2. Do you identify as Jewish?

This was a required question and answered by **133 respondents (100 per cent)**. The dataset includes a relative balance of perspectives, with a stronger representation of Jewish respondents alongside broader community viewpoints.

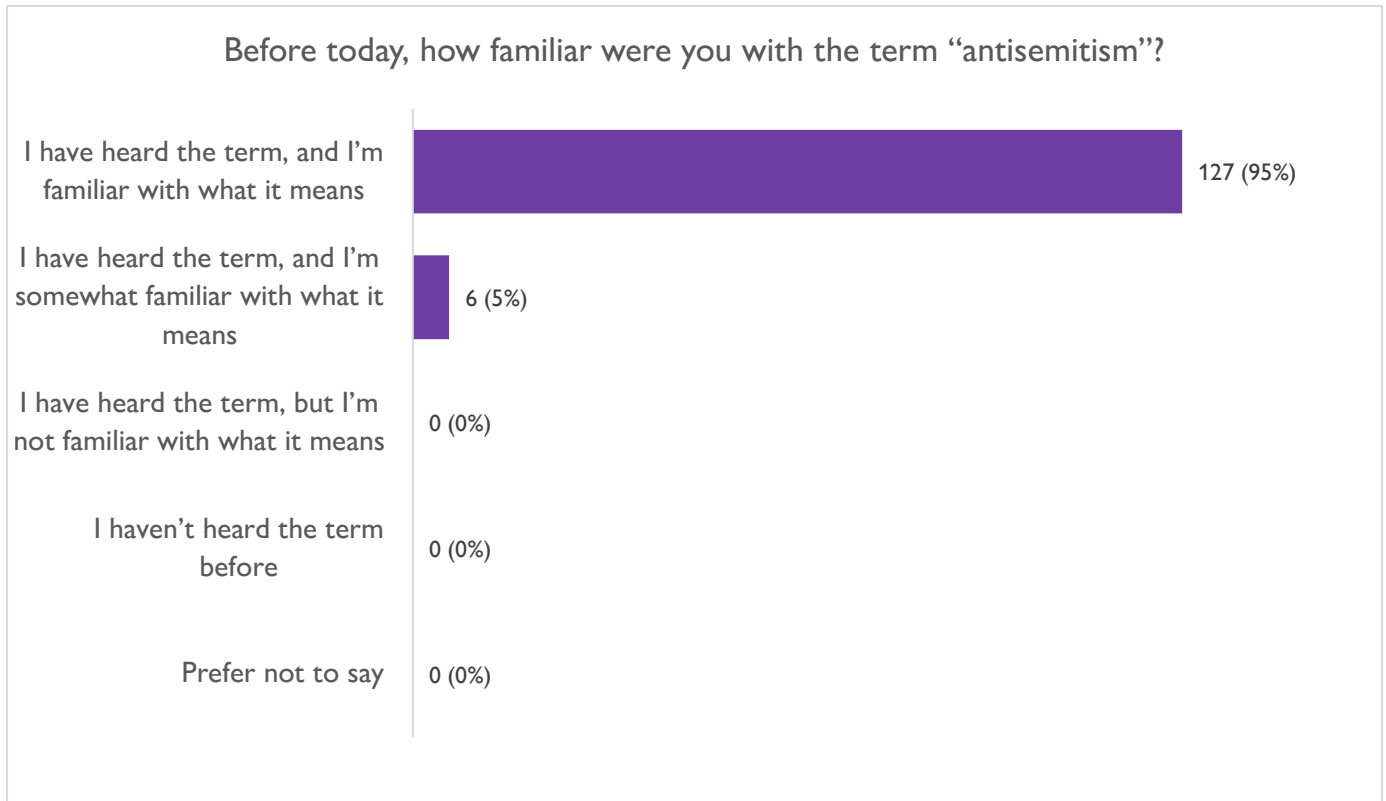
Just over half of respondents — **55 per cent** identified as Jewish (73 respondents), while **41 per cent** identified as non-Jewish (55 respondents).



Question 3. Before today, how familiar were you with the term “antisemitism”?

This was a required question and answered by **133 respondents (100 per cent)**.

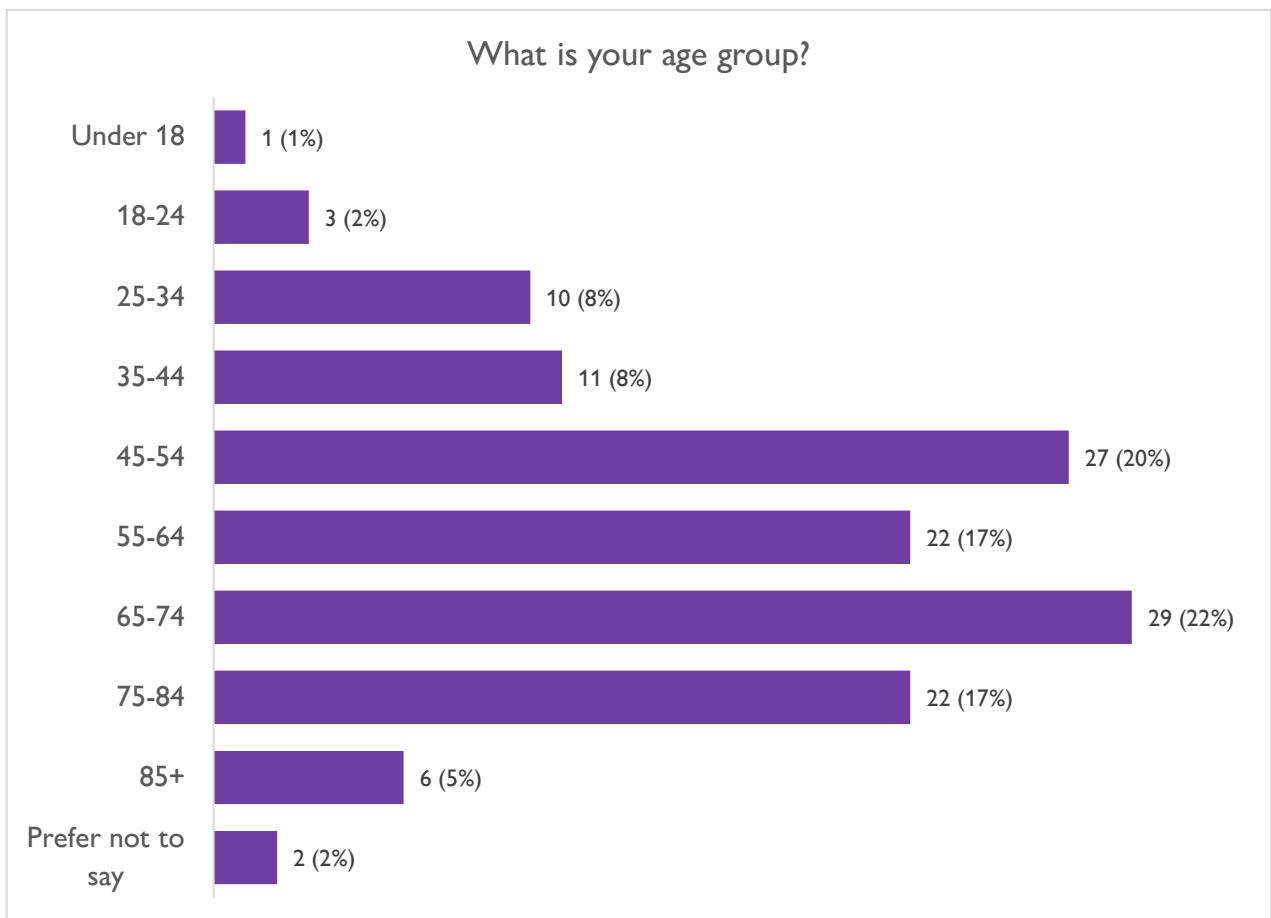
There was strong awareness of antisemitism across respondents with **95 per cent** reporting being familiar with the term (127 respondents) and **4 per cent** reporting being somewhat familiar (6 respondents).



Question 4. What is your age group?

This was a required question and answered by **133 respondents (100 per cent)**.

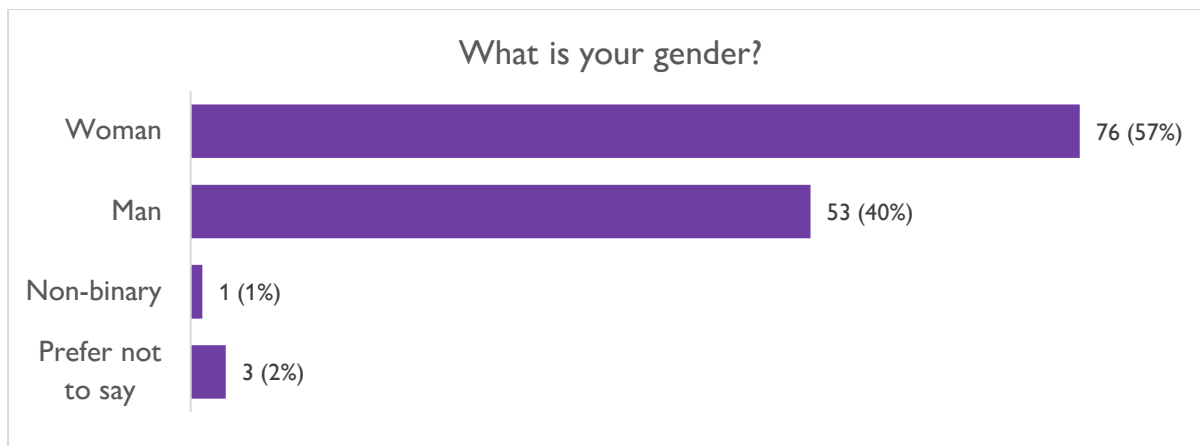
There was representation across all age ranges, although younger age groups were significantly less represented. The largest proportion of respondents were aged 65 to 74 years, **22 per cent** (29 respondents), 45 to 54 years, **20 per cent** (27 respondents) and 55 to 64 and 75 to 84 both at **17 per cent** (22 respondents). Younger respondents made up the smallest share, with **one per cent** aged under 18 years (1 respondent) and **two per cent** aged 18 to 24 years (3 respondents).



Question 5. What is your gender?

This was a required question and answered by **133 respondents (100 per cent)**.

Most respondents identified as women, **57 per cent** (76 respondents), while **40 per cent** identified as men (54 respondents).



Your views on antisemitism

Question 6. When you think about antisemitism in Glen Eira, which issues concern you most?

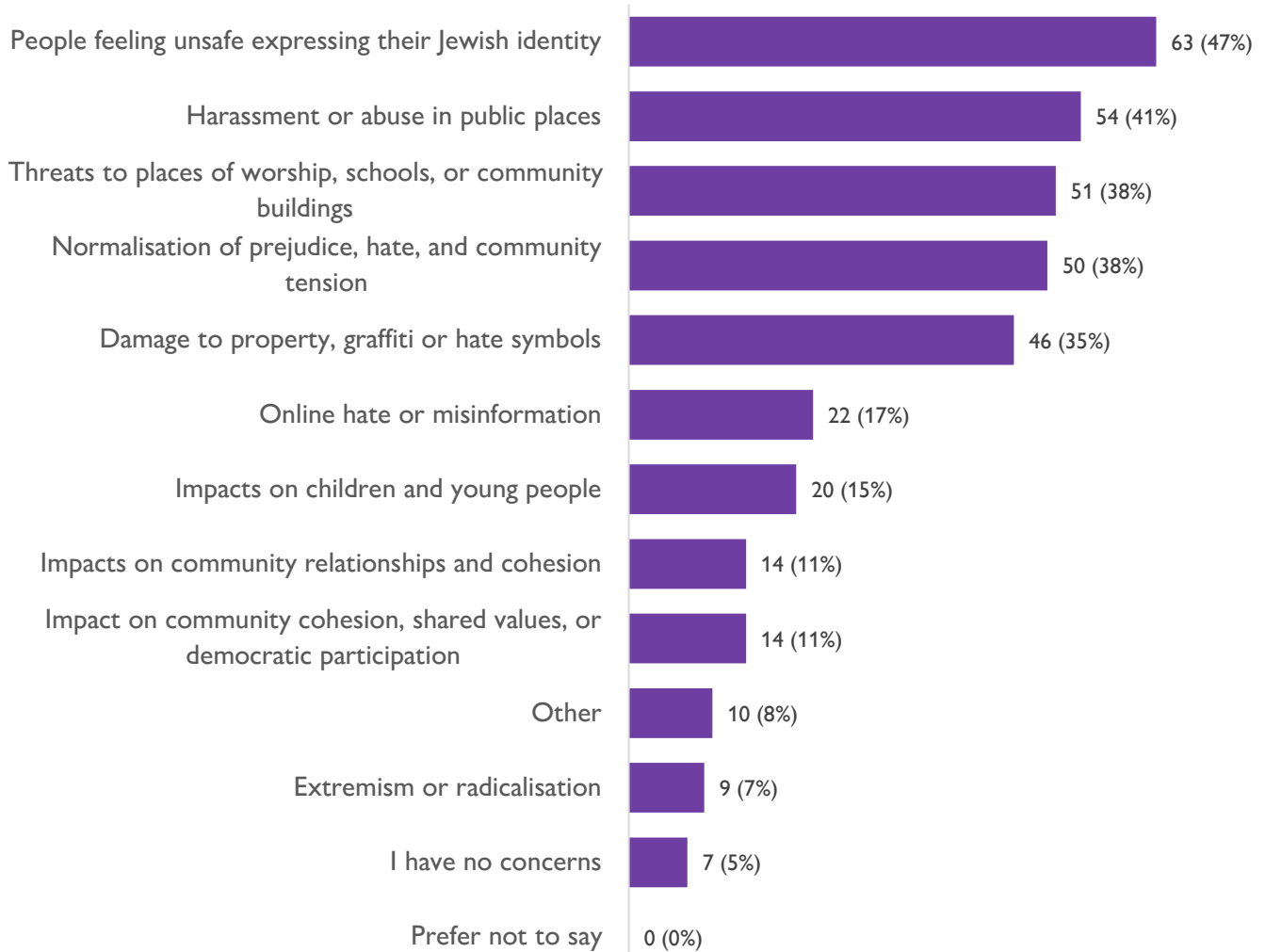
This was an optional question and answered by **132 respondents (99 per cent)** with three multiple selections allowed.

Top concerns included:

- People feeling unsafe expressing their Jewish identity, **48 per cent** (63 respondents)
- Harassment or abuse in public places, **41 per cent** (54 respondents)
- Threats to places of worship, schools or community buildings, **39 per cent** (51 respondents)
- Normalisation of prejudice and community tension, **38 per cent** (50 respondents)
- Damage to property, graffiti or hate symbols, **35 per cent** (46 respondents)

The highest selected concerns centre on visibility of identity, personal safety, and community-level impacts.

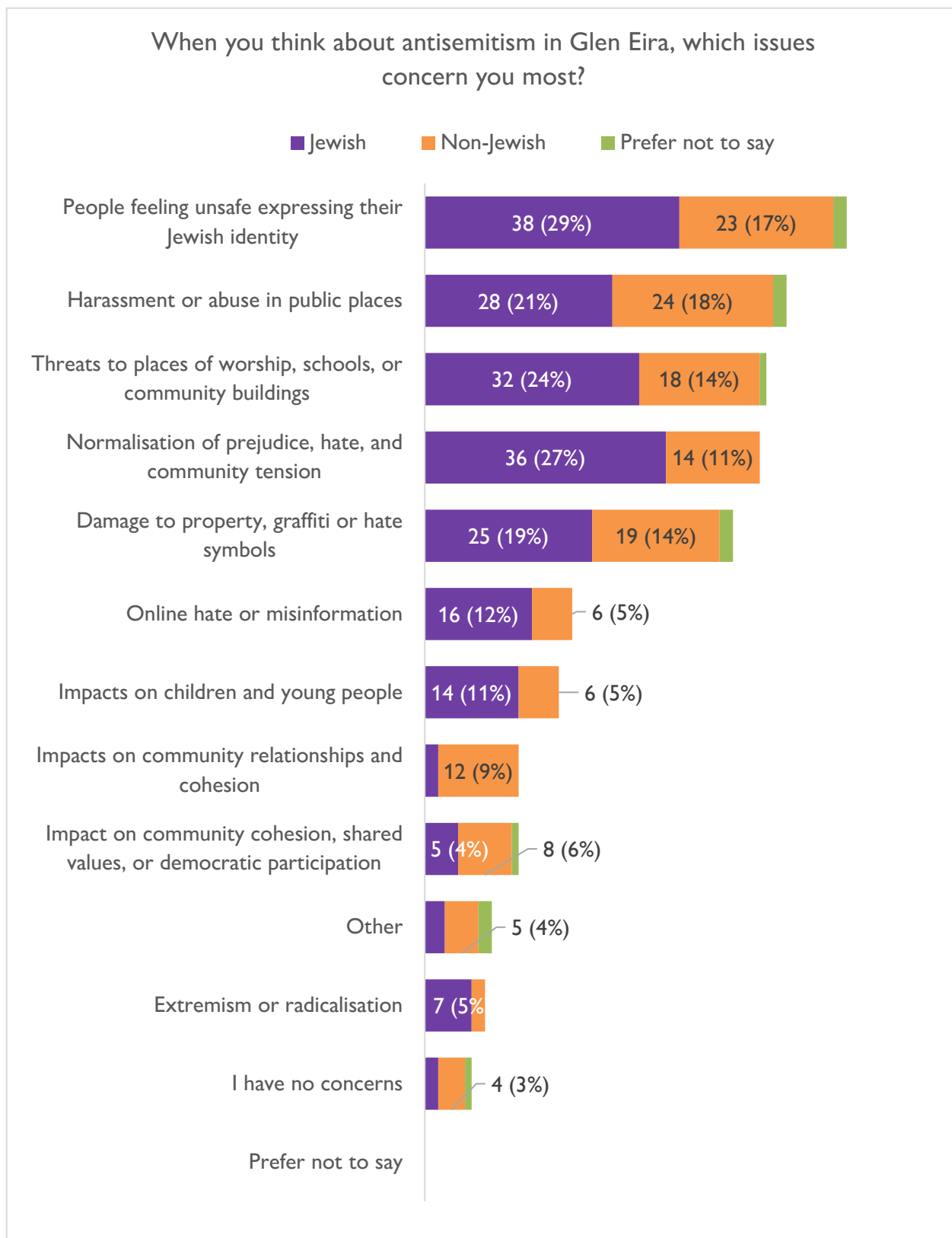
When you think about antisemitism in Glen Eira, which issues concern you most?



When comparing the results between Jewish and non-Jewish respondents the results show many of the same shared concerns about antisemitism in Glen Eira, with Jewish respondents consistently reporting higher levels of concern across most issues. Their primary concerns were people feeling unsafe expressing their Jewish identity, the normalisation of prejudice and hate, and threats to places of worship, schools and community buildings.

Non-Jewish respondents also identified these as key concerns but were more likely to emphasise impacts on community relationships and cohesion. Overall, the findings suggest that Jewish respondents were more concerned about the direct impacts of antisemitism on personal safety, Jewish identity and community institutions, while non-Jewish respondents

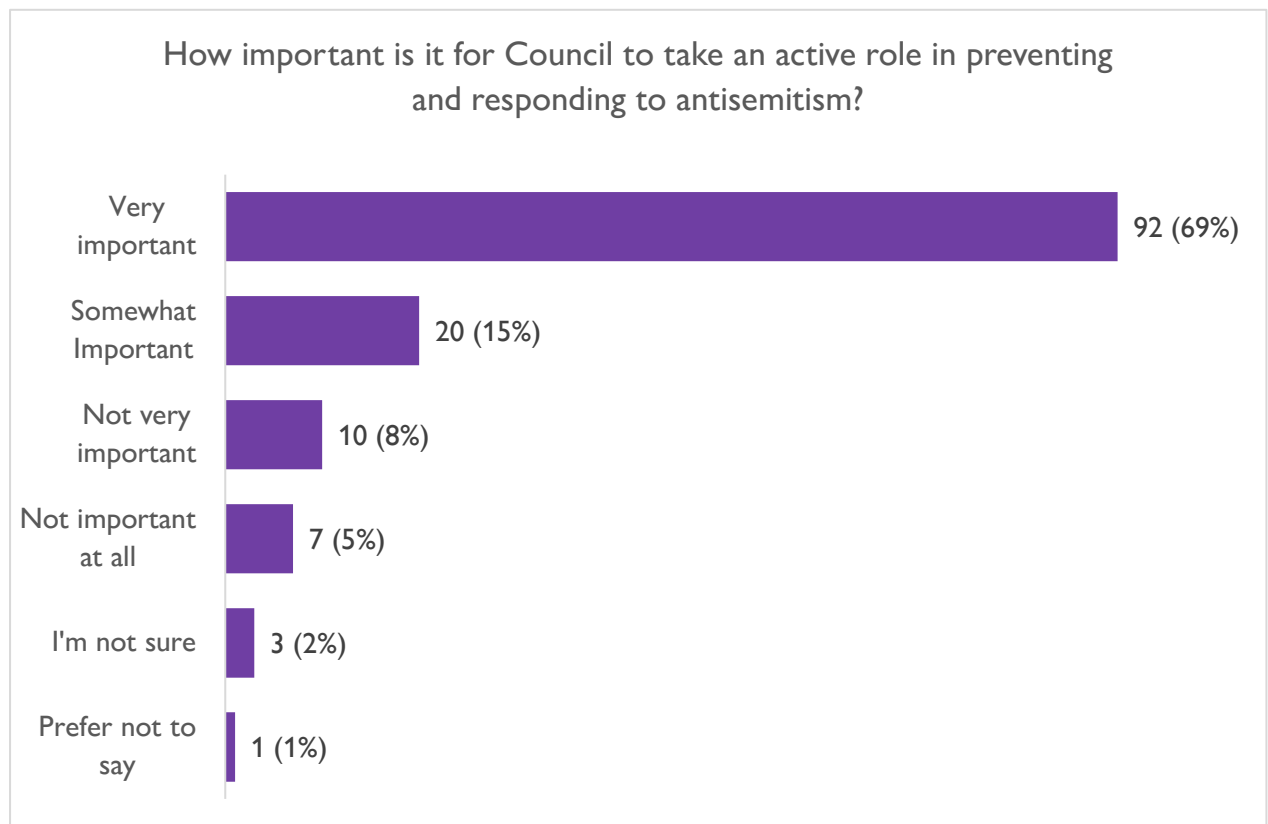
were more likely to emphasise its broader effects on community relationships and social cohesion.



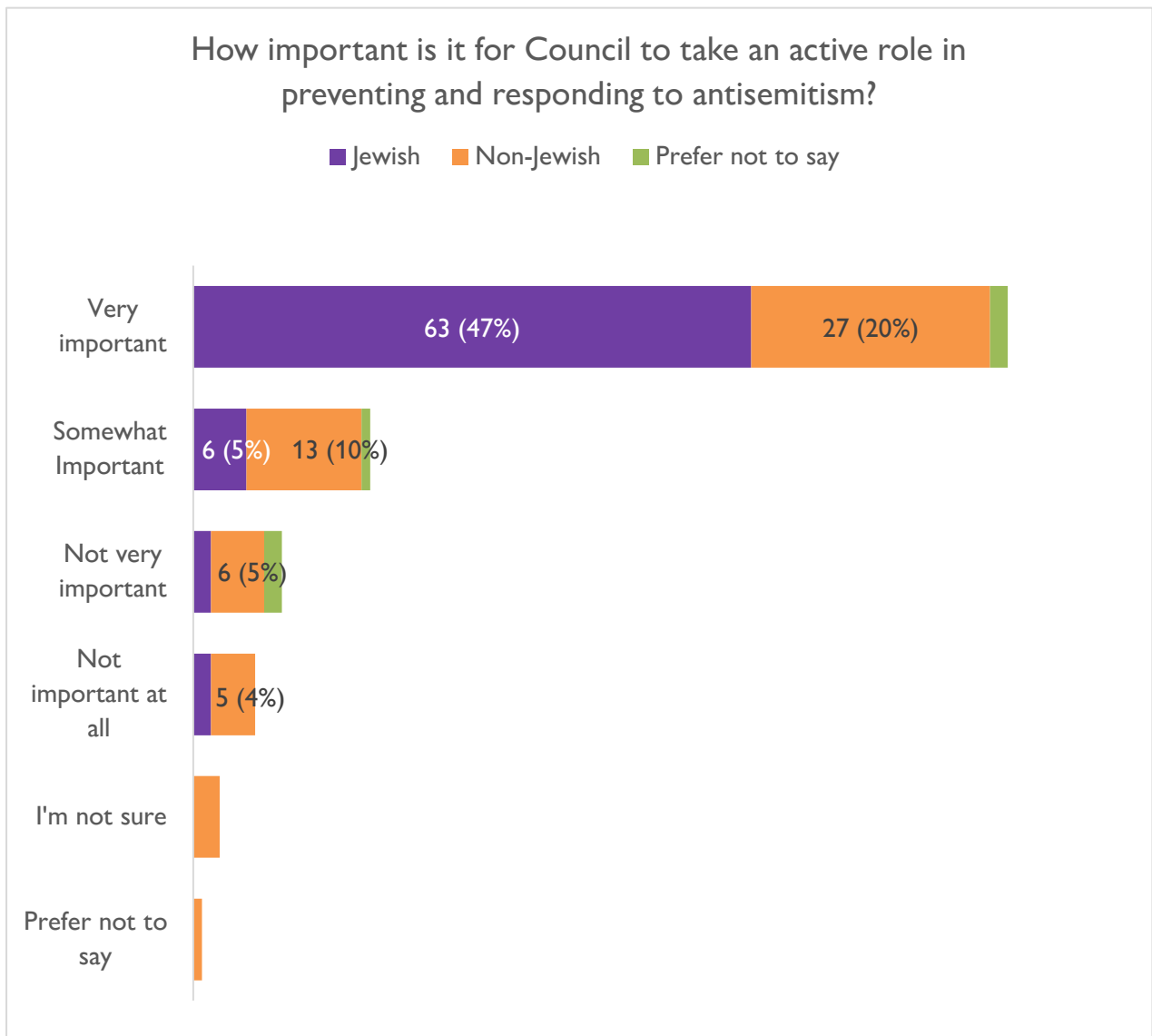
Question 7: How important is it for Council to take an active role in preventing and responding to antisemitism?

This was a required question and answered by **133 respondents (100 per cent)**.

Most respondents indicated it was important for Council to take an active role in preventing and responding to antisemitism, with **69 per cent rating** it as very important (92 respondents), **15 per cent** as somewhat important (20 respondents), and **eight per cent** as not very important at all (10 respondents).



When comparing Jewish and non-Jewish respondents, the results show strong support across both for Council taking an active role in preventing and responding to antisemitism. Jewish respondents were more likely to rate Council's role as **very important**, with **47 per cent (63 Jewish respondents)** selecting this option compared with **20 per cent (27 non-Jewish respondents)**. Non-Jewish respondents were more likely than Jewish respondents to select **somewhat important** (10 per cent compared with 5 per cent). Only a small proportion of respondents from either cohort felt Council's role was not important. Overall, the findings indicate broad support for Council action on antisemitism across both groups, with Jewish respondents expressing a stronger expectation that Council should take an active leadership role.

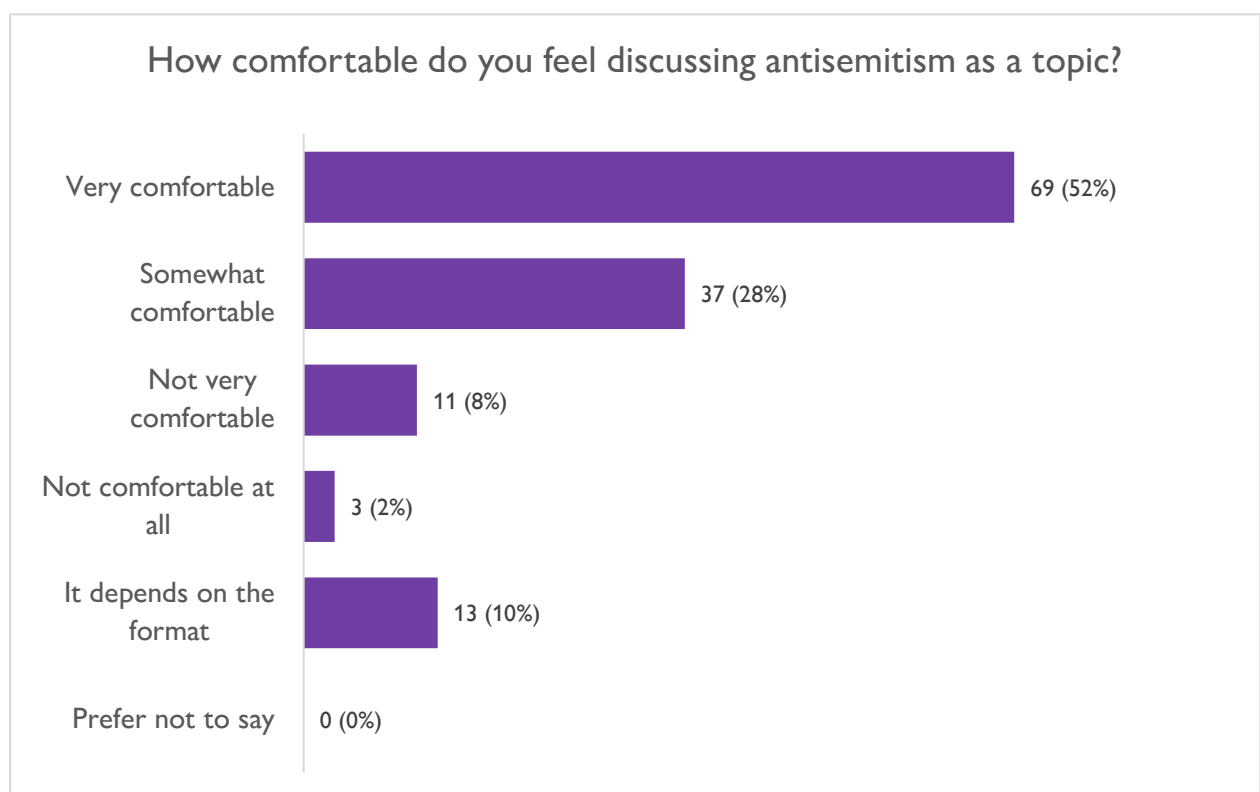


Question 8: How comfortable do you feel discussing antisemitism as a topic?

This was a required question and answered by **133 respondents (100 per cent)**.

Most respondents reported feeling comfortable discussing antisemitism, with **52 per cent** feeling very comfortable (69 respondents), **28 per cent** feeling somewhat comfortable (28 respondents), and **10 per cent** indicating discomfort or conditional comfort (13 respondents).

Although most respondents indicated they are comfortable discussing antisemitism, a notable minority reported the need for a safe and supportive context to engage in the issue.

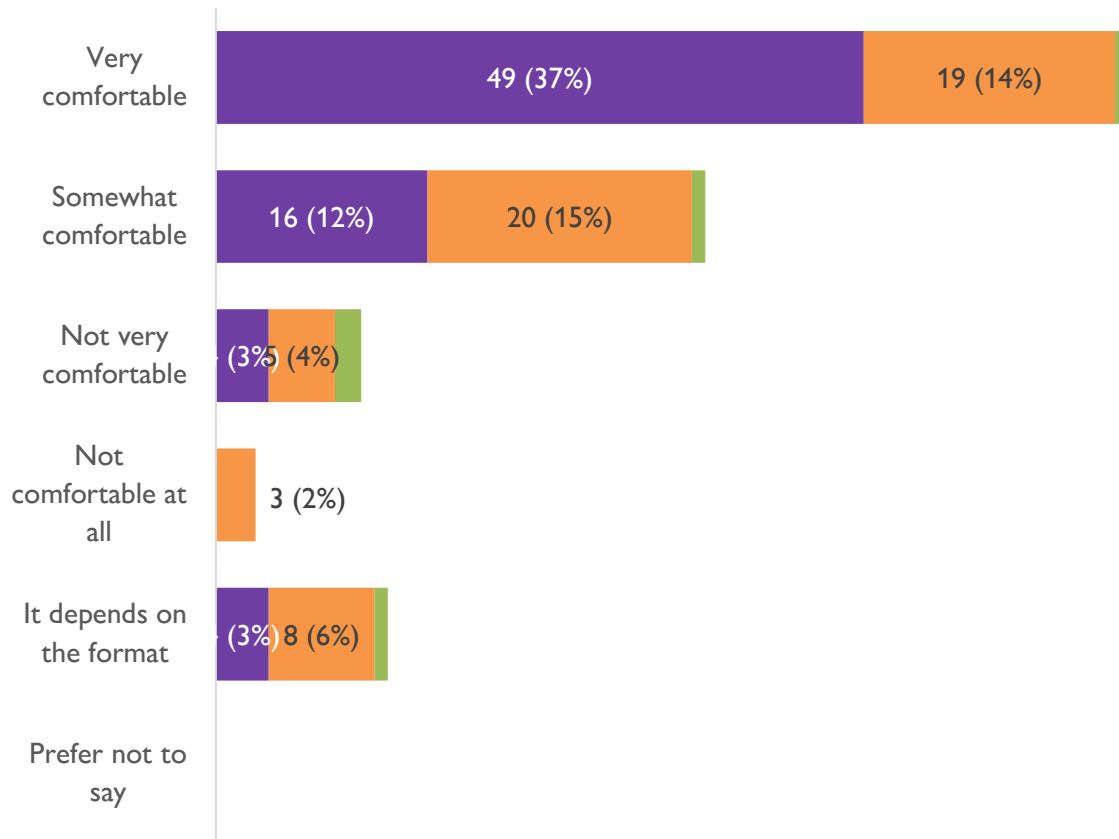


When comparing Jewish and non-Jewish responses the findings show Jewish respondents were generally more comfortable discussing antisemitism than non-Jewish respondents. Over one-third of all participants (**37 per cent**) were Jewish respondents who felt **very comfortable** discussing the topic, compared with **14 per cent** of all participants who were non-Jewish and very comfortable.

Non-Jewish respondents were more likely to report being somewhat comfortable (**15 per cent compared with 12 per cent** of Jewish respondents) and were also more likely to indicate discomfort or that their comfort depended on the format (**6 per cent compared with 3 per cent**).

How comfortable do you feel discussing antisemitism as a topic?

Jewish Non-Jewish Prefer not to say



Question 9: What would help you feel more comfortable talking about antisemitism?

This was an optional question and was answered by **101 respondents (75 per cent)**.

Overall, responses indicate that people feel more comfortable discussing antisemitism when conversations are respectful, informed and safe, with clear boundaries between political views and antisemitism, and a broader, inclusive framing of racism and discrimination.

Key themes	Commentary	# of comments	per cent of total responses
People being open to respectful, open dialogue	Respondents emphasised the need for respectful, constructive conversations about antisemitism, highlighting the importance of active listening, empathy, open-mindedness and avoiding judgement. They stressed that discussions should remain fair, unbiased, non-adversarial and focused on understanding, even when differing views arise.	24	24%
Separate antisemitism from criticism of Israel	Respondents expressed concern that criticism of Israel, Zionism, the Israeli Government, the Israeli Defence Force (IDF) or advocacy for Palestinian rights may be incorrectly labelled as antisemitism. Some also raised concerns and objected to the IHRA definition could be applied in ways that limit or discourage legitimate discussion about Israel and Palestine.	21	21%
Denial, minimisation or hostility	Some respondents feel conversations are difficult because Jewish concerns may be met with defensiveness, abuse or dismissal. Others identified denial, minimisation and hostile reactions as key barriers to open discussion. This included concerns about antisemitism being dismissed as fake, exaggerated, deserved or not serious, as well as aggressive public or online responses,	19	19%

	media bias, far-right hostility and the normalisation of antisemitic attitudes.		
Israel-Palestine conflict as barrier	Respondents identified the Israel-Palestine conflict as a direct source of tension or difficulty in conversations about antisemitism. References included Palestine, genocide, the actions of the Israeli Government or IDF, Zionism and anti-Zionism. Conflict-related views can derail, dominate or complicate discussion, making some people hesitant or unsure how to separate local experiences of antisemitism from international political issues.	19	19%
Need for a safe and trusted setting	Respondents highlighted the need for psychological and social safety before engaging in conversations about antisemitism. Many indicated they would be more comfortable speaking with trusted or familiar people, or in settings that felt respectful, non-hostile and low risk. Concerns included fear of abuse, judgement, racism, social consequences or professional repercussions.	18	18%
Need a broader anti-racism and balanced approach	Respondents wanted antisemitism to be addressed within a broader anti-racism and anti-discrimination framework. This included references to Islamophobia, faith-based discrimination, racism experienced by other minority groups and the importance of not prioritising one group's lived experiences over others. They suggest conversations may be more constructive when antisemitism is understood as part of a wider commitment to inclusion, equity and respect for all communities.	18	18%
Education and shared understanding	Respondents identified education and shared understanding as important enablers for better conversations about	17	17%

	antisemitism. This included calls for clearer definitions, greater awareness of Jewish history and culture, Holocaust education, and improved public understanding of antisemitism.		
Already comfortable or not applicable	Some respondents indicated they already feel comfortable discussing antisemitism, are knowledgeable of the issue and have no hesitation speaking about it, or otherwise felt the question was not applicable to them.	15	15%
Allyship, leadership and forums	Respondents highlighted the importance of visible allyship, leadership and structured opportunities for dialogue. This included support from non-Jewish residents, Council, schools, churches, mosques, community leaders and interfaith or community forums. They suggest conversations may be strengthened when trusted leaders and institutions create platforms for Jewish and broader community voices to speak, listen and be heard.	10	10%
Action, accountability and protection	Respondents wanted conversations about antisemitism to be supported by tangible action. This included stronger accountability for antisemitic behaviour, safer public, workplace and community spaces, proactive prevention, protection for affected communities and evidence that antisemitism is being reduced. They believe dialogue alone is not enough and visible leadership, practical responses and meaningful change is needed.	9	9%
Strategy, monitoring and definitions	Respondents saw tools and frameworks as useful supports for clearer and safer conversations. This included the development of strategy, plans, monitoring, having agreed definitions, public frameworks or official reference	7	7%

	points. They see formal structures as helping provide clarity, consistency and accountability when discussing antisemitism.		
Unsure / no specific suggestion	Some responses were unclear on what would help offering comments such as “nothing”, “I don’t know” or general statements that “it depends” without further detail.	4	4%
Confidentiality and anonymity	Respondents identified confidentiality and anonymity as important conditions for speaking openly. Safety, protecting identity and having assurance that their comments would not be recorded, misused, attributed to them or received with hostility were important.	3	3%

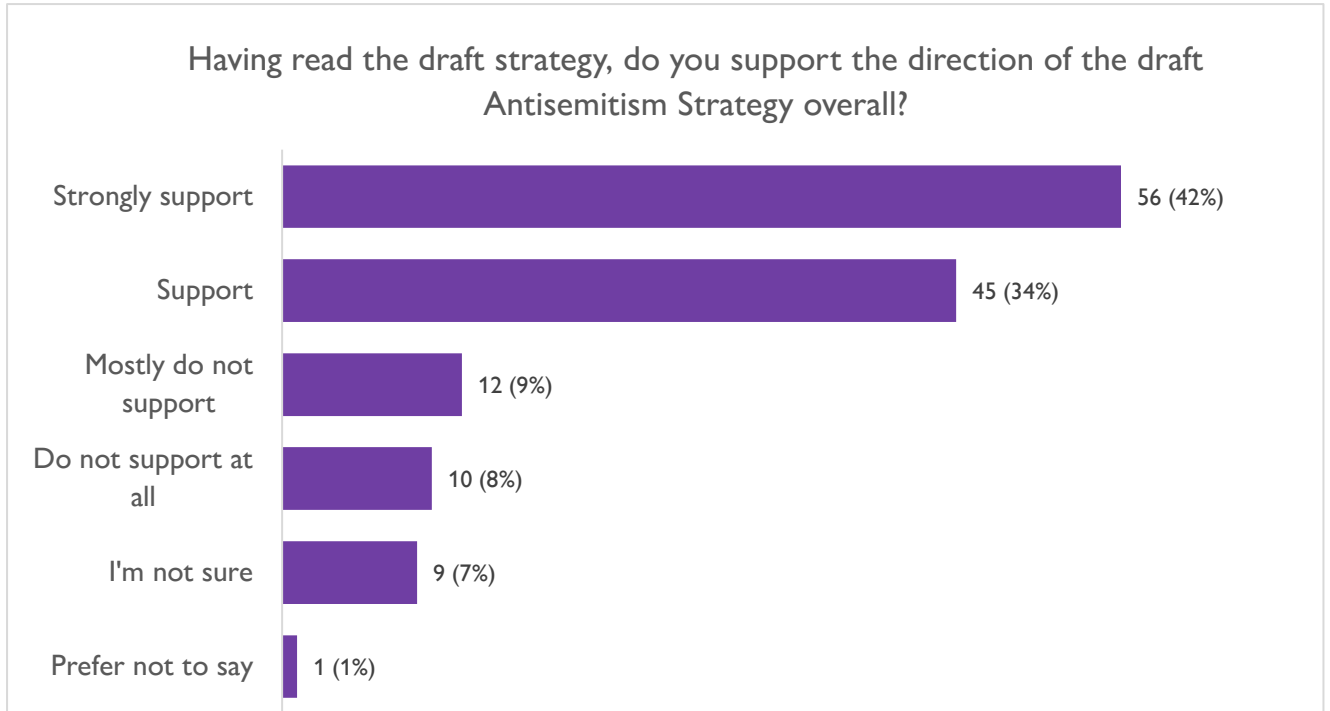
Feedback on the draft strategy

10. Having read the draft strategy, do you support the direction of the draft Antisemitism Strategy overall?

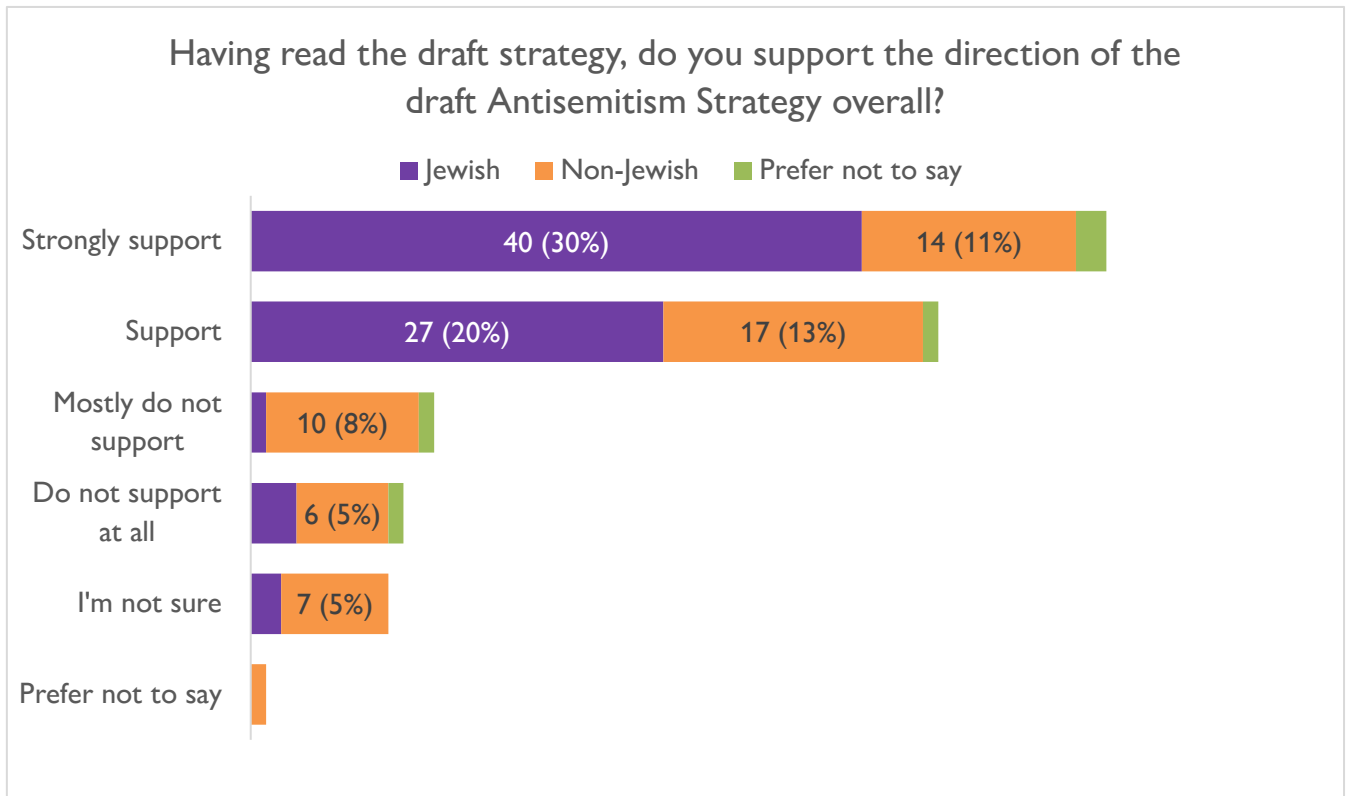
This was a required question and answered by **133 respondents (100 per cent)**.

Most respondents supported the draft Strategy, with **76 per cent** strongly supporting or supporting its direction (101 respondents), while **17 per cent** mostly did not support or did not support it at all (22 respondents), and **seven per cent** were unsure (nine respondents).

Overall support for the Strategy is high, although a proportion of respondents identify limited or no support.



When comparing Jewish and non-Jewish responses, whilst there was strong support for the draft Antisemitism Strategy across both cohorts, Jewish respondents expressed higher levels of support. They were more likely to strongly support the strategy (**30 per cent** compared with **11 per cent** of non-Jewish respondents). In contrast, opposition to the strategy was more common among non-Jewish respondents, who were also more likely to indicate that they were unsure about the strategy's direction.

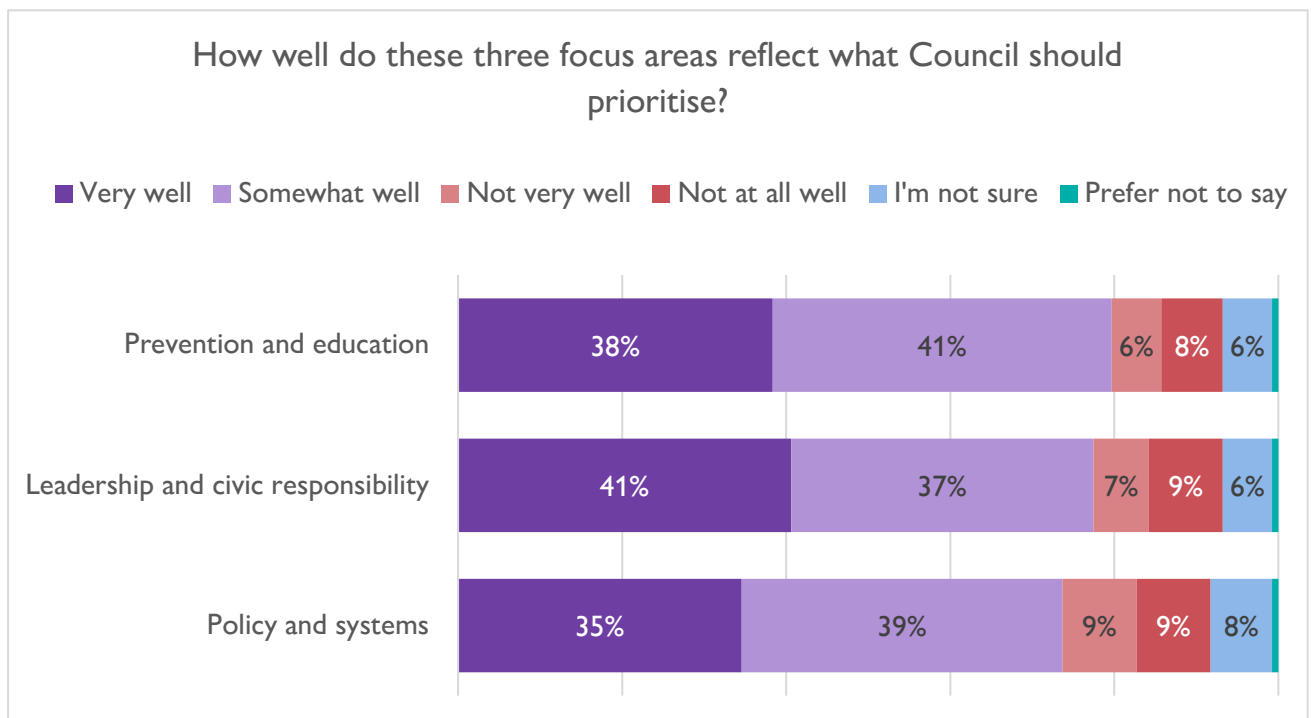


Question 11. How well do these three focus areas reflect what Council should prioritise

This was a required question and answered by **133 respondents (100 per cent)**.

Overall, respondents broadly supported the three focus areas, with a clear majority rating each area as reflecting Council's priorities **very well** or **somewhat well**.

Prevention and education received the strongest support, with **80 per cent** rating it as reflecting Council's priorities very well or somewhat well (106 respondents), followed by leadership and civic responsibility at **77 per cent** (103 respondents), and policy and systems at **74 per cent** (98 respondents).

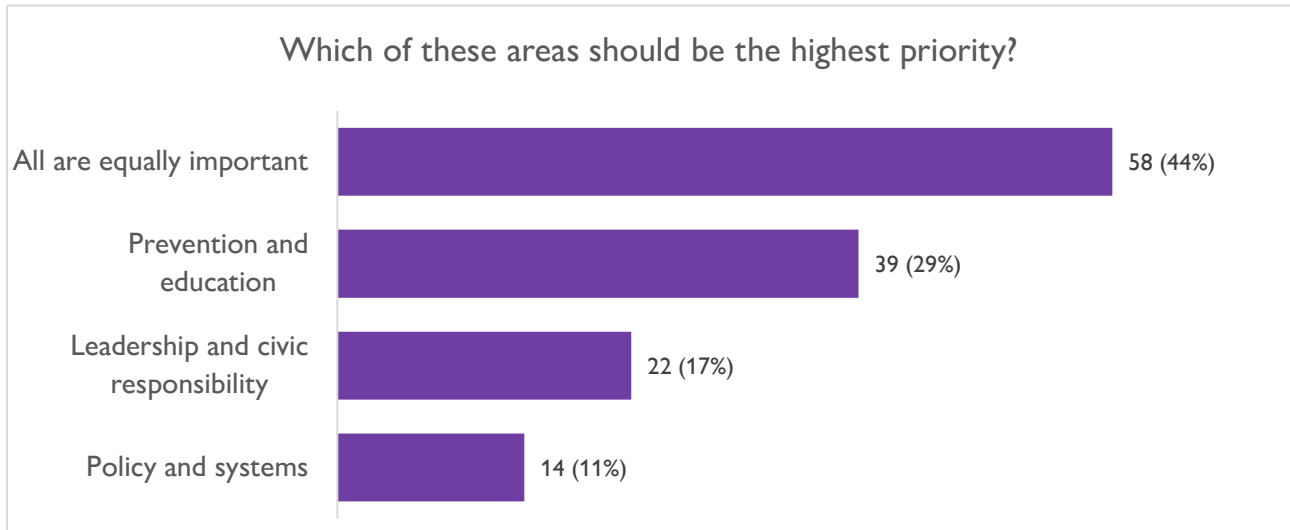


Question 12. Which of these areas should be the highest priority

This was a required question and answered by **133 respondents (100 per cent)**.

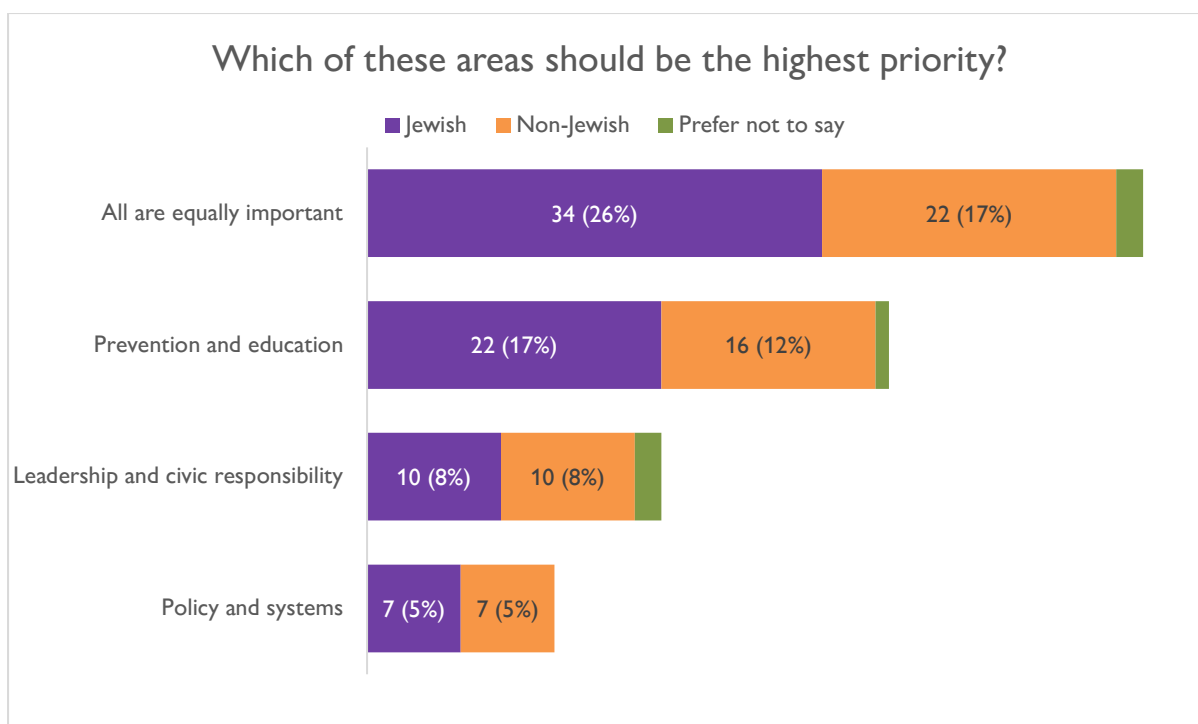
Respondents could select one priority area.

‘All are equally important’ was the highest priority selected at **44 per cent** (58 respondents), while prevention and education was the most selected individual priority at **29 per cent** (39 respondents).



When comparing Jewish and non-Jewish cohorts, there was a similar pattern in their priorities, with the largest share in both groups indicating that **all areas are equally important**. This was selected by 34 Jewish respondents, and 22 non-Jewish respondents, **Prevention and education** was the next highest priority for both groups, selected by 22 Jewish respondents and 16 non-Jewish respondents. Responses for **leadership and civic responsibility** and **policy and systems** were also closely aligned across the two cohorts.

Overall, the findings suggest strong alignment between Jewish and non-Jewish respondents.



Question 13. Why did you choose this priority?

This was an optional open question and was answered by **107 respondents (80 per cent)**.

Priority one: All are equally important

There were **41 comments** received from respondents who selected this priority. Key themes include:

Key themes	Commentary and explanation	# of comments	% of total responses
Need a coordinated, multi-pronged strategy	Respondents chose “all” because they saw education, leadership, policy, systems and action as mutually reinforcing. They said one area alone would not be enough for a complex issue.	31	76%
Safety and visible action matter	Some comments stressed that the combined approach must translate into urgent, practical safety improvements, accountability and protection.	8	20%
Policy and implementation needed to	Some respondents emphasised that the “all priorities” approach needs rules, systems, implementation and	8	20%

support the whole approach	enforcement so commitments become operational.		
Broader anti-racism and inclusion lens	A subset supported all priorities but wanted the approach to include other forms of racism, religious discrimination and all communities, not only antisemitism.	6	15%
Concerns about the survey or strategy framing	Some “all priorities” responses were mainly criticising the survey, strategy premise or focus.	6	15%

Priority two: Prevention and education

There were **32 comments** received from respondents who selected this priority. Key themes include:

Key themes	Commentary and explanation	# of comments	% of total responses
Education as the main prevention tool	Most respondents said education, awareness and prevention are the clearest way to stop antisemitism before it escalates.	28	88%
Address ignorance, misinformation and prejudice drivers	Many comments explained their choice by pointing to ignorance, misinformation, stereotyping, misunderstanding or hate as root causes that education should tackle.	9	28%
Education should clarify antisemitism, Israel/Palestine and racism boundaries	A smaller group wanted education to clearly explain what antisemitism is and is not, including the difference between antisemitism, racism generally, and criticism of Israel/Palestine issues.	7	22%
Prevention preferred over reactive response	Several comments framed education as preferable because preventing incidents is better than responding after harm has occurred.	5	16%

Key themes	Commentary and explanation	# of comments	% of total responses
Start early with young people and schools	Some respondents specifically emphasised young people, schools, teachers or generational learning as the place where prevention should begin.	4	13%

Priority three: Leadership and civic responsibility

There were **21 comments** received from respondents who selected this priority. Key themes include:

Key themes	Commentary	# of comments	% of total responses
Council and leaders must set the tone	Respondents wanted Council, government and community leaders to provide clear guidance, show courage, and model the standards expected of the community.	15	71%
Action over statements	Some respondents wanted leadership to be demonstrated through visible action and public behaviour rather than only words, surveys or statements.	5	24%
Leadership should clarify Israel/Zionism boundaries	A distinct group linked leadership to how Council should publicly handle antisemitism, Zionism, anti-Zionism, Israel criticism and IHRA definition concerns.	5	24%
Call out hate and its normalisation	Several comments focused on leaders naming antisemitism or bad behaviour, challenging normalisation of hate, and making clear it is not acceptable.	4	19%
Social cohesion and leadership for all communities	Some comments framed leadership as a responsibility to support all communities, racism, multiculturalism and cohesion rather than only one group.	4	19%

Priority four: Policy and systems

There were **11 comments** received from respondents who selected this priority. Key themes include:

Key themes	Commentary and explanation	# of comments	% of total responses
Policy and systems are foundational	Respondents shared that clear policies, rules, systems and enforcement are needed before other work can be effective.	5	45%
Accountability and implementation	Some comments emphasised that without implementation, complaints pathways, accountability or operational processes, commitments will not change behaviour.	3	27%
Criticism of the Strategy's framing	A small group used this choice to express concern about the premise and focus of the strategy, contesting the definition of the IHRA, conflating criticism of Israel with antisemitism, creating backlash and suppressing legitimate political speech.	3	27%
Apply a broader framework	Some respondents supported this priority but wanted the strategy to sit within a broader anti-discrimination, anti-racism framework.	2	18%
Support prevention for future generations	A respondent saw policy and systems as a way to enable prevention, education and long-term protection for future generations.	1	9%

Representative quotes:

"Prevention is central to peace in Glen Eira. Education is the key to that."

Woman, 35-44 years of age, Jewish resident

"Prevention and education are important, but a focus on antisemitism should sit within a broader antidiscrimination framework. Council should take a prevention-first model of communal safety,

including the adoption of the Australian Human Rights Commission's Anti-Racism Framework, which addresses antisemitism alongside Islamophobia and other forms of racism."

Man, 35-44 years of age, Non-Jewish resident who lives, works and owns a business in Glen Eira

"Because none of these alone would be effective. It needs prevention and education, backed up by policies and leadership."

Woman, 65-74 years of age, Jewish resident

"It is important that power structures e.g. the council government, provide strong leadership against antisemitism to make people feel safe and supported. It will also make it clear that antisemitism is not something that can be accepted in Glen Eira."

Man 35-44 years of age, non-Jewish resident

"Leaders need to stand up and call out bad behaviour. Leaders need to lead by example and stop contributing to the 'normalisation' of hate or non-inclusivity speech. Leaders need to be part of the solution and not part of the problem."

Woman, 45-54 years of age, Jewish resident

"Council has an amazing opportunity to lead the way nationally in its responses to antisemitism. Making public statements that clearly separate abhorrent racism and antisemitism from criticisms of Zionism and Israel should be council's top priority."

Man, 25-34 years of age, Prefer not to say, resident

"Council will only be effective in addressing antisemitism and other forms of racism and vilification if its policy and systems are appropriate and effective."

Man, 25-34 years of age, Non-Jewish resident

Question 14. Are there any areas the strategy should address more clearly?

This was an optional question and was answered by **85 respondents (64 per cent%)**.

Feedback on the draft Strategy highlighted opportunities to provide greater clarity on education, safety and security, implementation, and the distinction between antisemitism and legitimate political discourse. Respondents also called for clearer actions, accountability measures and reporting, while some advocated for a broader anti-racism and social cohesion approach. Overall, responses reflected a desire for a strategy that is practical,

transparent and clearly articulated. Overall, the feedback reflects a desire for greater clarity, practical action and transparency in how the Strategy will be implemented and monitored.

Key themes	Commentary and explanation	# of comments	% of total responses
Education and cultural understanding	Comments seeking clearer education initiatives, schools and young people focus, Holocaust/Jewish culture learning, community education, or cultural celebration.	19	23%
Criticism and rejection of the strategy	Comments rejecting the strategy, saying it will not work, should be thrown out, risks resentment, backlash, or is based on a flawed premise.	17	20%
Safety, security, and policing	Comments seeking clearer safety measures, policing, CCTV, deterrents, graffiti and vandalism response, protection from incidents, or zero tolerance for antisemitic behaviour.	16	19%
Israel/Palestine, IHRA and legitimate criticism boundaries	Comments concerned the strategy should more clearly distinguish antisemitism from criticism of Israel, Zionism or Israeli Government actions; including IHRA/free-speech concerns.	15	18%
Need for broader anti-racism and all-community inclusion	Comments saying the strategy should sit within broader anti-racism, anti-discrimination, social cohesion or all-community framework.	14	17%
Council role, implementation and reporting	Comments asking what Council can practically do, asking for more details — who is responsible, where to report, how support works, partnerships, resourcing, the taskforce or implementation roles.	13	16%

Action plan detail, and measurable accountability	Comments asking for clearer actions, KPIs, indicators, monitoring, evaluation, reporting, timeframes, impact measures.	12	14%
No additional comment or unsure	Responses saying no, none, don't know, not competent to say, or giving no further comment.	12	14%
Explain causes and drivers	Comments asking the strategy to explain why antisemitism is increasing, not just how Council will respond to it. Respondents pointed to drivers such as misinformation, international conflict, Israel-Palestine events, media narratives, protest activity, anti-Zionism/Zionism debates, and the way overseas events shape local attitudes toward Jewish people.	9	11%
Jewish community visibility and lived experience	Comments asking for Jewish voices, Jewish youth, lived experience, Jewish history, contribution, identity, belonging or support for Jewish community be more visible.	7	8%
Anti-Zionism as antisemitism / protest-related intimidation	Comments taking the opposite position: that anti-Zionism, "Free Palestine" messaging, protest or Israel-linked hostility should be named as antisemitism or intimidation.	5	6%

Representative quotes:

"Specifically, education should not just focus on antisemitism. Holocaust educators agree that before people are taught about the Holocaust they must first be taught about Judaism.... one action should be to celebrate the culture more often and more intensely....The action plan is extremely light on. I don't really see the council proposing many new initiatives."

Woman, 35-44 years of age, Jewish resident

It's clear that the IHRA definition of antisemitism is not fit for purpose in the current political climate. ... I'm sure many organisations have adopted it without reading the detail and without understanding the flow on effects.... If the strategy is to be taken seriously, the IHRA definition must be dropped. The Australian human rights commission national anti-racism strategy is an

excellent way to do this. It should be adopted instead. Singling out antisemitism as separate to other forms of racism makes all Jewish people less safe.

Woman, 55-64 years of age, Jewish resident

"What is meant by the Social Cohesion Taskforce ""initially prioritising antisemitism"" should be better defined in the context of the strategy. How is antisemitism prioritised against other contributors to social cohesion and what is the plan if the resourcing available doesn't permit priorities to ever shift to addressing these other elements as well?"

What exactly is the involvement of and contributions from CSG in relation to the strategy and its implementation?"

Man, 25-34 years of age, Non-Jewish resident

"The Strategy should address more clearly the distinction between antisemitism and legitimate criticism of the Israeli Government. I am concerned that residents may feel unable to express distress about the suffering of Palestinians, without fear of being labelled antisemitic. The Strategy should give practical examples of what is and is not antisemitic in this context.

The Strategy should more clearly situate antisemitism within a broader anti-racism and social cohesion framework. Palestinian, Arab and Muslim residents may also be experiencing grief, fear, racism or exclusion. Recognising this would not diminish the seriousness of antisemitism; it would help ensure the Strategy is seen as protecting all residents...

Woman, 55-64 years of age, Non-Jewish resident

Yes, the issue of people coming into the Glen Eira region and creating incidents. How will you address this? I have observed people coming in from other areas with posters to stick on public facilities including council property but also State Government property. I called the police and Council, but both were dismissive of these incidents. You need to create practical mechanisms that people can action when they see these sorts of incidents.

Woman, 55-64 years of age, Prefer not to say, resident who works and owns a business in Glen Eira

I would like to see policy around being committed to removing antisemitic graffiti or other types of vandalism with a specific timeframe. Moreover, I would also like to see more tangible or even economic support for businesses or individuals who have been the target of antisemitic behavior.

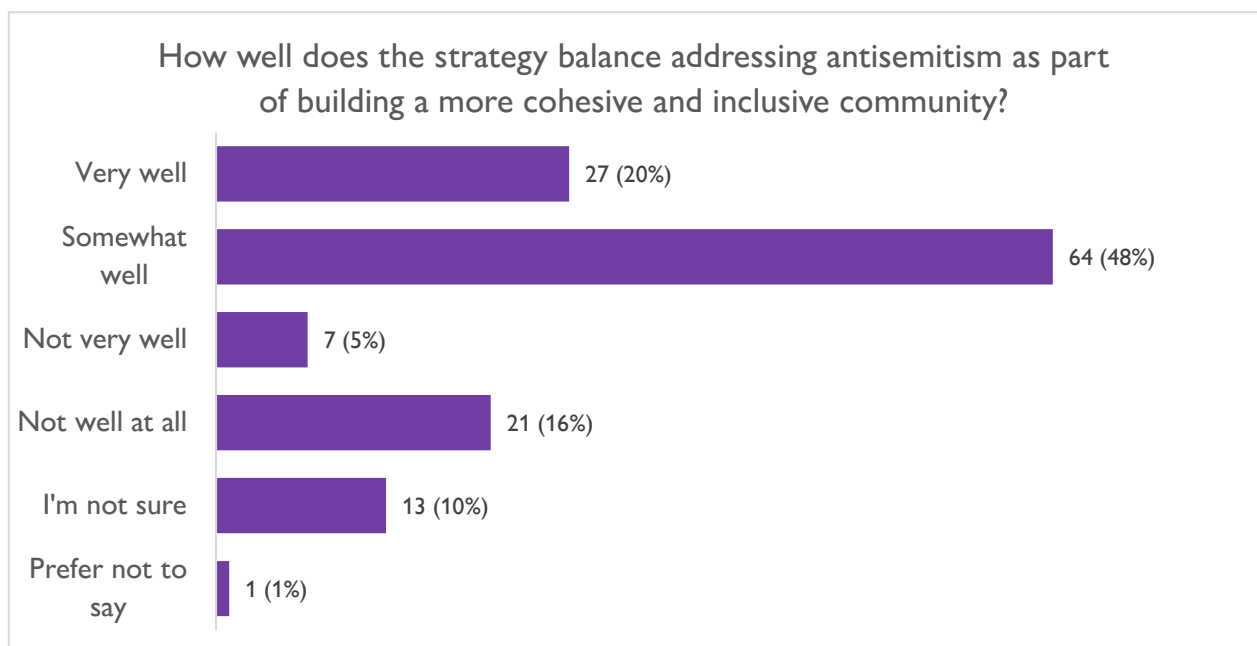
Woman, 25-34 years of age, Jewish resident

Question 15. How well does the strategy balance addressing antisemitism as part of building a more cohesive and inclusive community (required)

This was a required question and answered by **133 respondents (100 per cent)**.

Most respondents — **68 per cent** felt the Strategy balances antisemitism and social cohesion well or somewhat well (91 respondents), while **21 per cent** felt it does not balance this very well or not well at all (28 respondents), and **10 per cent** were not sure (13 respondents).

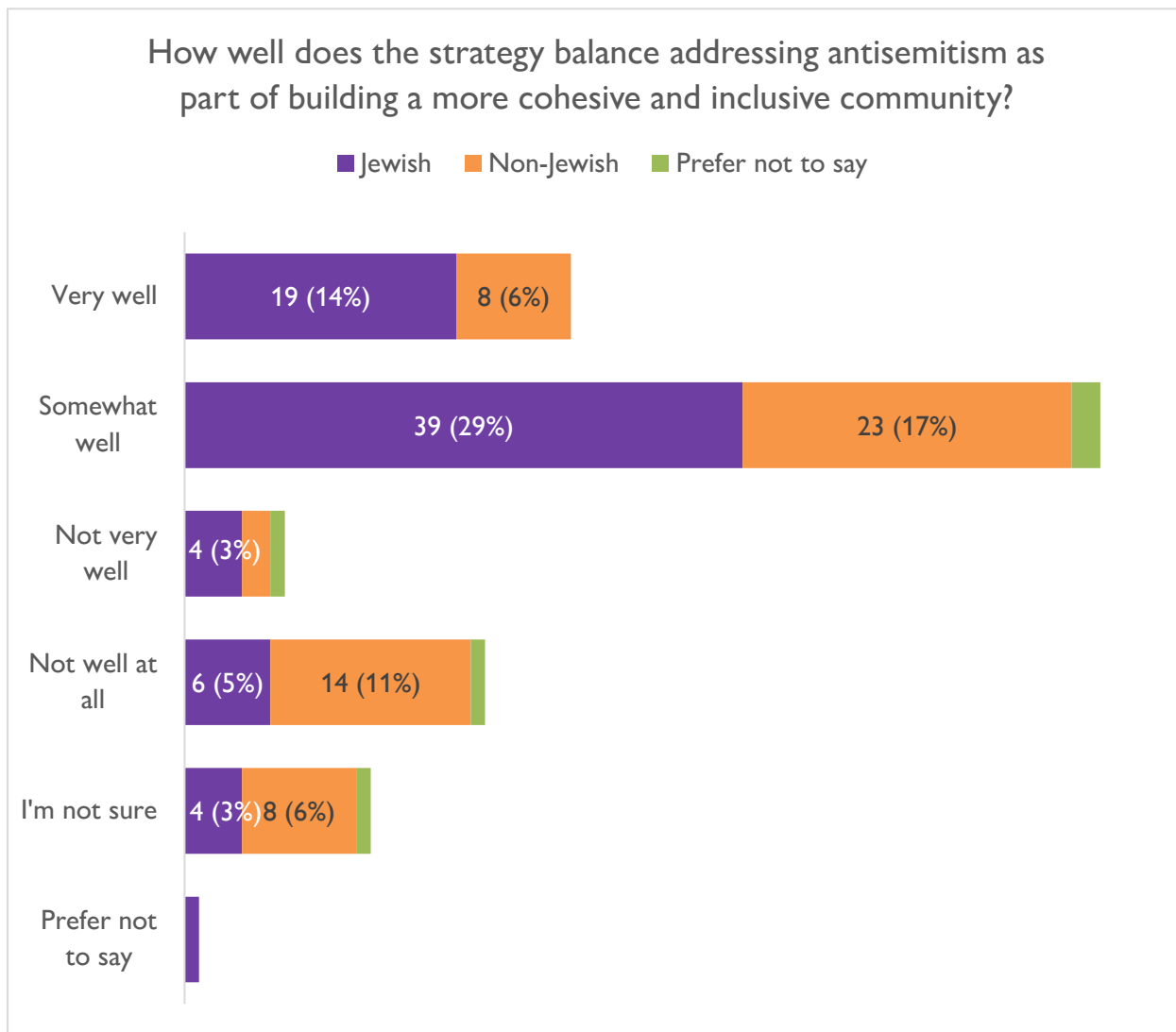
Most respondents feel the Strategy strikes an appropriate balance, though some uncertainty and concern remain.



When comparing Jewish and non-Jewish respondents, views on how well the Strategy balances addressing antisemitism while promoting social cohesion and inclusion were mixed. The most common response from both groups was “somewhat well”, selected by 39 Jewish respondents and 23 non-Jewish respondents. Jewish respondents were also more likely to rate the balance “very well” (19 respondents compared with 8 non-Jewish respondents).

In contrast, non-Jewish respondents were more likely to indicate that the Strategy achieves this balance “not well at all” (14 respondents compared with 6 Jewish respondents) and were more likely to be unsure (8 respondents compared with 4 Jewish respondents).

Overall, the findings suggest that Jewish respondents were generally more confident that the Strategy appropriately balances addressing antisemitism while fostering an inclusive community, whereas non-Jewish respondents expressed greater uncertainty and were more likely to question whether that balance had been achieved.



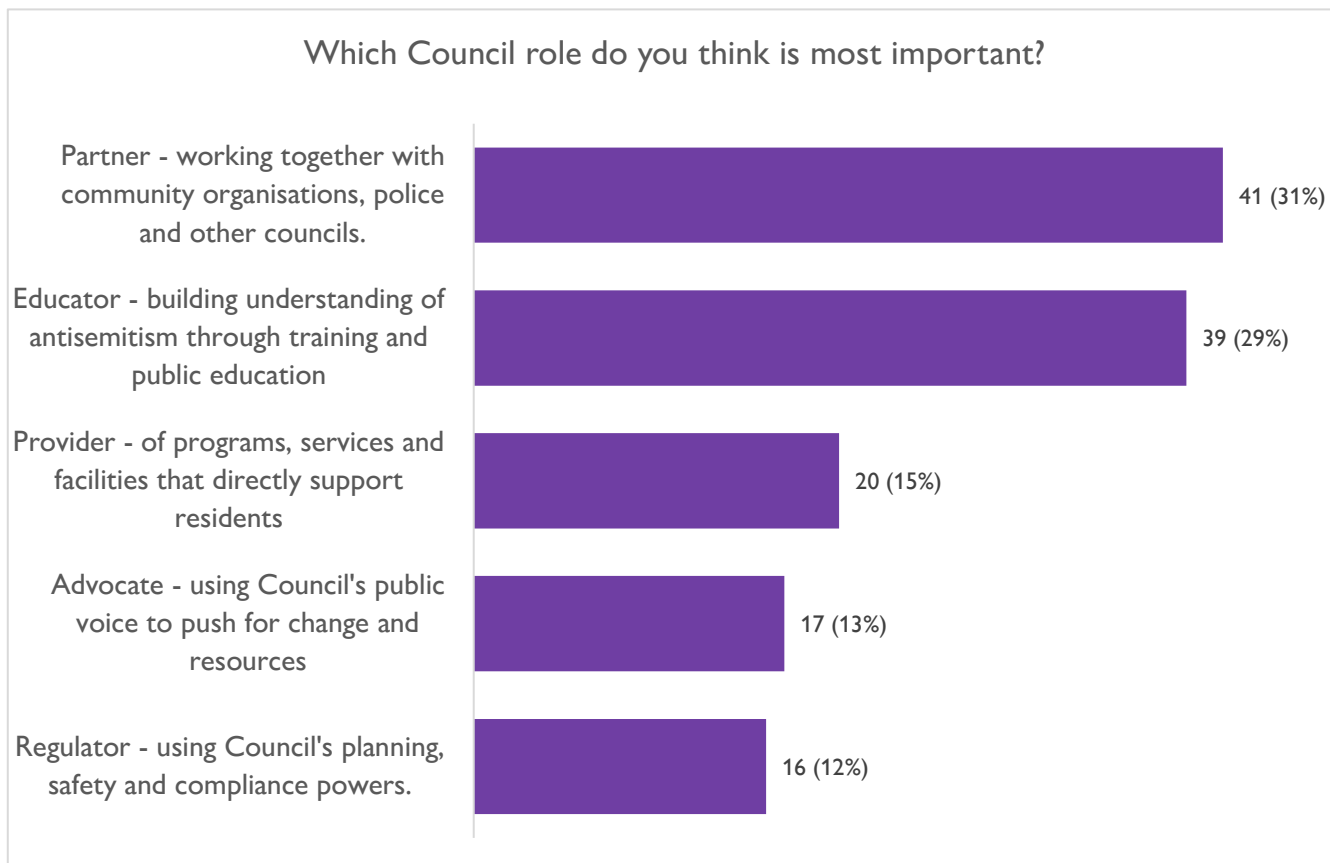
Feedback on proposed actions

Question 16. Which Council role do you think is most important?

This was a required question and answered by **133 respondents (100 per cent)**.

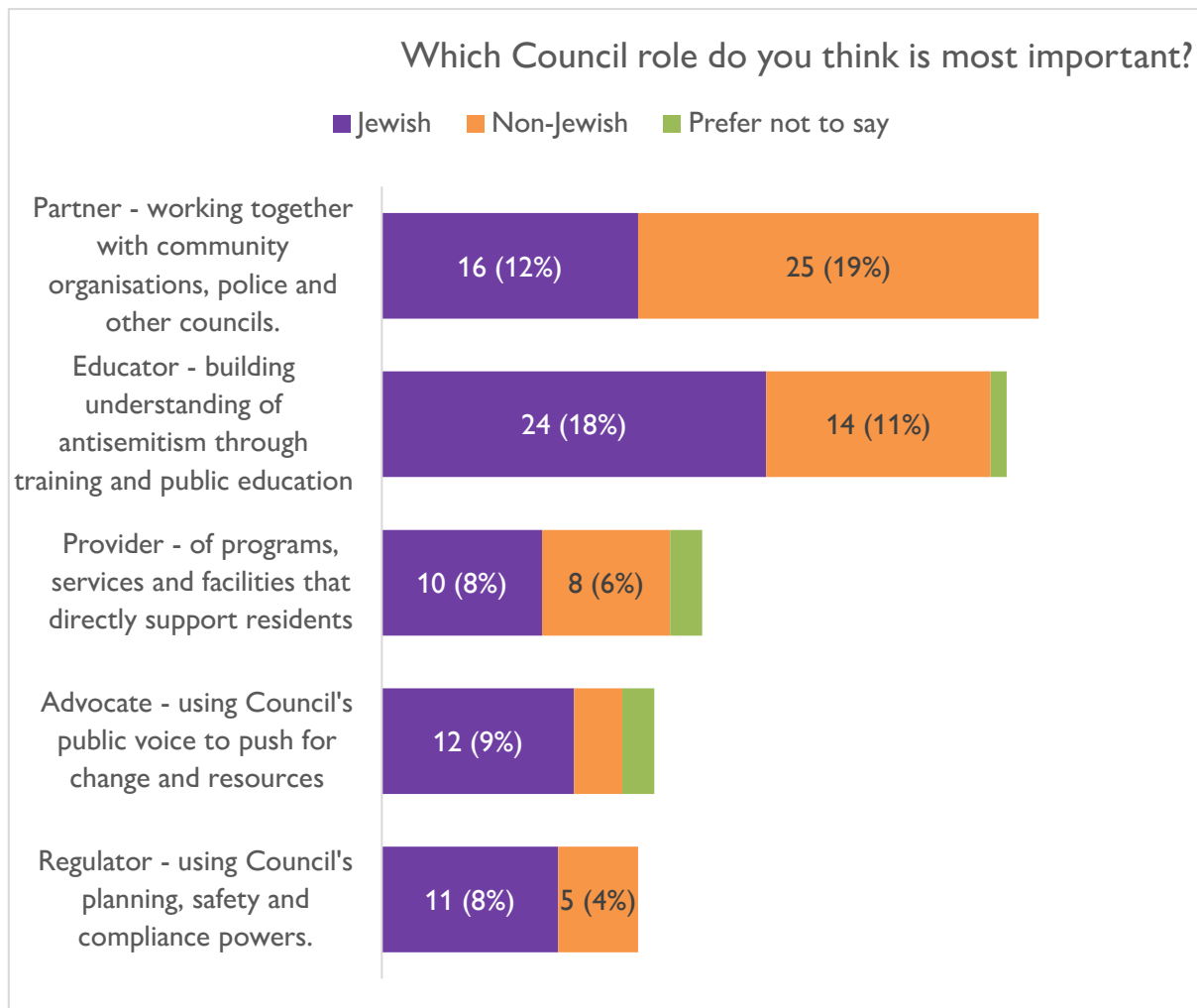
The two most selected roles were **Partner** and **Educator**. **31 percent** selected Partner (41 respondents) as Council's most important role and **29 per cent** selected Educator, (39 respondents). The remaining roles — Provider, Advocate and Regulator — each received **15 per cent** or less.

These results suggest respondents place greatest value on Council working in partnership with the community and other stakeholders, while also supporting greater understanding through education.



There were notable differences in the roles prioritised by Jewish and non-Jewish respondents. Education was the most commonly selected role among Jewish respondents, with **24 respondents** identifying Educator as the most important Council role, compared with **14 non-Jewish respondents**. Jewish respondents were also more likely to prioritise Advocate (**12 respondents** compared with **3 non-Jewish respondents**) and Regulator roles (**11 respondents** compared with **5 non-Jewish respondents**).

In contrast, non-Jewish respondents were more likely to prioritise the Partner role, with **25 respondents** selecting collaboration with community organisations, police and other councils as the most important role, compared with **16 Jewish respondents**. Support for the Provider role was relatively similar across both cohorts (**10 Jewish respondents** and **8 non-Jewish respondents**).



Overall, the findings suggest that Jewish respondents placed greater emphasis on education, advocacy and regulatory action to address antisemitism, while non-Jewish respondents were more likely to favour partnership and collaborative approaches. Both groups recognised the value of direct support services, with similar levels of support for the Provider role.

Question 17. Why is this role most important to you?

This was an optional question and was answered by **100 respondents (75 per cent)**. Across these responses there were 33 comments for the Educator role, 30 comments for the Partner role, 13 comments for the Provider Role, 12 comments for the regulator role and 10 comments for the Advocate role.

What we heard overall

Respondents selected different Council roles based on their views about how Council can most effectively address antisemitism. While the reasons varied by role, several common themes emerged across responses. Respondents highlighted the importance of partnership and collaboration, practical action to improve safety and wellbeing, education and awareness-building, and fostering social cohesion and inclusion. Many also noted that the

five roles are interconnected and that an effective response would require Council to work across multiple functions rather than relying on a single approach.

In addition to preferences for particular Council roles, some respondents raised broader concerns about the Strategy itself. These included questions about Council's role and capacity to address antisemitism, concerns that the Strategy should be embedded within a broader anti-racism and anti-discrimination framework, and criticism of the survey design, focus or underlying premise of the Strategy. A smaller group of respondents also raised concerns about the relationship between antisemitism, Israel, Zionism and the IHRA definition, highlighting the importance of distinguishing antisemitism from legitimate political criticism and debate.

Cross-cutting messages across all Council roles

- Many respondents felt Council cannot address antisemitism alone and should work closely with community organisations, police, schools, interfaith groups, other councils and the wider community.
- Respondents wanted tangible action, including support services, incident response, community safety measures and visible outcomes.
- Education was frequently identified as a key mechanism for building understanding, reducing prejudice and preventing antisemitism.
- Many respondents noted that the five roles overlap and are most effective when delivered together.
- Respondents frequently highlighted the importance of addressing antisemitism within a broader anti-racism, anti-discrimination and community cohesion framework.
- Feedback reflected differing views about what local government can realistically achieve and where Council should focus its efforts.
- Some respondents questioned the survey design, forced-choice format, focus on antisemitism, or the underlying rationale for developing a dedicated strategy.
- Some respondents emphasised the need to distinguish antisemitism from criticism of Israel or Zionism, while others argued that anti-Zionism and related behaviours should be more explicitly recognised within the Strategy.

Why respondents selected their preferred role

Role	Primary reason for selection	Key themes raised
Partner	Council cannot address antisemitism alone and should work with others.	Collaboration, shared responsibility, community partnerships, social cohesion.

Educator	Education is seen as an effective way to prevent antisemitism and improve understanding.	Awareness, prevention, training, behaviour change, understanding.
Provider	Council should deliver direct support, programs and services.	Practical assistance, facilities, community support, tangible outcomes.
Advocate	Council should use its public voice to demonstrate leadership and support.	Leadership, public commitment, visibility, influence and advocacy.
Regulator	Council should use its powers to enhance safety and respond to harmful behaviour.	Safety, compliance, enforcement, deterrence and accountability.

Role one: Partner

Respondents who selected the **Partner** role most commonly highlighted the importance of collaboration, with **87 per cent** of comments referring to partnerships, coordination and whole-of-community approaches. Many felt Council should work alongside community organisations, schools, police, interfaith groups and neighbouring councils, recognising that antisemitism cannot be addressed by Council acting alone. Some respondents also emphasised the importance of integrating antisemitism initiatives within broader inclusion and anti-racism efforts.

Role two: Educator

Respondents who selected the Educator role most commonly highlighted the importance of education, awareness and understanding, with approximately **79 per cent of comments** referring to education as a key mechanism for preventing antisemitism. Many felt Council should help build understanding of Jewish experiences, challenge misinformation and support respectful dialogue across the community. Respondents also emphasised the importance of working with schools, young people and the broader community to promote inclusion, social cohesion and long-term behavioural change

Role three: Provider

Respondents who selected the **Provider** role most commonly highlighted the importance of practical support, with approximately **75 per cent of comments** referring to services, support mechanisms, facilities or tangible community outcomes. Many felt Council should provide programs, services and facilities that directly support residents and help people feel safe, connected and supported within the community. Some respondents also emphasised the importance of visible action and ensuring Council delivers practical outcomes, rather than relying solely on advocacy or education initiatives.

Role four: Advocate

Respondents who selected the **Advocate** role most commonly highlighted the importance of leadership and Council's public voice, with approximately **71 per cent of comments** referring to advocacy, leadership, representation or influencing broader change. Many felt Council should publicly condemn antisemitism, advocate for resources and action from other levels of government and demonstrate visible leadership on community safety and inclusion. Some respondents also emphasised that advocacy could help Jewish residents feel acknowledged, supported and represented within the broader community.

Role five: Regulator

Respondents who selected the **Regulator** role most commonly highlighted the importance of safety, enforcement and accountability, with approximately **63 per cent of comments** referring to compliance, enforcement, community safety or the need for practical responses to incidents. Many felt Council should use its regulatory and safety powers to prevent harmful behaviour, respond appropriately to incidents and maintain safe public spaces. Some respondents also emphasised the importance of clear consequences, timely action and visible responses to build community confidence and deter antisemitic behaviour.

Alternative views and concerns

While many respondents focused on how Council can respond to antisemitism, a minority questioned the need for a standalone strategy or expressed concerns about its focus. Some suggested that antisemitism should be addressed alongside other forms of racism, discrimination and faith-based prejudice to ensure an inclusive approach for all communities. Others raised concerns about how the Strategy addresses issues relating to Israel, Zionism and the IHRA definition, reflecting differing views about where the boundaries between antisemitism and political criticism should sit.

Key insight

Overall, respondents viewed Council's roles as complementary rather than competing priorities. While preferences differed, feedback consistently highlighted the importance of combining partnerships, education, advocacy, direct support and practical action to address antisemitism. Respondents also emphasised the need for transparency about Council's role, clear implementation, and consideration of how antisemitism initiatives intersect with broader anti-racism, social cohesion and inclusion efforts.

Representative quotes:

“As i said previously, it is through education of the public in general and school children and their teachers that i have selected this role. Perhaps a formal method should be established for educating the public via free informal studies on the dangers of anti-semitism for the community

at large. And in that sphere, the Melbourne Holocaust Museum could play a large part. Perhaps visits by particular groups of people in Glen Eira could be financially sponsored by the Council."

Woman, 85+ years of age, Jewish resident

"Education is the beginning of change"

Woman, 55-64 years of age, non-Jewish resident

"Partner is the most important role because Council should not approach this as one-way education. It should work with Jewish, Palestinian, Arab, Muslim and interfaith organisations to build trust and support difficult but respectful conversations. This would help address antisemitism while also recognising that many residents are distressed by the actions of the Israeli Government and the suffering of Palestinians, and worry that expressing those views will be labelled antisemitic."

Woman, 55-64 years of age, non-Jewish resident

"Hearing council advocate on behalf of the Jews would signal to me and other Jews that it has our back, it understands our issues and is willing to stand up for us."

Woman, 45-54 years of age, Jewish resident

"There have been instances in the recent past, when "protests" have been allowed outside synagogues and Jewish institutions in the Glen Eira area, which have been abusive towards Jews, and at times violent, and highly intimidating for Jews. Council and Police have NOT responded in an appropriate manner in the past, and both need to going forward. Freedom of speech is a right, but intimidation, abuse and violence are not rights, and certainly in Glen Eira, both the Council and Police have not protected all citizens rights to be safe."

Woman, 65-74 years of age, Jewish resident

"Our members need to feel they have the support from Council. It will build a stronger relationship with council and a sense of trust. It's trust that is needed to feel safe."

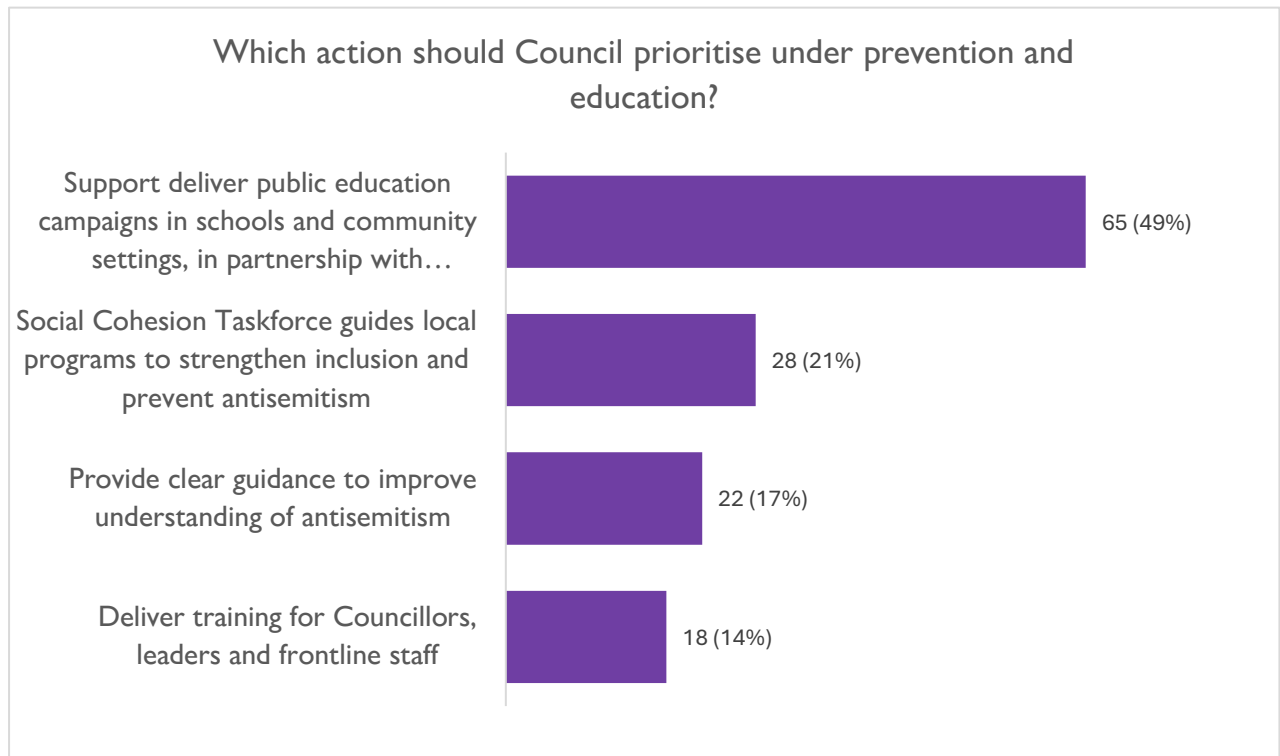
Woman, 45-54 years of age, non-Jewish resident

Question 18. Which action should Council prioritise under prevention and education

This was a required question and answered by **133 respondents (100 per cent)**.

The strongest priority selected by **49 per cent respondents** was supporting or delivering public education campaigns in schools and community settings, in partnership with relevant

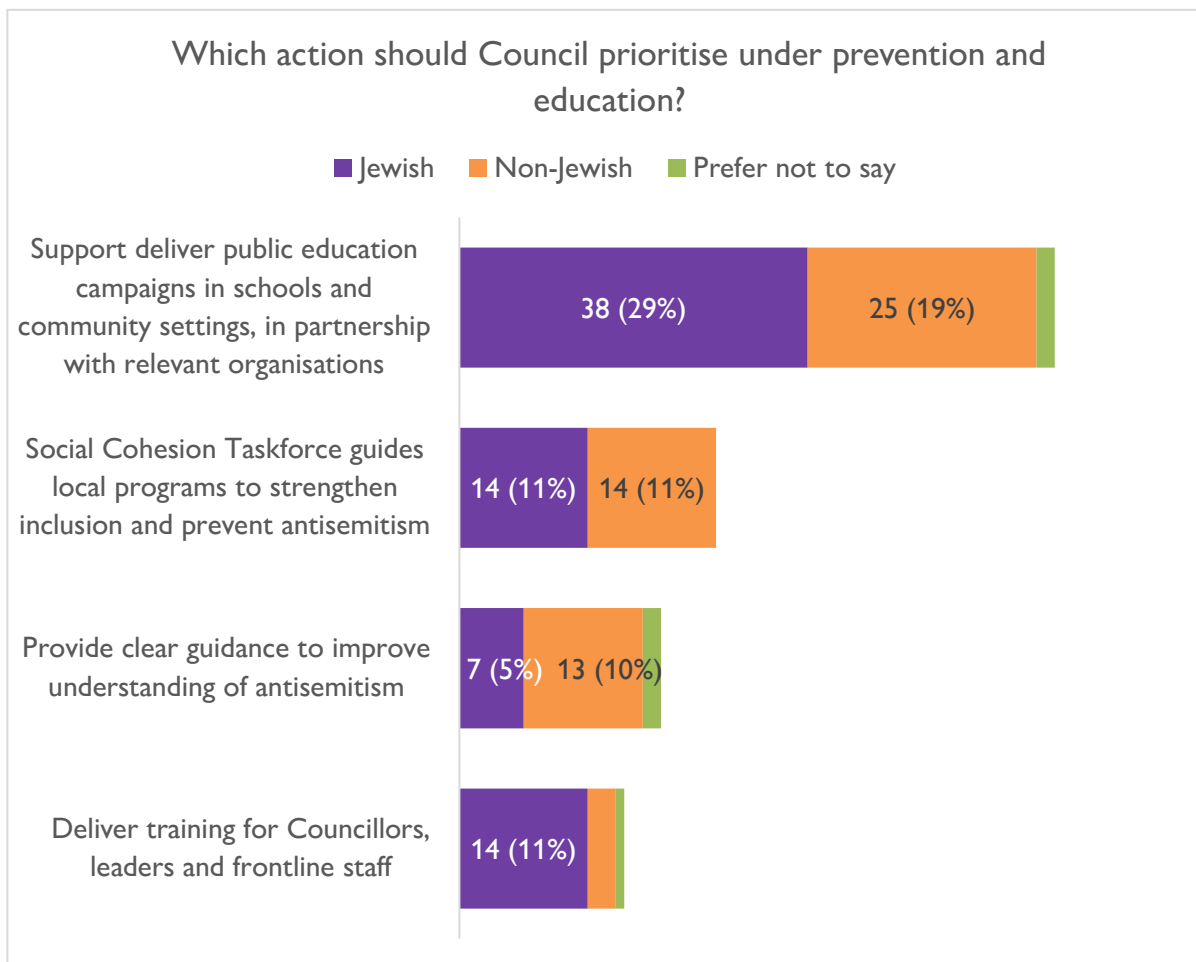
organisations, selected by **(65 respondents)**. This was followed by **21 per cent respondents** selecting the action for the Social Cohesion Taskforce to guide local programs that strengthen inclusion and prevent antisemitism **(28 respondents)**.



There was strong alignment between Jewish and non-Jewish respondents on priorities for the Prevention and Education focus area. The most commonly selected action for both cohorts was supporting public education campaigns in schools and community settings, selected by 38 Jewish respondents and 25 non-Jewish respondents, indicating broad support for education as a key strategy to prevent antisemitism.

Some differences were evident in secondary priorities. Jewish respondents were more likely to prioritise training for Councillors, leaders and frontline staff (14 respondents compared with 3 non-Jewish respondents), while non-Jewish respondents were more likely to support providing clear guidance to improve understanding of antisemitism (13 respondents compared with 7 Jewish respondents). Support for establishing a Social Cohesion Taskforce was equally strong across both cohorts, with 14 respondents from each group selecting this option.

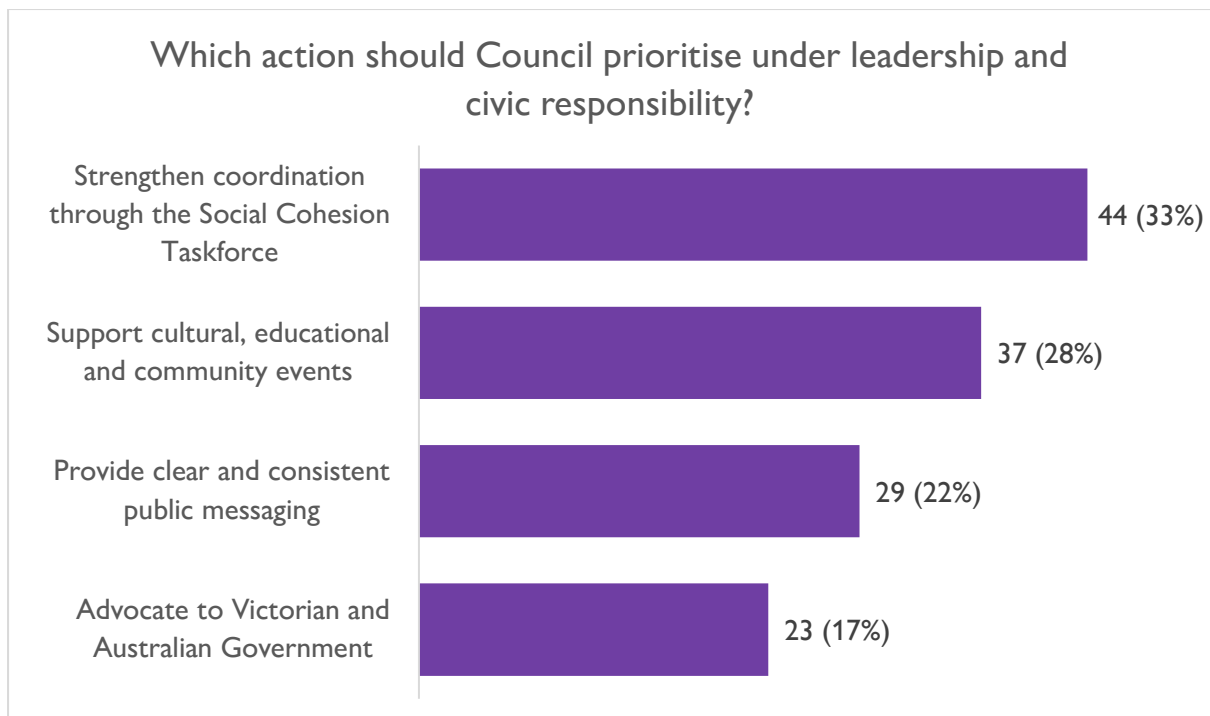
Overall, the findings suggest broad agreement on the importance of education and awareness-raising, with Jewish respondents placing greater emphasis on organisational capability and leadership training, and non-Jewish respondents placing greater emphasis on public information and guidance.



19. Which action should Council prioritise under leadership and civic responsibility

This was a required question and answered by **133 respondents (100 per cent)**.

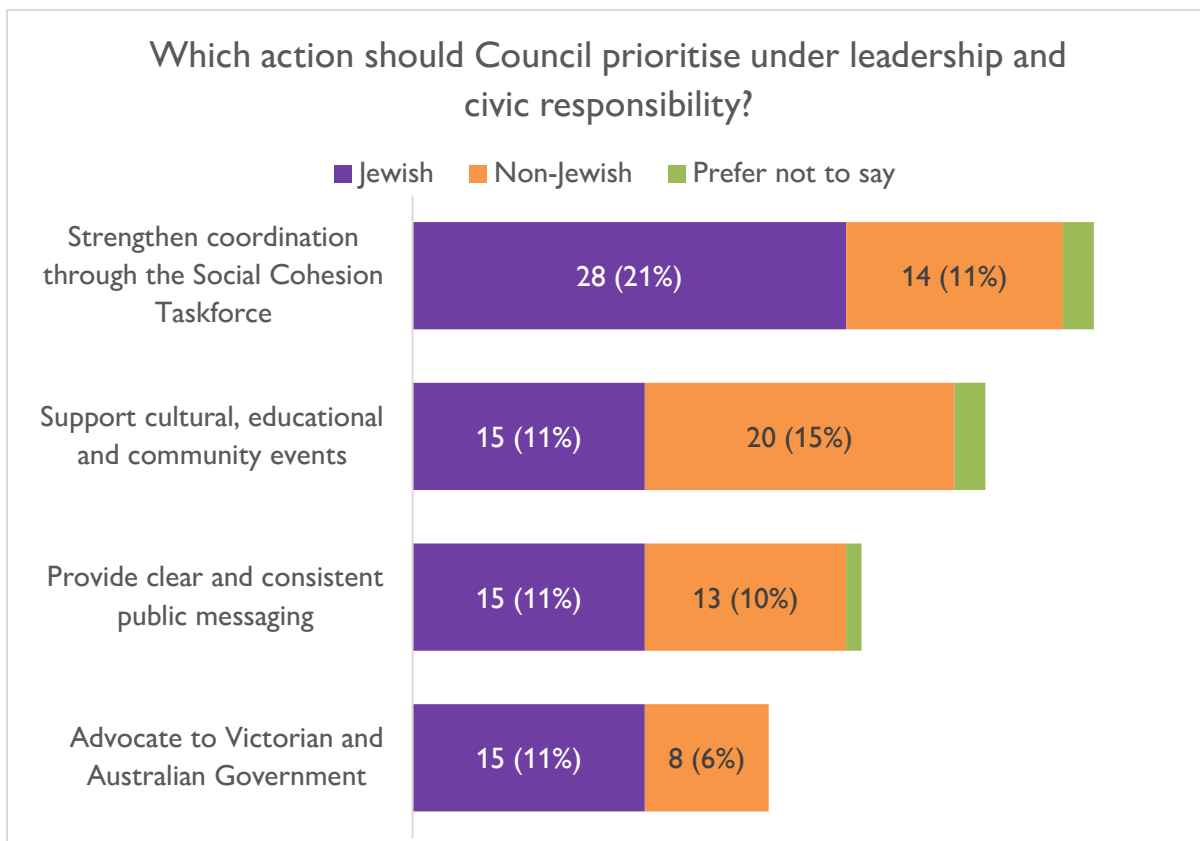
The strongest priority selected by **33 per cent** respondents was 'strengthen coordination through the Social Cohesion Taskforce' (44 respondents). The next top rating action selected by **28 per cent** respondents was to 'support cultural, educational and community events' (37 respondents).



Jewish and non-Jewish respondents differed in their priorities for the Leadership and Civic Responsibility focus area. Jewish respondents were most likely to prioritise strengthening coordination through the Social Cohesion Taskforce (28 respondents compared with 14 non-Jewish respondents) and advocating to the Victorian and Australian Governments (15 compared with 8).

In contrast, non-Jewish respondents were most likely to prioritise supporting cultural, educational and community events (20 respondents compared with 15 Jewish respondents). Support for clear and consistent public messaging was similar across both cohorts (15 Jewish respondents and 13 non-Jewish respondents).

Overall, Jewish respondents placed greater emphasis on coordinated leadership and advocacy, while non-Jewish respondents were more likely to prioritise community events and engagement.

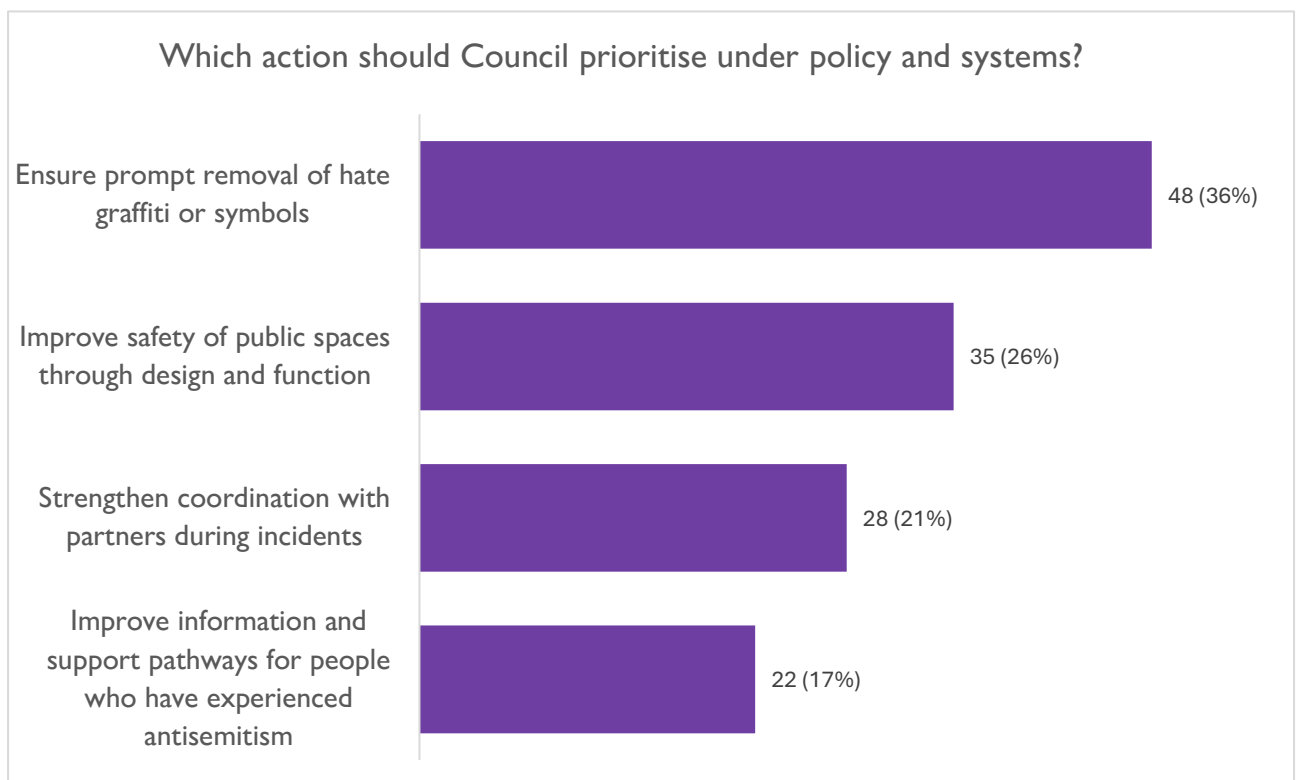


20. Which action should Council prioritise under policy and systems?

This was a required question and answered by **133 respondents (100 per cent)**.

The strongest priority selected by **36 per cent** respondents was 'ensure prompt removal of hate graffiti or symbols' (48 respondents).

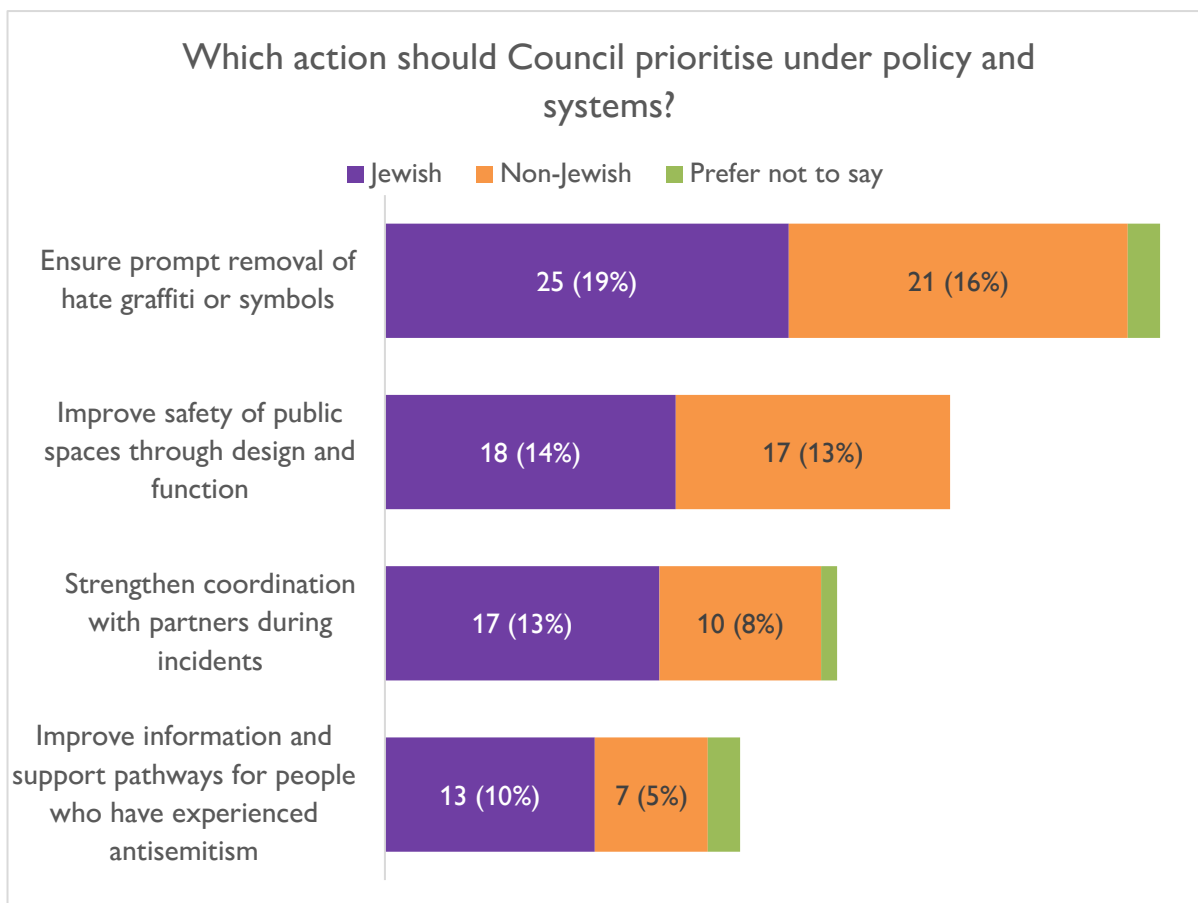
The next top rating action selected by **26 per cent respondents** was to 'improve safety of public spaces through design and function' (35 respondents).



There was strong alignment between Jewish and non-Jewish respondents on priorities for the Policy and Systems focus area. The most commonly selected action for both groups was ensuring the prompt removal of hate graffiti and symbols (25 Jewish respondents and 21 non-Jewish respondents), followed by improving the safety of public spaces through design and function (18 and 17 respondents respectively).

Jewish respondents were somewhat more likely than non-Jewish respondents to prioritise strengthening coordination with partners during incidents (17 compared with 10 respondents) and improving information and support pathways for people who have experienced antisemitism (13 compared with 7 respondents).

Overall, both cohorts prioritised visible action and safer public spaces, while Jewish respondents placed greater emphasis on incident response and support for those affected by antisemitism.



Question 21. Is there anything else you would like Council to consider?

This was an optional question and was answered by **67 respondents (50 per cent)**.

Responses to this question identified a range of key themes, with comments ranging from calls for a broader anti-racism approach and community education to concerns about the strategy's framing, implementation and relationship to issues involving Israel and Zionism.

Key themes	Commentary and explanation	# of comments	% of total responses
Broader anti-racism, equal support and social cohesion	Comments ask Council to frame antisemitism work within a broader anti-racism, inclusion and social cohesion agenda, with equal support for Muslim, Palestinian, First Nations, LGBTIQ, migrant and other communities and consistent responses to all forms of hate.	23	17%

Israel, Zionism, IHRA and political-distinction concerns	Comments focus on Israel, Zionism, IHRA/Jerusalem definitions, Palestine advocacy or distinguishing criticism of Israel from antisemitism. Sentiment is mostly critical of conflation, with a few comments simply expressing Israel-related political views.	15	11%
Jewish safety, visibility, support and cultural celebration	Comments emphasise Jewish residents feeling safe, valued, visible and supported, including celebrating Jewish culture, positive campaigns, cultural events and long-term commitment so Jewish identity does not need to be hidden.	13	10%
Council leadership, advocacy, partnerships and whole-of-government implementation	Comments ask Council to lead, advocate or coordinate with other councils, Victoria Police, state/federal government, schools, interfaith groups and community organisations to comprehensively address the issue; with some querying resources and implementation capacity.	12	9%
Education, awareness and long-term prevention	Comments identify education, awareness-building and long-term behaviour change as prevention tools, including schools, public education, staff/councillor training, correcting misinformation, mentoring young people and sustained intergenerational work.	11	8%
Enforcement, reporting, practical safety and accountability	Comments seek practical responses to incidents: stronger police handling, reporting pathways, graffiti investigation/removal, consequences for offenders, monitoring public/social media conduct and visible safety measures.	11	8%
Strategy/premise concerns, scepticism or rejection	Comments are critical of the strategy, the focus on antisemitism, perceived one-sidedness. Some comments see approach may worsen division or targeting; a small number reject that Glen Eira has an antisemitism problem.	10	8%

Positive endorsement of strategy	Comments either provide no extra suggestion or explicitly endorse the draft strategy/action plan as covered, thoughtful, practical or a good initiative.	11	8%
Root causes, extremism and fundamentalism	Comments ask Council to look at deeper drivers such as fundamentalism, far-right politics, broader social/economic causes, hate movements and how antisemitism connects with wider extremism.	5	4%
Support for IHRA / concern anti-Zionism is contemporary antisemitism	Comments support the IHRA framing or argue that anti-Zionism, anti-Israel narratives operate as contemporary antisemitism and should be addressed directly.	4	3%

Representative quotes:

“An integrated council policy that considers combating hate and the far right, benefits all residents. This should include first nations people, LGBTIQ people, immigrants and protecting religious participation. I would like to see my council taking a really considered approach to tackling far right extreme politics and the impact on all minorities, not just one.”

Woman, 35-44 years of age, Non-Jewish resident

“I would like to see a campaign to embrace Jewish identity and celebrate Jewish culture - widely and loudly. This will allow the Jewish community to feel like they don’t have to hide their faith (eg many families have removed their mezuzot from their doors), and it will be a signifier to anti-semites circling the community that their hatred will not be tolerated.”

Woman, 35-44 years of age, Jewish resident

“Advocate to Vicpol that it is critical to handle antisemitic incidents in a more effective manner. Vicpol has been very ineffective as compared to NSW police. Similarly Victorian Police minister has been missing in action in the past 3 years and most Victorian Jews no longer trust him to discharge his responsibility to keep them safe.”

Man, 75-84 years of age, Jewish resident

“I would like Council to ensure the Strategy is implemented through genuine partnership with Jewish community organisations and a broad range of other local community, interfaith, civic and

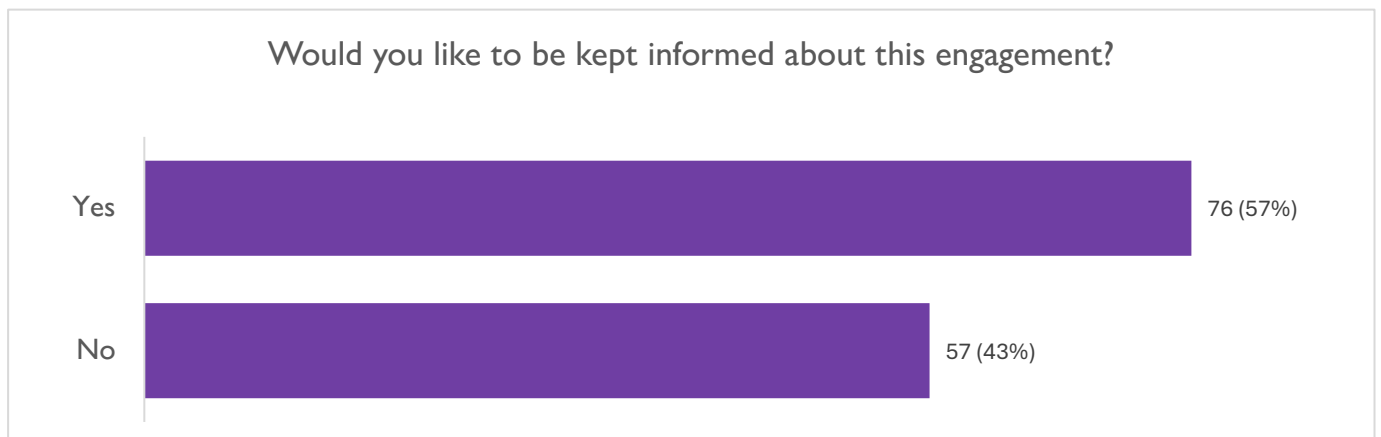
human rights groups. I support action against antisemitism and want Jewish residents to feel safe. However, I am concerned that the Strategy may be perceived as one-sided unless it clearly recognises the broader community context, including distress about the actions of the Israeli Government and the suffering of Palestinians. Council should make clear that criticism of the Israeli Government and advocacy for Palestinian rights are not antisemitic unless they target Jewish people as Jewish people, use antisemitic tropes, or hold Jewish people collectively responsible for Israel. This would help build trust and social cohesion.”

Woman, 55-64 years of age, Non-Jewish resident

22. Would you like to be kept informed about this engagement (required) (chart answer)

This was a required question and answered by **133 respondents (100 per cent)**.

57 per cent respondents confirmed that they wanted to be kept informed about the engagement (76 respondents) and **43 per cent** did not want to be kept informed (57 respondents). Those who wanted to be kept informed provided their email address.



In person engagement

Multicultural community conversations

We delivered six one-on-one interviews facilitated by Polaron Connect (a community-led multicultural communications, engagement and research service provider) were conducted with multicultural residents and business owners from diverse backgrounds. Backgrounds of participants included **Thai, Chinese (China-born), Chinese-Malaysian, Indian, Afghan and Greek**, representing a range of cultural, religious and lived experiences within the municipality. Participants had varying lengths of residency (from 1 year to over 15 years) and differing levels of connection to the Jewish community, from no direct contact to being closely embedded through family, business or social relationships.

Summary

Participants expressed broad support for Council developing an Antisemitism Strategy and recognised its importance in promoting safety and inclusion. However, awareness and understanding of antisemitism varied significantly across individuals, with many participants having limited familiarity with the concept and how it presents in practice. Opportunities for meaningful interaction with the Jewish community were described as limited unless driven by personal relationships, professional connections or deliberate effort.

While most participants reported feeling personally safe, several expressed concern for the safety and visibility of Jewish residents. A key gap identified was a lack of awareness of reporting pathways, with all participants indicating police as the only known option. Participants emphasised the importance of education, community connection and practical safety measures to support prevention and response.

Key messages received:

- Strong support for the Antisemitism Strategy across multicultural participants
- Low and varied levels of awareness and understanding of antisemitism
- Limited opportunities for meaningful intercultural connection with the Jewish community
- Universal lack of awareness of reporting pathways beyond police
- Education and awareness identified as critical for prevention
- Strong support for community-based initiatives that bring people together
- Support for practical safety measures, including lighting, CCTV and visible security presence.

Cohort insights

Awareness and understanding

- Understanding ranged from very limited (e.g. newer migrants or those without direct exposure) to highly informed (those with personal or professional connections)
- Some participants were unfamiliar with the term “antisemitism” or unsure how to identify it in practice.

Connection to the Jewish community

- Connections ranged from no contact (e.g. Afghan participant) to fully embedded (Chinese Malaysian convert and business owner)
- Most participants had only observational or incidental interaction
- There is a strong desire for more structured opportunities to build relationships.

Perceptions of safety

- Most participants felt personally safe but perceived that Jewish residents may feel less safe
- Some described behavioural changes linked to antisemitism, including reduced visibility of Jewish identity or caution in public settings (e.g. one participant had observed a Jewish resident removing religious items (e.g. mezuzot) from his home).

Reporting and response

- No awareness of dedicated reporting pathways beyond emergency services
- Uncertainty about what constitutes antisemitism was identified as a barrier to reporting
- Community cohesion and expectations of Council
- Strong support for initiatives that build understanding through shared experiences (e.g. events, schools, neighbourhood programs)
- Preference for practical, visible actions alongside education
- Recognition that antisemitism is a broader community issue that impacts social cohesion.

Overall insight

The interviews highlight a multicultural community that is supportive and willing to engage, but lacks the knowledge, tools and opportunities to do so effectively. Improving awareness, strengthening reporting pathways, and creating opportunities for meaningful intercultural connection will be important to the success of the Strategy.

Community House engagement

A workshop was held on 24 June 2026 with five Community House Managers representing Caulfield South Community House, Glen Eira Adult Learning Centre (GEALC), Godfrey Street Community House and Moongala Women's Community House.

Summary

At the workshop, Community House Managers generally expressed a preference for Council to adopt a broader Anti-Racism Strategy rather than a standalone Antisemitism Strategy. Participants emphasised that antisemitism should be addressed within an overarching framework that responds to all forms of racism and discrimination, with targeted actions introduced where specific issues arise.

There was a strong emphasis on inclusive, values-based messaging focused on respect, belonging and community connection. Community houses noted that their existing programs successfully support diverse communities through a neutral, welcoming and inclusive approach.

While participants generally supported the proposed objectives of the Strategy, many suggested these would be more effective if embedded within a broader anti-racism framework.

Key workshop messages:

- Preference for a broader anti-racism framework rather than a standalone Antisemitism Strategy
- Concern that a single-issue strategy may be perceived as prioritising one group over others
- Importance of promoting inclusion, respect and social cohesion across all communities
- Support for practical, community-based approaches that bring diverse groups together
- Recognition that the Strategy's objectives are valuable but could be delivered within a broader framework
- Uncertainty about how the Strategy may be perceived within the community.

Following the workshop, additional feedback was provided by GEALC that it supports the draft Antisemitism Strategy and looks forward to its adoption. The Committee also endorsed the Strategy's combination of immediate and longer-term actions and supported its alignment with Council's broader anti-racism and social cohesion work.

Moorleigh Community Village drop-in session

A drop-in session was held at Moorleigh Community Village on 24 June, providing community groups across the village with the opportunity to participate in one-on-one discussions about the draft Antisemitism Strategy. During the session, three conversations were held with four community members, all affiliated with U3A. These discussions explored the draft Strategy and how it could support community organisations in responding to complex and sensitive situations.

Summary

Participants shared recent experiences managing an incident involving differing views related to Israel and Palestine, which escalated into a complaint between members. This highlighted the challenges of navigating issues that sit at the intersection of political expression and antisemitism, and the difficulty of determining appropriate responses that support all parties.

There was a strong emphasis on maintaining safe, respectful and inclusive environments for all members. Participants highlighted the importance of treating individuals fairly, regardless of their views, while actively discouraging behaviour that may lead to conflict or division. Education was identified as a key tool to support prevention and guide responses in these situations.

Participants also expressed interest in gaining a clearer understanding of the Strategy, including how it could provide practical guidance when managing similar incidents in the future. Some discussion also touched on differing views regarding definitions of antisemitism, including the IHRA definition and alternative frameworks.

Key messages:

- Real-world incidents can be complex, particularly where political expression and antisemitism intersect
- Need for practical guidance to support community organisations in managing complaints and conflict
- Strong focus on maintaining inclusive, respectful and safe environments for all members
- Education and awareness seen as critical for prevention and response
- Interest in clearer guidance on definitions of antisemitism and how they apply in practice.

Orthodox Woman engagement

A one-on-one, in-depth interview with an Orthodox Jewish woman (Rebbetzin / rabbi's wife) was conducted on 23 June 2026 and facilitated by Polaron Connect. The session provided a unique perspective grounded in lived experience within Glen Eira, exploring antisemitism, safety, and feedback on Council's proposed Strategy, with a focus on the needs of Orthodox Jewish women.

Key insights and themes

- **Lived experience and impact:** Antisemitism is a current and local issue, with firsthand experiences of abuse, exclusion and intimidation affecting safety, belonging and wellbeing—particularly for visibly Orthodox families. This has led to behavioural changes, including reduced visibility and heightened fear, especially among children.
- **Insularity and social cohesion:** Increased self-protection and community insularity are emerging responses to safety concerns, potentially limiting broader community interaction and cohesion over time.
- **Education as the primary lever:** Education was identified as Council's most important role. This includes humanising Jewish people through contemporary narratives, moving beyond a sole focus on Holocaust education, and targeting key groups such as teachers, service providers, businesses and the wider community.
- **Cultural competency gaps:** There is a need for greater understanding of the diversity within Jewish communities, particularly the needs of Orthodox and ultra-Orthodox women. Key considerations include gender-sensitive services, language (e.g. Yiddish), religious observance, and accessibility—requiring improved cultural awareness across Council and services.
- **Leadership and connection:** Genuine, relationship-based engagement is critical. Intercultural initiatives, such as Jewish cultural and food events, were identified as effective ways to build understanding, reduce stigma, and strengthen connections.
- **Safety, reporting and accountability:** There is a strong expectation for visible safety measures and improved systems. Barriers to reporting include low awareness, perceived ineffectiveness, and fear of backlash. Clear, trusted reporting pathways and visible consequences for perpetrators are essential to building community confidence.
- **Need for practical action:** Confidence in the Strategy depends on clear, specific and actionable commitments, with a strong expectation for tangible outcomes that improve safety and inclusion.
- **Diversity and inclusion:** The consultation highlighted the diversity of experiences among Jewish women and the need for an intersectional approach.. A key tension identified is the gap between inclusivity rhetoric and lived experience.

Overall, the findings emphasise the need for a Strategy that is practical, culturally informed and grounded in lived experience, with a strong focus on education, safety and meaningful community connection.

Email submissions

Email feedback summary

Two emails were received providing feedback on the draft Antisemitism Strategy and broader issues relating to antisemitism.

One respondent, the child of a Holocaust survivor, reflected on their family's experience in Australia and expressed concern that antisemitism has become increasingly visible and accepted in recent years. They described a growing sense of insecurity within the Jewish community and emphasised the importance of actions that protect Jewish residents and address antisemitic attitudes and behaviours. The respondent also argued that hostility towards Israel contributes to contemporary antisemitism and suggested that reducing negative portrayals of Israel could help address anti-Jewish sentiment.

A second respondent provided information from the Jewish Council of Australia relating to its definition of antisemitism. The submission highlighted the importance of considering perspectives that distinguish antisemitism from criticism of the Israeli Government and its policies and sought to contribute an alternative viewpoint to discussions about defining and responding to antisemitism.

Key themes raised included:

- Jewish community safety, belonging and experiences of antisemitism.
- The relationship between antisemitism, Israel and Zionism.
- Definitions and interpretation of antisemitism.
- Differing perspectives on the distinction between antisemitism and criticism of Israel.

Overall, the emails reflected concerns about the impact of antisemitism on the Jewish community, while also highlighting differing views on how antisemitism should be defined and understood in relation to Israel and Zionism.