



Strategy to Combat Antisemitism

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WAVERLEY
COUNCIL

Department	Community Programs
Approved by	Council
Date approved	18 March 2025
File reference	A25/0307
Next revision date	March 2029
Relevant legislation	<ul style="list-style-type: none"> Anti-Discrimination Act (1977) Multicultural NSW Act (2000) Multicultural NSW Strategic Plan (2021-2025) Racial Discrimination Act (1975) Human Rights and Equal Opportunity Act (1986) Australian Human Rights Framework (2010) Australian Multicultural Policy, The People of Australia (2011) The Universal Declaration of Human Rights (1948) The International Convention on the Elimination of all Forms of Racial Discrimination (1975) Crimes Amendment (Inciting Racial Hatred) Bill 2025
Related policies/ procedures/guidelines	Cultural Diversity Strategy 2021-2031

Acknowledgement and our reconciliation vision

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

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

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

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

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



Mayor's Introduction

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

Antisemitism has no place in our society.

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

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

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

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

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

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

Will Nemesh
Mayor of Waverley



Contents

Mayor's Introduction	
1. Background	6
2. Purpose	7
3. Scope	7
4. Content	8
4.1 What is antisemitism	8
4.2 What are hate crimes and hate incidents	9
4.3 Why have a strategy specifically addressing antisemitism	9
4.4 Who are the Jewish people - Waverley's Jewish community, Judaism and identity	10
4.5 What is social cohesion and why it matters	11
4.6 Council's efforts in combating antisemitism and strengthening social cohesion	12
4.7 Council's position on antisemitism	13
5. Review	14
6. Definitions	14
7. Action planning & toolkit	15
7.1 Clearly define the roles of Council, its partner agencies and other stakeholders	15
7.2 Frameworks and plans boosting Council's response capabilities	16
7.3 Collaboration with specialist organisations to support meaningful activities	16
7.4 Strengthening existing mechanisms and initiatives and measuring impact	16
7.5 Themed community activities	17



1. Background

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

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

Within Waverley, there are:

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

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

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

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

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

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

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

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

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



2. Purpose

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

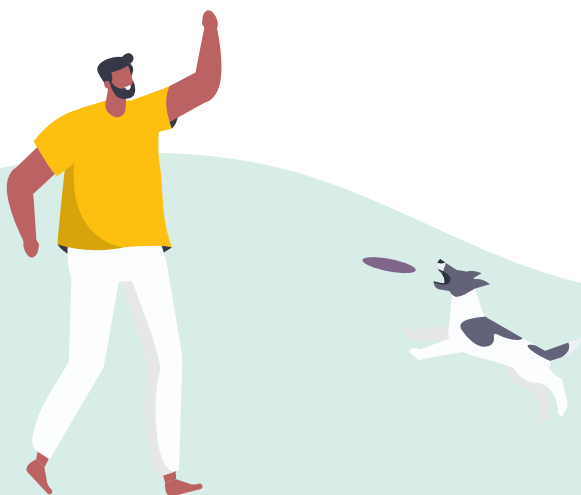
This strategy was developed in response to the rise of antisemitism in the local community and aims to ensure Waverley Council helps create a community where there is no tolerance for any form of antisemitism and racism more generally.

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

3. Scope

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

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



4. Content

4.1 What is antisemitism

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

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

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

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

The IHRA working definition of antisemitism begins as follows:

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

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

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

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

4.2 What are hate crimes and hate incidents

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

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

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

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

The NSW Jewish Board of Deputies also assists individuals and organisations to respond to antisemitic incidents. The Board of Deputies offers an online reporting portal to make it easier to report antisemitic bullying and choose whether to provide details or be anonymous.

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

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

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

² <https://www.adl.org/>

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

4.3 Why have a strategy specifically addressing antisemitism

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



© 2018 Anti-Defamation League

Waverley Council has a resilient and proud Jewish community with a long and deep connection to our local government area. Approximately 11,000 Waverley residents identified Judaism as their religion in the 2021 ABS Census, representing 16% of Waverley's population, the largest proportion in NSW. Additionally, many Jewish residents identify culturally as Jewish rather than religiously.

Despite Waverley's reputation and global attractiveness as a safe and welcoming community, Jewish residents have at times reported isolated local incidences of antisemitism. However, recently there has been an alarming rise in antisemitism (more than 300% in the period between October 2023 and September 2024)³, reigniting fear and trauma for the local community.

Many of the recent antisemitic attacks that have occurred in Sydney have occurred in the Eastern Suburbs. These attacks impact the whole community and weaken our social fabric. Reporting does not include the increased incidence of online hate speech.

4.4 Who are the Jewish people - Waverley's Jewish community, Judaism and identity

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

27% of people practicing Judaism in NSW are based in the Waverley LGA, with a large proportion residing in Dover Heights (50% of residents), Rose Bay (39%), Vaucluse (32%) and North Bondi (22%). It is important to remember that, in addition, many Jewish residents identify culturally as Jewish rather than religiously.

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

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

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

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

Mizrachi and Sephardi Jews are those who came largely from the Iberian peninsula which included modern day Spain and Portugal and also from Arab and Muslim countries. Many of these communities were expelled from those countries in 1948 after the creation of the State of Israel.

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

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

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

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

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

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

⁶ www.monash.edu/?a=3695768

4.5 What is social cohesion and why it matters

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

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

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

Current threats to social cohesion

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

What is Council’s role in fostering social cohesion?

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

In February 2025, Waverley Council co-hosted a Social Cohesion roundtable. 20 Mayors and Deputy Mayors attended, including the co-hosts Liverpool Council, Inner West Council, Randwick Council and Woollahra Council. Participants unanimously supported a joint statement of commitment which unites councils in the fight against violence, hatred, and extremism through collaboration and partnerships.

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



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

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

Examples of Council’s efforts in combating antisemitism include:

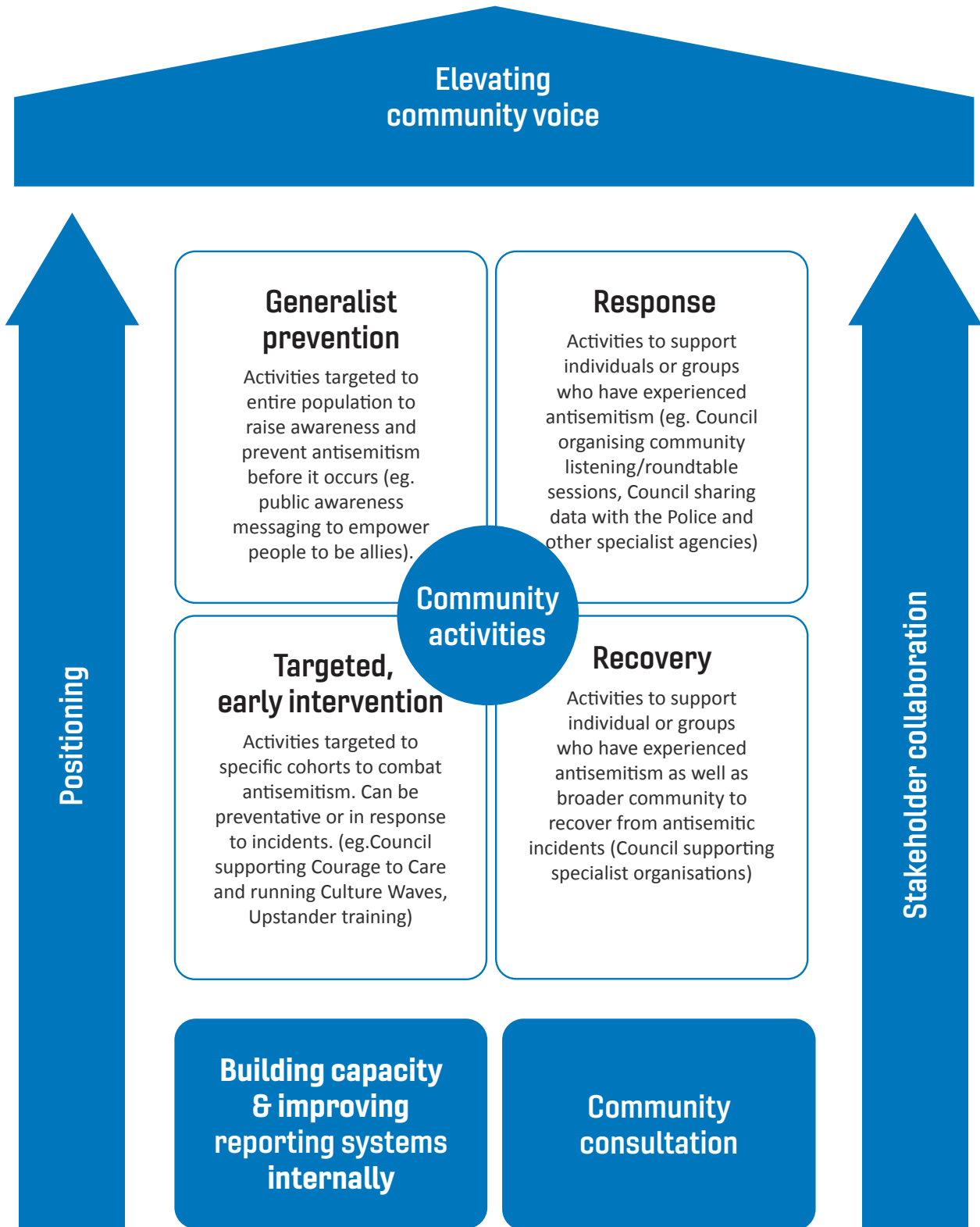
Community activities

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

4.7 Council's position on antisemitism

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

In summary, the approach taken follows the outline below:



5. Review

This document will be reviewed in 2029, or sooner, depending on the local context, as directed by Waverley Council.

6. Definitions

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

7. Action planning & toolkit

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

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

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

Local governments are well placed to deliver and support generalist community activities, as typically they lack the in-house expertise, skills and experience

to deliver targeted, specialised activities which may be better delivered by, or in partnership with, external groups and organisations.

The strategy includes the following aspects:

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

The strategy recommends that Council should work in partnership with external organisations, including the State Government, New South Wales Police and community organisations such as the NSW Jewish Board of Deputies and Sydney Jewish Museum, to clearly define roles and remit against each of these levels of intervention.

Figure 1 Community activities to combat antisemitism, from prevention to recovery



7.2 Frameworks and plans boosting Council's response capabilities

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

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

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

7.3 Collaboration with specialist organisations to support meaningful activities

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

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

All of Council Area Call to Action

All Waverley Councillors will complete an awareness training session at the Sydney Jewish Museum.

Schools that fall into the Waverley catchment area will be encouraged to take their students to the Sydney Jewish Museum for awareness training, and to engage in programs including 'Courage to Care'.

7.4 Strengthening existing mechanisms and initiatives and measuring impact

Waverley Council is already delivering a range of community activities that aim to combat racism and discrimination in all its forms. Many social, arts and culture events and initiatives, from Council's small grants funded programs to the Jewish Writers' Festival invite the community to come together to celebrate and support Waverley's Jewish community.

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



7.5 Themed community activities

Table 1 provides an overview of community activities by theme.

Table 1 Community Activities

COMMUNITY ACTIVITY	TYPE (SEE FIGURE 1)	TARGET GROUP(S)
Leadership, planning and advocacy		
Antisemitism community forums	Prevention Early intervention	Stakeholders
Antisemitism frameworks and plans	Prevention Early intervention	General community
Antisemitism statements	Response	General community Stakeholders
Build awareness and capacity of Council leadership and staff	Prevention and response	Council staff
Public education and awareness		
Public awareness campaigns (posters, podcasts)	Prevention	General community
Educational programs and workshops on how to identify and respond to antisemitism for service providers and community	Prevention	Service providers
Educational resources to promote respectful dialogue following crises and practical ways to be allies and upstanders	Prevention Early intervention	Young people & General community
Celebrating Jewish life (e.g. short films, marking Jewish holidays etc)	Prevention	General community

Table 1 Community Activities continued...

COMMUNITY ACTIVITY	TYPE (SEE FIGURE 1)	TARGET GROUP(S)
Intercultural and interfaith understanding		
Interschool exchange programs	Prevention Early intervention	Young people
Intercultural social and recreational programs	Prevention	Targeted cohorts
Intercultural food exchange programs	Prevention	Targeted cohorts
Community engagement		
Targeted listening sessions with impacted communities	Response	Targeted cohorts
Monitoring and tracking		
Facilitating reporting of antisemitic incidences through established channels	Response	Targeted cohorts
Reporting on antisemitism through established channels		
Measuring community sentiment related to community safety	Prevention	Targeted cohorts

Focus areas for combating antisemitism

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

Focus areas for combating antisemitism continued...

FOCUS AREA	ACTIVITY	ACTIONS
<p>Internal Engagement and Capacity Building</p>	<p>Waverley Council recognises that education and awareness are key to addressing antisemitism at its root.</p> <p>As part of its commitment to inclusion, Council's staff induction will include information about the local Jewish community, and antisemitism and social cohesion more broadly.</p> <p>Additionally, relevant information on combating antisemitism will be shared through the internal newsletter, keeping staff informed and equipped to contribute to a more inclusive environment.</p>	<ul style="list-style-type: none"> • Review and improve induction materials including Senior Management and Councillors visiting the SJM and Synagogue at the beginning of each Council term • Continue implementation of Cultural Diversity Strategy with reference to antisemitism • Prepare materials for targeted communication and engagement • Review cultural learning needs with Organisational Development team • Assess additional training needs for frontline staff related to prohibited terms and symbols that should not be displayed at protests or reproduced/disseminated • Provide community information about approval processes relating to protests/community gatherings in public spaces • Review library collections and HSC study materials, as well as generalist educational resources supporting learning and engagement with Jewish topics (ie Suzanne Rutland and Jonathon Sacks)
<p>Engagement in local networks and specialist organisations</p>	<p>Waverley Council understands that combating antisemitism requires collective action and collaboration. We are actively strengthening ties with local Jewish organisations and ensuring their voices are heard in planning and policy discussions.</p> <p>Waverley Council will continue to refer community members to subject-matter experts and engage with networks at all levels to canvass engagement and support options for Jewish residents.</p> <p>Opportunities may exist to work with neighbouring councils (Woollahra, Randwick City and City of Sydney Council) to form a resilience/ preparedness working group alliance. This group would develop shared information/resources in support of incident response/prevention in collaboration with other authorities and build on the lessons learnt of other councils.</p>	<ul style="list-style-type: none"> • Convene targeted networks • Strengthen partnerships and collaborative actions • Keep a database of Jewish community organisations • Host meetings between the Mayor and NSW JBD at the beginning of each term • Support community efforts by providing grants and resources • Design public awareness campaigns and educational resources to promote respectful dialogue • Review and update actions under Council's 'United to End Racism' campaign and anti-racism strategies (eg bystander action against racism and allyship training) • Support educational programs and workshops on how to identify and respond to antisemitism for service providers and community utilising expertise of organisations including the Sydney Jewish Museum • Connect with schools and the Department of Education in support of educational programs and locally available opportunities for school engagement • Identify opportunities for place-based collaboration • Explore formation of resilience/preparedness alliance

Appendices

Appendix 1 – Jewish People, Places and Stories in Waverley

In 1828, Barnett Levey built a two-storey Georgian-style house called 'Waverley' on 60 acres of land near Bondi Junction. Thirty years later, it gave the municipality its name.

Barnett was the first Jewish free settler in the colony. He followed his convict brother Solomon to NSW in 1821 and within seven years had built the colony's first permanent performing arts venue, the Theatre Royal – behind his Royal Hotel on George Street, where the Dymocks building stands today. Proceeds from the pub helped finance the theatre.

Sydney Hakoah Football Club was established by German and Austrian refugees in 1938 who were keen to resume soccer. During the 1950's, Hakoah was instrumental in forming the NSW Federation of Soccer Clubs, and in the 70's the National Soccer League. Between 1975 and 2009, the Hakoah Club, one of Bondi's important cultural hubs, was in Hall St, Bondi.

Sydney David Einfeld (1909–1995), was a Jewish community leader and politician, who was a founding member of the Sydney Young Men's Hebrew Association in 1929, and the NSW Jewish Board of Deputies in 1945. In 1952 he became president of the Australian Jewish Welfare Society (AJWS) in Sydney for 27 years. In 1952 he commenced the first of four terms as president of the Executive Council of Australian Jewry. By the 1960s his reputation for leadership led to his appointment to several national and worldwide organisations, including the Australian Council for International Development and the International Council of Voluntary Agencies. He received the Maurice Ashkanasy award for Australian Jew of the Year in 1969.

Einfeld also entered parliamentary politics in the 1960s. In November 1965 he stood successfully for Bondi (Waverley from 1971). Shortly after Einfeld's retirement, Rabbi Raymond Apple stated that the Sydney Jewish community owed 'more to him than it does to any other man' (Andgel 1988, 208). Syd Einfeld Drive at Bondi Junction, and the Syd and Billie Einfeld Forest in Israel, commemorate him.

The Eze Moses spice shop in North Bondi is fondly remembered as a local business established in the mid-20th century and flourished for 50 years. Eze's (Ezekiel's) father Kelly Moses had opened a spice 'market' in his family garage at 113 Brighton Boulevard during the early 1950s, but it had soon outgrown its

premises, and Eze had decided to take it over and move it to 108 Brighton Boulevard. It remained there till 2001, known throughout Sydney and beyond, and in the 1950s it was one of the few shops – possibly the only shop – at which Sydneysiders could buy fresh spices. The business's official name was Eze & Son, but almost everyone knew it as Eze Moses. At its height, it was reportedly so popular that on Sundays, customers double parked on Brighton Boulevard just to get inside.

The only Harry Seidler religious building – a Synagogue in Flood St Bondi was built between 1958 and 1961. The synagogue is recognised as a ground-breaking building for its time and displays architect Seidler's distinctive interpretation of the Bauhaus style. It also has strong historical significance for the development of Jewish religion in NSW because it is the first Talmudical school with integral synagogue.

In the 1960s and '70s, the Bondi Pavilion steps became an increasingly popular meeting place at which people could relax, play chess or cards, and drink coffee. Groups of people who were growing up at the time gave the steps various names, such as the Jerusalem Steps. For Waverley's many Jewish immigrants, Bondi Beach was a haven, and when socialising on the Jerusalem Steps, they felt liberated, free and secure and enjoyed a sense of belonging.

The Sydney Eruv became operational on Shabbat Shelach, 28 Sivan 5762 - 8 June 2002. It is constructed in accordance with the direction and halachic approval of Rabbi Shimon Eider, the world-renowned authority on Eruvin. The Sydney Eruv is unique in that it is one of the few Eruvin in the world that has many solid boundaries, 'mechitzot'. The Sydney Eruv help makes Shabbat observance more pleasant especially for families with young children, by enabling them to move around the area more easily.

In 2014, the Executive Council of Australian Jewry hosted a memorial event and the unveiling of a monument at Council's Memorial Gardens in Waverley Park, in honour of the victims of the Babi Yar Massacre in Kiev, one of the largest single massacres of Jews during the Holocaust. The development of and launch of the monument demonstrates the commitment of all levels of government in combatting antisemitism and support for Holocaust commemoration and education.



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