Glen Eira Antisemitism Strategy 2026–2028

Action Plan 2026-2028

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ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

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

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

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

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

Glen Eira Antisemitism Strategy 2026–2028

The *Glen Eira Antisemitism Strategy 2026–2028* sets out a clear, time-bound framework for preventing and responding to antisemitism at a local level. It recognises the specific impacts of rising antisemitism on Glen Eira's Jewish community and outlines how Council will use its roles as a provider, partner, advocate, educator and regulator to improve safety, inclusion and confidence. The *Strategy* combines immediate responses with long term efforts and is integrated within Council's broader anti-racism and social cohesion work.

Strategic Directions

1. Prevention and education: This theme focuses on building understanding of antisemitism, its impacts and how it can be challenged. It prioritises specialist education for Councillors, staff, partners and the wider community, while amplifying the work of specialist organisations to improve recognition of antisemitism, encourage reporting and strengthen informed, respectful responses. The emphasis is on long-term prevention, not just reacting after harm occurs.

2. Leadership and civic responsibility: This theme centres on Council providing visible, consistent leadership in opposing antisemitism. It includes clear public statements, strong partnerships with community organisations and other agencies, and advocacy beyond the municipality where needed. The aim is to maintain community confidence that antisemitism is taken seriously and is addressed in line with Council's values and human rights obligations.

3. Policy and systems: This theme focuses on ensuring Council's policies, procedures and operational systems consistently prevent, identify and respond to antisemitism. This includes clear reporting and response pathways, staff understanding of escalation processes, and settings that support safe and welcoming public spaces. The intent is to embed antisemitism responses into everyday Council systems rather than relying on ad hoc action.

Partners

Delivery of the actions will be undertaken in partnership with, and supported by, a range of external stakeholders.

Two Year Action Plan 2026-2028

This *Action Plan* describes the key actions Council will deliver during the 2026-2027 (Year one) and 2027-2028 (Year two) financial years towards achieving the strategic objectives in the *Glen Eira Antisemitism Strategy 2026–2028*. Delivery of these actions is subject to Council's usual planning, budget and governance processes. Year one actions have been accounted for in the 2026–2027 financial year, with Year two expenditure to be considered through Council's usual budget process Reporting on Council's progress against these actions will be provided to the community annually.

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Strategic Direction 1: Prevention and education

Strategic Objective and Indicators

Strategic objective	Strategic indicators
Objective 1.1: Strengthen awareness and understanding of antisemitism, its impacts, and measures to prevent and address it across Council, partners, and the broader community.	• Councillors, staff and partners participate in specialist antisemitism education • Council staff and partners demonstrate improved understanding of antisemitism and appropriate response approaches • Community awareness of reporting and support options improves • Education initiatives reach diverse community groups, including young people

Actions to achieve the strategic objective

Action (Council role)	Delivery Timeframe
1.1 Promote shared understanding and practical application of the International Holocaust Remembrance Alliance (IHRA) Working Definition of Antisemitism across Council and with relevant partners, supported by clear, accessible guidance and local examples that reflect contemporary lived experiences of antisemitism **(Educator)**	Year one
1.2 Design and pilot (Year one) and commence rollout (Year two) of an annual antisemitism awareness and trauma-informed practice training for all Councillors, Executive Leadership Team and priority frontline staff (e.g. customer service, libraries, compliance). **(Educator)**	Years one and two
1.3 Promote and support ongoing public education on antisemitism through Council-supported youth, interfaith, intercultural and community settings, in partnership with expert organisations, to build practical understanding of antisemitism, its local impacts, how to recognise and respond to it, and respectful engagement between communities, including celebrating the contribution of Jewish culture within our community. **(Partner)**	Year two
1.4 Use the Social Cohesion Taskforce to enable prevention-focused work in Glen Eira to collectively shape, inform and align community programs, engagement approaches, employment workplaces and inclusion-related initiatives that strengthen social cohesion and help prevent antisemitism. **(Partner)**	Years one and two

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Strategic Direction 2: Leadership and civic responsibility

Strategic Objective and Indicators

Strategic objective	Strategic indicators
Objective 2.1: Council demonstrates visible, consistent and value-based leadership in preventing and responding to antisemitism.	• Council provides clear public leadership opposing antisemitism • Strong partnerships support coordinated local responses • Council advocacy contributes to broader policy, funding or system outcomes • Community confidence in Council leadership and responsiveness is maintained

Actions to achieve the strategic objective

Action (Council role)	Delivery Timeframe
2.1 Support visible Jewish cultural, commemorative, educational, and community events through grants, venues and promotion, including cross-cultural and interfaith initiatives and activities that build connection and understanding between communities. **(Provider)**	Years one and two
2.2 Use the Glen Eira Social Cohesion Taskforce as the primary mechanism for coordinating Council's antisemitism response, including information sharing, community advice and co-design of actions with key partners and relevant community stakeholders. **(Partner)**	Years one and two
2.3 Advocate to State and Commonwealth Governments for funding and policy settings that support local antisemitism prevention, education, and the security needs of at-risk community organisations and events. **(Advocate)**	Years one and two
2.4 Publicly affirm Council's zero-tolerance stance on antisemitism through consistent statements, campaigns and visible civic leadership messaging. **(Advocate)**	Years one and two

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Strategic Direction 3: Policy and systems

Strategic Objective and Indicators

Strategic objective	Strategic indicators
Objective 3.1: Relevant Council policies, procedures and operational systems work towards preventing, identifying and responding to antisemitism.	• Clear and accessible antisemitism response and reporting pathways are in place • Council responses to antisemitic incidents are timely and consistent • Staff understand how to escalate and respond to incidents within their role • Safety and regulatory settings support welcoming and safe public spaces

Actions to achieve the strategic objective

Action (Council role)	Delivery Timeframe
3.1 Strengthen the provision of culturally appropriate information for residents experiencing antisemitic harm, including clear links to incident reporting pathways, specialist supports and crisis services where needed. **(Provider)**	Year one
3.2 Work with partners to respond to antisemitic incidents in a coordinated way, and communicate in proportion to how serious the incident is. **(Partner)**	Year one
3.3 Ensure prompt removal of antisemitic graffiti or symbols from Council-managed assets in line with existing graffiti response standards. **(Regulator)**	Years one and two
3.4 Identify and implement safety improvements around high-risk or sensitive locations, through applying Crime Prevention Through Environmental Design principles. **(Regulator)**	Year two

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