

ADDITIONAL ATTACHMENTS



HUNTER'S HILL COUNCIL
ORDINARY MEETING OF COUNCIL
23 March 2026
ATTACHMENTS

4.1	Draft Strategy to Combat Antisemitism	
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To: Nick Tobin, General Manager
From: Annie Goodman, Director, Community and Customer Service
Date: 23 March 2026
Subject: Summary of Amendments – Strategy to Combat Antisemitism (Councillor Feedback)

PURPOSE

This memo outlines the amendments made to the Draft Strategy to Combat Antisemitism following written Councillor feedback provided via email correspondence in March 2026.

SUMMARY OF CHANGES

The following amendments have been incorporated to address concerns raised about terminology, accuracy, and tone:

- Removal of problematic descriptors on page 11
 - Deleted the phrases “commonly known as the Middle Eastern Jew” and “commonly known as the original Jew” from the descriptions of Sephardi and Mizrahi Jews.
- Background context regarding Ashkenazi, Sephardi, Mizrahi, and other Jewish communities was reviewed, however, was left as is. P.11
- Corrected the typo “includin” on page 17.
- Updated references from “Jews” to “Jewish people” where appropriate to improve consistency and clarity.
- Expanded and refined definitions relating to:
 - Torah and Talmud, with clearer articulation of their religious significance. P.1
 - Zionism and Zionist, ensuring definitions reflect self-determination and include both Jewish and non-Jewish supporters. P.1
- Strengthened the description of antisemitism as “the oldest hatred” and expanded examples of how it manifests, including hate speech, vandalism, conspiracy rhetoric, and violence. P.7
- Added actions to explicitly include:
 - Tabling Council motions and communications condemning antisemitism and religious hatred. P.14
 - Supporting Jewish-led, interfaith, and intercultural initiatives that promote dialogue and cultural exchange. P.14
 - Collaboration with neighbouring councils and peak bodies following significant global events, including the 7 October 2023 Hamas attacks. P.14
- Inserted new actions requiring:
 - Assessment of Council funding recipients for links to antisemitic activities. P.15
 - Assessment of hirers of Council facilities for links to antisemitic activities. P.15
 - Education initiatives addressing propaganda, misinformation, and how hate narratives are promoted. P.15

- Corrected heading typo on page 17 (“continued”).
- Updated references to youth education programs to remove Courage to Care that operates outside Sydney, with the Jewish Museum covering Sydney programs.

CONCLUSION

The above amendments strengthen the Strategy’s cultural accuracy, governance rigour, and practical application, while responding directly to Councillor feedback. The changes do not alter the overall intent of the Strategy but improve clarity, inclusivity, and risk management, supporting its progression to Council consideration.



HUNTER'S HILL COUNCIL STRATEGY TO COMBAT ANTISEMITISM

DRAFT





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DEFINITIONS

Several key definitions guide this policy to ensure that it meaningfully addresses both overt and subtle forms of antisemitic behaviour, which include:

Antisemitism: Antisemitism is one of the oldest forms of racism and hatred, manifesting in different forms across history. A commonly accepted working definition, developed by the International Holocaust Remembrance Alliance (IHRA), is: "Antisemitism is a certain perception of Jewish people, which may be expressed as hatred toward Jewish people. 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." While the IHRA definition is not legally binding in Australia, it is widely used as a guiding framework by local governments, institutions, and human rights organisations. * Note that the terms 'Jewish people' has been added to this definition.

Discrimination: In NSW it is unlawful when a person is treated less favourably than somebody else because of disability, sex, race, age, marital status, homosexuality, transgender or carers responsibilities.

Freedom of religion: The rights to practice one's religion without interference or discrimination.

Holocaust: The Holocaust (in Hebrew, Shoah) refers to the systematic, state-sponsored genocide of approximately six million Jews by Nazi Germany and its collaborators between 1933 and 1945. It also involved the targeted murder of other groups, including Roma and Sinti communities, people with disabilities, LGBTQIA+ individuals, political prisoners, and Jehovah's Witnesses. The Holocaust remains one of the most documented and catastrophic genocides in modern history.

Human rights: Fundamental rights and freedoms to which all individuals are entitled.

Jewish People: The Jewish people are both an ethnoreligious group and a cultural community, with origins in the ancient Middle East. Historically, Jewish identity is linked to the ancient kingdom of Israel and the Jewish faith. In the modern era, a Jewish person may be someone born to a Jewish family or someone who has converted to Judaism. Jewish identity can be cultural, religious, ethnic, or ancestral — and is expressed in diverse ways across the global Jewish diaspora.

Social Cohesion: Social cohesion is "the willingness of members of a society to cooperate with each other in order to survive and prosper." It relies on trust, civic participation, and inclusive values. Social cohesion is weakened by antisemitism, racism, and other forms of hatred, which divide communities and erode democratic foundations.

Torah: — Also called the 5 books of Moses - is the foundational text of the Jewish people. The Hebrew Bible or Tanakh consists of three parts: the Torah (Teachings), Nevi'im (Prophets), and Ketuvim (Writings). The Talmud is the central text of Rabbinic Judaism and the primary source of Jewish law (Halakha), theology, and ethics. The Talmud consists of oral Jewish law (documented as the Mishna) and rabbinic discussions and interpretations (Gemara). The Torah and the Talmud are central to Jewish life and study and are relevant to Jewish life in any time and in any place.

Zionism: The right for Jews to self-determination in (part of) their ancestral homeland, the land of Israel. It has both secular and religious expressions and remains a significant part of many Jewish Australians' cultural and familial identity.

STRATEGY TO COMBAT ANTISEMITISM

INTRODUCTION

Antisemitism has reached dangerous levels that are unprecedented in Australia. According to Executive Council of Australian Jewry, there has been a 316% increase in antisemitic incidents since 7 October 2023.

Antisemitism is often described as "the oldest hatred," and continues to manifest in many harmful ways, including hate speech, graffiti, property damage, libels and lies, conspiracy rhetoric, physical violence and murder.

Hunter's Hill Council affirms that antisemitism will not be tolerated under any circumstances and recognises its responsibility, as a local government, to actively oppose hate in all forms and foster a community where every resident feels safe, valued, and respected.



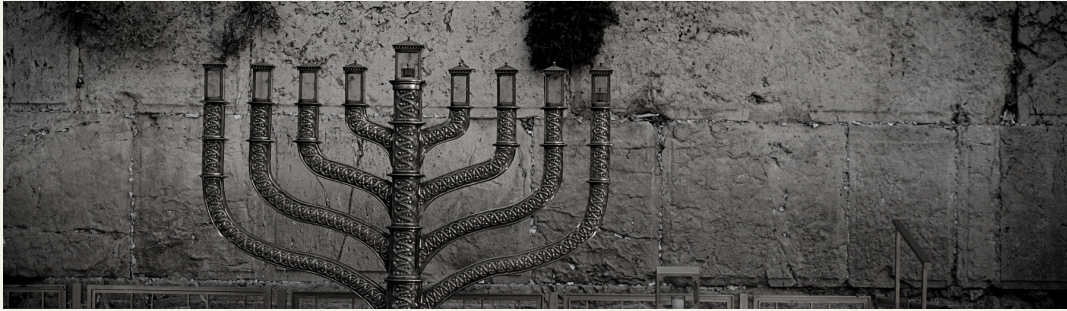
*Reaffirm our commitment to
combatting antisemitism
and all forms of prejudice
and racism against minority
or ethnic groups in our
community.*



STRATEGY TO COMBAT ANTISEMITISM

BACKGROUND

Hunters Hill is a close-knit and culturally aware community, known for its historical charm, heritage architecture, and commitment to social harmony. Located on the Lower North Shore and Northern suburbs of Sydney, Hunters Hill is home to a small but engaged population who value inclusivity, civic responsibility, and community cohesion.



Hunter's Hill Council recognises the importance of proactively standing against antisemitism and all forms of hate, the key principle being that anyone and everyone matter. Council is committed to fostering a respectful, inclusive, and resilient community where people of all backgrounds feel safe, valued, and protected.

As a community that values everyone, we value our Jewish residents and wish to ensure that they live in a community where antisemitism is precluded. Council also acknowledges regional interconnectedness and the role it can play in fostering interfaith and intercultural solidarity.

Hunter's Hill Council has long supported multicultural values and social inclusion through:

- Community engagement programs that promote intercultural understanding and anti-racism.
- Local partnerships with schools and community groups to support education around diversity and historical remembrance.

Antisemitism, described by the Sydney Jewish Museum as "prejudice against Jewish people, which is one of the oldest forms of hate," continues to manifest both globally and locally. Its impact is felt beyond the Jewish community, undermining democratic values and threatening the rights and safety of all Australians.

In response to the global rise in antisemitism and antisemitic incidents both within and in neighbouring LGA's, Hunter's Hill Council acknowledges the urgent need for a formal, localised strategy to combat antisemitism.

This strategy outlines Hunter's Hill Council's plan to contribute to this national and international effort, taking local action to support Jewish residents, promote understanding, and uphold the dignity and safety of all people in the municipality.

STRATEGY TO COMBAT ANTISEMITISM

PURPOSE

Hunter's Hill Council's vision is for a community where Jewish residents, and all residents, feel welcome, safe, valued and included, through practical actions that foster trust, belonging and social cohesion.

This strategy has been developed in response to the documented rise in antisemitism both in Australia and globally. Council recognises its responsibility to stand firmly against all forms of racism and discrimination, including antisemitism.

This strategy aligns with recent legislative and policy developments including supporting:

- The NSW newly enacted law banning hate symbols and mandating minimum sentences for terror related offences.
- The Crimes Amendment (Inciting Racial Hatred) Bill 2025 which strengthens legal protections against hate speech and antisemitic acts.
- The Special Envoy's Plan to Combat Antisemitism (a national framework which outlines actions across education, law reform, digital governance and community engagement).

Hunter's Hill Council's vision is for a community where Jewish residents, and all residents, feel welcome, safe, valued and included. This strategy will:

- Ensure that Hunters Hill is a place where there is no tolerance for antisemitism or hate in any form.
- Build a deeper, shared understanding of how antisemitism arises and its impact on communities.
- Support a whole-of-community response, built on empathy, education, leadership and civic responsibility.

Council is committed to creating a safe, inclusive, and resilient community by empowering local voices, engaging with schools and neighbouring councils, and promoting respect for diversity in all forms.



SCOPE

“

Develop a formal, localised strategy to combat antisemitism

”

This strategy articulates Hunter's Hill Council's scope of influence and affirms its commitment to maintaining peace, public safety, and social inclusion at a local level. While Hunters Hill is a small municipality, it can play a meaningful role by:

- Embedding principles of anti-discrimination and respect in Council activities and policies.
- Collaborating with regional, state and national organisations to support the fight against antisemitism and all forms of hate.
- Facilitating local engagement, education, and awareness around the dangers of antisemitism, especially for young people and community groups.

This strategy complements and should be read in conjunction with Hunter's Hill Council's values and community engagement frameworks, including its Reconciliation Action Plan and broader equity and inclusion initiatives.

In light of growing international concern about rising antisemitism, Council recognises the value of adopting formal and symbolic actions to stand in solidarity with Jewish Australians. By adapting this strategy from larger jurisdictions to suit Hunters Hill's local context, Council aims to model leadership and provide a template for similarly sized local government areas across NSW and Australia.



STRATEGY TO COMBAT ANTISEMITISM

OBJECTIVES

Several key objectives guide this policy to ensure that it meaningfully addresses both overt and subtle forms of antisemitic behaviour, which include:

1. Prevention

Promote awareness and understanding of antisemitism through education, training, and community engagement.

2. Response

Ensure clear procedures for reporting, investigating, and addressing incidents of antisemitism.

3. Support

Provide appropriate support to individuals affected by antisemitic behaviour.

4. Leadership

Model inclusive practices and uphold civic responsibility across Council operations.

These objectives will ensure that Hunter's Hill Council is fostering a culture of respect and inclusion where Jewish identity is valued and protected.



STRATEGY TO COMBAT ANTISEMITISM

WHAT IS ANTISEMITISM?

"Antisemitism is a certain perception of Jewish people, which may be expressed as hatred towards Jewish people. 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."

To support this definition, the IHRA provides examples of antisemitic behaviour when they manifest in contemporary public life, including but not limited to:

- Justifying or promoting violence against Jewish people on religious or ideological grounds.
- Circulating conspiracy theories about Jewish control of media, governments, finance, or global events.
- Blaming Jewish people collectively for societal or political issues.
- Denying or minimising the Holocaust, or accusing Jewish people of inventing or exaggerating it.
- Accusing Jewish Australians of dual loyalty or placing Israel's interests above national ones.
- Denying the Jewish people's right to self-determination (e.g., by claiming the existence of a Jewish state is inherently racist).
- Using traditional antisemitic imagery or tropes (e.g., blood libels or accusations of deicide).
- Equating Israeli policies with Nazism.

Antisemitism is often described as "the oldest hatred," and continues to manifest in many harmful ways, including hate speech, graffiti, property damage, conspiracy rhetoric, and physical violence.

Jewish people have faced systemic persecution and discrimination based on their beliefs, cultural practices, and identity, including mass displacement, exclusion from civil rights, and violent extermination campaigns. The Holocaust, in which over 6 million Jewish people (including 1.5 million children) were murdered by the Nazi regime, remains one of the darkest and most sobering examples of antisemitism in history.

In Australia and across the world, antisemitism continues to appear in both explicit and subtle forms. These include attacks on synagogues and community centres, online hate, and workplace discrimination, as well as tropes that fuel distrust and division.

Australia is a member of the International Holocaust Remembrance Alliance (IHRA), which provides a working definition of antisemitism to guide institutions, governments, and communities in recognising and responding to antisemitic behaviour.



STRATEGY TO COMBAT ANTISEMITISM

WHAT ARE HATE CRIMES?

According to NSW Police, a hate crime is any criminal act motivated by prejudice or hostility toward a person or group based on characteristics such as:

- Race, religion or faith
- Ethnic/national origin
- Sex or gender
- LGBTQIA+ identity
- Mental or physical disability
- Political affiliation
- Homelessness
- Age (discrimination)
- HIV/AIDS status

These hate crimes and incidents are often underreported across New South Wales. Nonetheless, the NSW Police Force treats hate-motivated offences seriously and has a dedicated Engagement and Hate Crime Unit that collaborates with Area Commands and Police Districts across the state to investigate hate-related incidents.

Under this definition, actions such as:

- graffiti featuring antisemitic symbols
- verbal abuse
- threats motivated by antisemitism that target Jewish individuals or institutions
- vandalism of synagogues
- physical assaults
- verbal abuse
- online harassment
- discriminatory behaviour in schools or workplaces.

These types of hate crimes and hate incidents are referred to NSW Police for investigation.

The NSW Jewish Board of Deputies also provides pathways for individuals and organisations to report antisemitic incidents. Their confidential online portal enables reporting of bullying or discrimination anonymously, supporting people who may otherwise feel unsafe coming forward. In December 2024, in response to an escalation in antisemitic threats and harassment nationally, the Australian Federal Police formed Special Operation Availle to monitor and respond to threats and hate crimes targeting Jewish individuals and public figures.

Strike Force Pearl, established in December 2024 by officers from the Counter Terrorism and Special Tactics Command, focuses on antisemitic hate crimes across Greater Sydney, including areas outside traditional Jewish population centres.

It is important for Hunter's Hill Council to recognise hate crimes and related incidents as core threats.

STRATEGY TO COMBAT ANTISEMITISM

WHY HAVE A STRATEGY SPECIFICALLY ADDRESSING ANTISEMITISM?

The Anti-Defamation League's "Pyramid of Hate" illustrates how biased attitudes, if left unchecked, can gradually escalate into systemic discrimination, targeted violence, and even genocide.

While Hunters Hill is a small, safe, and socially cohesive community, it is not immune to the global rise in antisemitism, particularly online. The growing normalisation of antisemitic tropes, conspiracy theories, and Holocaust denial, especially on social media, has made it critical that even smaller local governments acknowledge and act.

Though Hunters Hill does not have a large resident Jewish population, the municipality recognises that:

- Antisemitism harms the entire community by undermining social cohesion.
- A failure to act against antisemitism sends the message that hatred is tolerated.
- Proactively addressing antisemitism supports a broader anti-racism and inclusion agenda.

Hunter's Hill Council's adoption of this strategy reflects its civic responsibility to model ethical leadership and solidarity, particularly at a time when antisemitic incidents have risen dramatically across Sydney. According to the Executive Council of Australian Jewry, there was a 300% increase (approximately more than 365 incidents alone) in reported incidents between October 2023 and September 2024.

The aim is not only to safeguard Jewish Australians, but to protect the integrity, dignity, and unity of the whole Hunters Hill community.



STRATEGY TO COMBAT ANTISEMITISM

WHO ARE THE JEWISH PEOPLE – JEWISH IDENTITY AND THE GREATER SYDNEY COMMUNITY

Jewish people have been part of Australia's history since 1788, with the arrival of the First Fleet. Migration continued from Britain and Europe and significantly increased following the Holocaust, which displaced hundreds of thousands of Jewish people in the aftermath of World War II. Since then, Jewish Australians have played a central role in shaping our nation — contributing to Australian society through law, education, the arts, social justice, business, healthcare, science, and civic life.

While Hunters Hill is not a major residential centre for Sydney's Jewish population, it exists within a broader region that includes Jewish residents, visitors, and services from areas such as Ryde, Lane Cove, and the Eastern Suburbs. Hunters Hill Council acknowledges that community identity extends beyond LGA borders and that small councils still have a responsibility to affirm inclusion and cultural respect.

Jewish Presence in NSW

According to recent estimates, 27% of people who practice Judaism in NSW live in the Waverley LGA, concentrated in areas such as Dover Heights, Rose Bay, and Vaucluse. Other areas of Jewish population density include Woollahra, Randwick, and Inner West Sydney. Many members of these communities access services, schools, and businesses throughout Greater Sydney, including nearby districts.

While Hunters Hill has a small Jewish population, Council recognises the importance of affirming Jewish belonging in all parts of Sydney, regardless of population size, and of countering discrimination wherever it may arise.

Understanding Jewish Identity

Jewish identity is diverse, multidimensional and often misunderstood. It can include religious practice, but it may also be deeply cultural, ethnic, or ancestral. Some Jewish people identify strongly with their heritage without being religiously observant. Others observe religious laws and traditions with great devotion. Both are equally valid expressions of Jewishness.



STRATEGY TO COMBAT ANTISEMITISM

Jewish Ethnicities and Traditions

There are multiple Jewish ethnic groups, including:

- Ashkenazi, descended from communities in Central and Eastern Europe.
- Sephardi, who trace their heritage to Spain and Portugal.
- Mizrahi, originating from the Middle East, North Africa, and parts of Asia.

Today, most Jewish Australians are of Ashkenazi descent, though Australia is also home to vibrant Sephardi and Mizrahi communities with unique languages, foods, and customs.

Cultural Practices and Community

Judaism is practised in many ways, from attending synagogue weekly and observing Shabbat to celebrating cultural holidays like Chanukah or Passover with extended family. Food, music, language, and storytelling play vital roles in maintaining tradition and community cohesion.

A 2024 study by Monash University (In the Shadow of War) found that:

- 82% of Jewish people in Australia have close family or social connections to Israel.
- 93% have visited Israel.
- 20% were either born there or have lived there for an extended period.

These connections shape Jewish Australians' cultural outlooks, yet it is also important to distinguish between Jewish identity and political assumptions, especially in the context of antisemitism.

The Australian Jewish Community Survey (Gen17) has explored these themes in greater detail, particularly around how Jewish Australians see themselves, practise culture or faith, and respond to rising antisemitism.



STRATEGY TO COMBAT ANTISEMITISM

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 actively includes all members, rejects prejudice and division, and promotes shared democratic values through broad participation and mutual respect.

Based on the Resilient Cities Network framework, three key factors must be present for genuine social cohesion to exist:

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

Where antisemitism and other forms of hate are allowed to spread, these foundations of democracy are eroded. Freedom, stability, safety, and participation suffer. Antisemitism, like other forms of racism — does not only target Jewish people; it threatens the collective strength of the entire community.

By fuelling division and distrust, antisemitism undermines the sense of shared civic identity that small communities like Hunters Hill rely on.

Current threats to social cohesion

Social cohesion in Australia is under pressure. Events overseas, particularly in the Middle East, have contributed to tensions at home and disrupted interfaith relationships. According to Chamas & Ford (2023), these global events have amplified local divisions, especially when compounded by domestic challenges such as:

- Economic inequality
- The social aftermath of the COVID-19 pandemic
- Friction surrounding the 2023 Voice to Parliament Referendum

In this context, antisemitism cannot be viewed as an isolated issue as it's both a symptom and a driver of declining social trust.

STRATEGY TO COMBAT ANTISEMITISM

WHAT IS SOCIAL COHESION AND WHY IT MATTERS

What is Council's role in fostering social cohesion?

As the tier of government closest to the people, local councils play a vital role in building resilience, promoting connection, and strengthening relationships between diverse community groups.

Hunter's Hill Council, through its civic leadership, school engagement, cultural events, and inter-council partnerships is uniquely positioned to influence social harmony at the local level. The Council supports place-based, community-led responses to challenges affecting cohesion, including racism, antisemitism, and extremism.

In February 2025, councils from across Sydney co-hosted a Social Cohesion Roundtable. Twenty mayors and deputy mayors, including representatives from Inner West, Randwick, Woollahra, and Liverpool, signed a shared commitment to resist hatred and violence by fostering cooperation and shared civic values.

Hunter's Hill Council echoes that commitment, recognising that even small communities have a role to play in defending the principles of pluralism, inclusion, and mutual respect.



STRATEGY TO COMBAT ANTISEMITISM

COUNCIL'S EFFORTS IN COMBATING ANTISEMITISM AND STRENGTHENING SOCIAL COHESION

Hunter's Hill Council is committed to fostering a safe, inclusive community for all people including those of Jewish faith and heritage and to standing against discrimination in every form.

Council's approach to antisemitism is integrated into its broader efforts to promote social cohesion, mutual respect, and intercultural understanding.

Examples of Council's potential or ongoing efforts include:

Leadership, Planning and Advocacy

- Publicly endorsing the IHRA working definition of antisemitism as a guiding reference.
- Tabling Council motions and communications condemning antisemitism in all its forms and religious hatred.
- Tabling Council motions and communications condemning antisemitism and religious hatred.
- Exploring opportunities to support Jewish-led, interfaith or intercultural community initiatives, especially those that promote cultural exchange and dialogue.
- Collaborating with neighbouring councils and peak bodies to amplify anti-racism and anti-hate messaging and support for affected communities following global events such as the 7 October 2023 Hamas attacks.

Public Education and Awareness

- Supporting the delivery of public talks, cultural programs, and educational forums on Jewish history, identity, and antisemitism (e.g., through The Yarn, local schools, or community centres).
- Promoting materials that highlight Jewish contributions to Australian society and history — including digital storytelling platforms and local school resources.
- Observing national remembrance days such as Holocaust Remembrance Day (Yom HaShoah).

Intercultural and Interfaith Understanding

- Participating in NSW Government-funded social cohesion programs, particularly those engaging youth through school or sport-based initiatives.
- Supporting interfaith events or community commemorations.
- Promoting inclusive practices through Council events, staff inductions, and training programs.

Community Engagement

- Facilitating local activities during Harmony Weekend other events promoting diversity, including Jewish community perspectives in Council surveys, consultations, and cultural planning where relevant.

STRATEGY TO COMBAT ANTISEMITISM

COUNCIL'S EFFORTS IN COMBATING ANTISEMITISM AND STRENGTHENING SOCIAL COHESION CONTINUED.....

- Collaborating with local organisations to promote meals, stories, or creative content inspired by diverse communities, including Jewish Australians (e.g., via Council-run community kitchens or events).

Monitoring and Tracking

- Promoting existing channels for reporting hate crimes or antisemitic graffiti and signage, including those maintained by NSW Police and the National Graffiti Register.
- Encouraging respectful online behaviour and monitoring community sentiment through social media listening and resident feedback mechanisms.
- Engaging with relevant state and federal agencies to stay informed about local trends in hate crime or community safety.
- Educating Council staff and the community about how to identify hate propaganda.
- Assessing individuals/groups with links to antisemitism who may wish to use Council facilities, be involved in Council events, or seek Council funding for projects, programs and services.



STRATEGY TO COMBAT ANTISEMITISM

COUNCIL'S POSITION ON ANTISEMITISM

Hunter's Hill Council affirms that antisemitism will not be tolerated under any circumstances and recognises its responsibility, as a local government, to actively oppose hate in all forms and foster a community where every resident feels safe, valued, and respected.

Council acknowledges the rising threat of antisemitism across Sydney and its impact on social cohesion, interfaith relations, and public safety. Accordingly, Council supports a structured, proactive, and community-driven response to combating antisemitism.

Elevating Community Voice

At the centre of this strategy is a commitment to listening to communities, particularly those affected by antisemitism and hate-based incidents. Council will prioritise platforms for local voices and partner with regional networks to ensure Jewish and interfaith perspectives are heard.

Core Strategic Pillars

1. Generalist Prevention

Awareness-raising across the entire population to prevent antisemitism before it emerges.
Examples:

- Public campaigns to educate on antisemitism
- Resources for schools and local organisations on allyship
- Harmony Week and anti-racism messaging

2. Targeted, Early Intervention

Focused action for at-risk or affected groups, either preventatively or in direct response to an incident. Examples:

- Supporting youth-based education (e.g. Jewish Museum exhibitions and programs)
- Upstander training
- Facilitating early reporting pathways

3. Response

Actions to support people directly affected by antisemitism and coordinate institutional responses.
Examples:

- Roundtable forums or listening sessions
 - Sharing relevant data with NSW Police or relevant community groups
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STRATEGY TO COMBAT ANTISEMITISM

COUNCIL'S POSITION ON ANTISEMITISM CONTINUED.....

- Community safety audits
- Name and Shame publicly, including social media.

4. Recovery

Supporting individuals and the broader community to heal from the effects of antisemitic harm. Examples:

- Referrals to specialist mental health or community organisations
- Supporting school or neighbourhood reconciliation events
- Communications that reaffirm community values

Enabling Actions

- Building internal capacity & improving reporting systems

Council will explore internal procedures to recognise, log, and respond to incidents involving antisemitism or other hate-motivated harm.

- Community consultation

Council will continue to engage local schools, faith groups, neighbourhood committees, and regional councils to ensure responses remain informed, inclusive, and collaborative.

REVIEW

This strategy will be reviewed in 2029, or sooner if required, based on local developments, community feedback, or policy changes at the state or federal level. The review process will be led by Hunter's Hill Council, with input from relevant stakeholders, community partners, and neighbouring local governments.



STRATEGY TO COMBAT ANTISEMITISM

ACTION PLANNING & TOOLKIT

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

Countering antisemitism requires a whole-of-community effort, particularly in today's context of rising hate speech, disinformation, and polarisation. Local governments like Hunter's Hill Council play a vital role in setting standards, offering practical support, and enabling early intervention, even in municipalities with smaller Jewish populations.

This strategy takes a proactive and layered approach, addressing both prevention and response. It includes activities suitable for all residents, as well as tailored efforts aimed at specific cohorts or recovery following incidents.

While councils are well placed to deliver general community-based activities (such as education, messaging and civic engagement), they typically rely on external expertise, including state agencies and Jewish organisations, to assist with targeted or specialist programs.

Council's actions are guided by four core objectives:

1. Increase understanding and awareness of antisemitism.
2. Improve safety and security for Jewish individuals and communities.
3. Reverse the normalisation of antisemitism and racism of any kind.
4. Build solidarity and collective action within the broader Hunters Hill community.

Strategic Partnerships

Hunter's Hill Council will seek to work in partnership with:

- NSW State Government
- NSW Police and the Hate Crime Unit
- The NSW Jewish Board of Deputies
- Sydney Jewish Museum
- Courage to Care
- Other local councils, particularly those in the Northern and Inner West suburbs
- Higher education institutions.

By working collaboratively, Council can ensure roles are clearly defined, expertise is shared, and the appropriate level of intervention is applied.

STRATEGY TO COMBAT ANTISEMITISM

ACTION PLANNING & TOOLKIT

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

Recovery: Activities that support individuals or broader communities in healing and rebuilding after antisemitic incidents such as partnering with organisations for post-incident trauma support or public reassurance campaigns.

Targeted, Early Intervention: Focused efforts aimed at specific groups (e.g. youth, schools) to prevent or interrupt antisemitism, Upstander training, faith-based education initiatives.

Response: Immediate support for those affected by antisemitism such as community listening sessions, liaison with NSW Police, and crisis communication.

Generalist Prevention: Broad-based activities to raise awareness and prevent antisemitism before it emerges such as inclusive civic messaging, Harmony Week events, interfaith partnerships.

Frameworks and plans boosting Council's response capabilities

Having a formal strategy to respond to antisemitism reassures the community that Hunter's Hill Council takes discrimination seriously and is prepared to act. It communicates that antisemitism has no place in the municipality and that Jewish Australians are a valued part of the broader Sydney community.

Antisemitic incidents can escalate quickly, particularly in the wake of global events. Council must therefore be equipped with a clear action plan that enables it to:

- Respond rapidly and appropriately to incidents
- Offer visible support to affected individuals and communities
- Work with external agencies to prevent further harm

This local strategy complements wider efforts by the NSW Government and the Federal Government, and supports Hunter's Hill Council's broader diversity, equity, and inclusion goals.

Collaboration with specialist organisations to support meaningful activities

To avoid symbolic or performative gestures, the Council recognises the importance of genuine partnerships with organisations that specialise in antisemitism prevention and Jewish community engagement.

These may include:

- Sydney Jewish Museum
- NSW Jewish Board of Deputies

ACTION PLANNING & TOOLKIT

- Courage to Care
- Local interfaith networks and schools and uni

Such organisations bring expertise, lived experience, and evidence-based programming that can inform the Council's activities and ensure they are effective, credible, and culturally sensitive.

Recommended Call to Action:

- All Hunters Hill Councillors and relevant staff to participate in awareness training delivered by a recognised organisation such as the Sydney Jewish Museum.
- Schools in the surrounding area should be encouraged to engage in programs by visiting exhibitions that foster education around antisemitism, Holocaust history, and inclusion.

Strengthening existing mechanisms and initiatives & measuring impact

While Hunter's Hill Council does not currently lead dedicated antisemitism programs, it regularly supports community engagement, civic education, and cultural inclusion through:

- Local history events
- Civic ceremonies
- Youth initiatives
- Harmony Week participation
- Social and cultural grants

This strategy offers an opportunity to:

- Review current initiatives and identify where they can be enhanced to address antisemitism specifically.
- Measure impact of any new programs or partnerships.
- Embed accountability mechanisms (e.g., surveys, post-program feedback, or annual reporting).

STRATEGY TO COMBAT ANTISEMITISM