

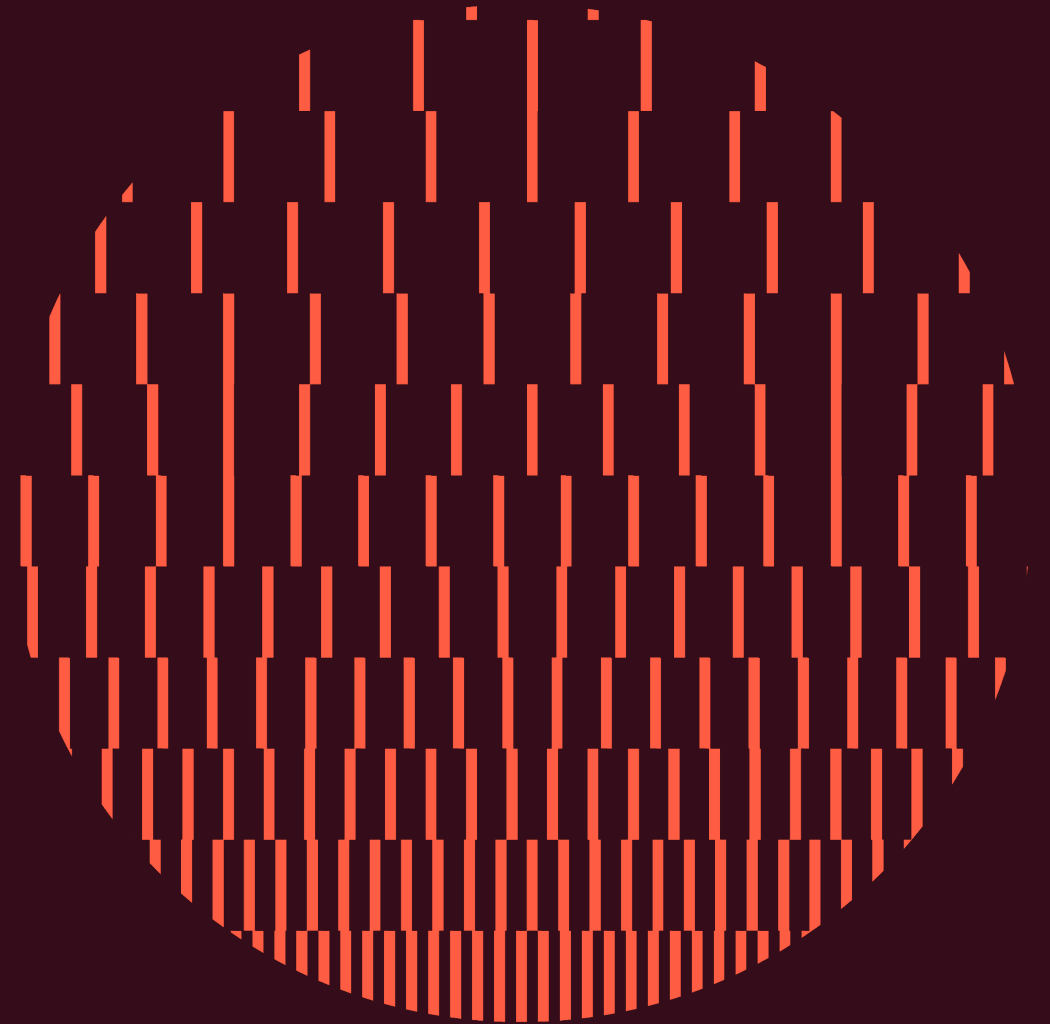
■ CLIENT  
SOUTH EASTERN MELBOURNE PHN

■ DATE  
APRIL 2026

# A Community-Driven Approach to Wellbeing for the Jewish Community

Final Commissioning Report

# IMPACT CO.



## Acknowledgement of Country

We would like to acknowledge the traditional custodians of the land on which our offices stand, and pay our respects to Elders past, present and emerging. We acknowledge their continuing relationship to this land, its waterways and seas and the ongoing living cultures of Aboriginal and Torres Strait Islander peoples across Australia.

Finally, we would like to acknowledge that sovereignty has never been ceded.

This land always was and always will be the land of Aboriginal and Torres Strait Islander peoples.



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**01**

# **EXECUTIVE SUMMARY**

# EXECUTIVE SUMMARY

## PROJECT CONTEXT AND OBJECTIVES

### Project context

In response to the Bondi Beach terrorist attack, the Australian Government has made a national commitment of \$14.17 million over two financial years (FY26 and FY27) for targeted mental health and wellbeing supports for the Jewish community.

This funding is being distributed to all states and territories for PHNs to commission mental health and wellbeing supports to meet the needs of those impacted. The Department of Health, Disability and Ageing has allocated a portion of these funds to the South Eastern Melbourne Primary Health Network (**SEMPHN**) (on behalf of all Victorian-based PHNs) to ensure that communities and organisations in Victoria are supported through the commissioning of targeted mental health and wellbeing programs.

The funding provided to SEMPHN is categorised into two tranches:

1. Direct service delivery, designed to support the provision of mental health services
2. Community capacity building, designed to support initiatives that promote and restore wellbeing amongst the Victorian Jewish Community.

This project will focus on the second tranche: community capacity building.

Since this project commenced, the Commonwealth Government has established a [Royal Commission on Antisemitism and Social Cohesion](#). This project will complement the outcomes of the Royal Commission.

### Project overview

This project was established to understand how the Jewish community in South Eastern Melbourne is experiencing the impacts of the Bondi attack, ongoing antisemitism and the broader social environment, and to identify the supports, partnerships and commissioning responses that will strengthen community wellbeing, safety and resilience.

Practically, this meant focusing on the following:

- Identifying targeted capacity building initiatives that are needed in the short, medium and long-term to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism
- Informed by the identified needs, designing an approach that will inform SEMPHN's investment approach into such initiatives.

**Note:** *The scope of the project was initially limited to understanding the wellbeing needs of the Jewish community following the Bondi terrorist attack. However, based on stakeholder feedback, the scope expanded to include initiatives designed to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism. The scope expansion reflects the fact that the Bondi terror attack represents one of a series of antisemitic attacks that have occurred in recent years that have negatively impacted the wellbeing of individuals from the Jewish community.*

SEMPHN engaged Impact Co. to deliver this project.

# EXECUTIVE SUMMARY

## PROJECT APPROACH

### Project approach

To deliver on the project, the key activities included in the project scope included:

- 17 interviews and/or focus groups with Jewish and non-Jewish organisations (details of the organisations engaged are set out in Appendix I) (completed),
- Rapid review of literature relating to national and international approaches to enhance community wellbeing (completed),
- Draft Report capturing output from the above activities (completed)
- First Community Validation Forum (completed),
- Refined Draft Report incorporating feedback from the Community Validation Forum (this report),
- Second Validation Workshop (scheduled for 15 April),
- Final Report, which incorporates input from the above noted forum.

### Limitations

While this document identifies initiatives that will require long-term investment, the immediate funding to be made available by SEMPHN to which this project relates is limited to the financial years 26 and 27.

This document does not represent a full account of all consultation notes but rather a high-level synthesis of the key themes and insights across the consultations.

# EXECUTIVE SUMMARY

## WELLBEING FRAMEWORK

This page describes the wellbeing framework that has been developed to guide the investment by SEMPHN into capacity building initiatives to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism.

### Overview

The approach describes an evidence-based structure to support the promotion of wellbeing amongst the Jewish Community following the Bondi Beach terrorist attack and into the future. In doing so, it answers the question set out in the blue text box to the right.

### Building blocks

The *building blocks* identified to the right represent the essential features required to promote and restore wellbeing in a community setting.

### A holistic approach (adopting a socio-ecological lens)

Complementing the *building block* structure, initiatives must also be holistic. This means focusing on three levels: *individual* (by strengthening people's skills, confidence, and leadership), *community* (by fostering strong relationships, networks, and collaboration), and *societal* (by developing inclusive organisations, shared resources, and supportive policies that enable long-term collective action).

**What are the key requirements needed to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism?**

1. Leadership, coordination and governance

4. Community connection, cultural identity and social cohesion

2. Workforce capability, cultural safety and trauma-informed practice

5. Psychological safety, trust and everyday security

3. Access, navigation and service pathways

6. Collaboration, partnership and shared learning

Individual

Community

Society

# EXECUTIVE SUMMARY

## PROGRAM LOGIC

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The following page describes the final program logic, outlining the inputs and activities that are proposed to guide SEMPHN's investment into capacity building initiatives designed to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism.

The program logic also presents the short, medium and long-term outcomes that the proposed initiatives will seek to achieve (in the case of the short-term outcomes) and contribute to (in the case of the medium and long-term outcomes, noting that these outcomes will require investment beyond the scope and timing proposed by SEMPHN).

INPUTS	ACTIVITIES (PROPOSED)	SHORT-TERM OUTCOMES (0 – 18 months)	MEDIUM-TERM OUTCOMES (18 – 36 months)	LONG-TERM OUTCOMES (36+ months)
Government Investment	<ul style="list-style-type: none"> <li>• Map leadership, governance, partnership and coordination structures across Jewish and non-Jewish organisations</li> <li>• Identify priority Jewish organisations suitable to equip with the tools and resources to enhance capacity building</li> <li>• Establish and/or deepen communication and collaboration between Jewish and non-Jewish organisations</li> <li>• Develop and distribute culturally-safe help-seeking resources for non-Jewish providers</li> <li>• Create and implement access and referral pathways between Jewish and non-Jewish organisations</li> <li>• Deliver programs and events that celebrate Jewish culture and identity</li> <li>• Facilitate inter-community and interfaith partnerships and joint events.</li> <li>• Provide trauma-informed and culturally safe training to staff in relevant Jewish and non-Jewish organisations</li> <li>• Develop and share tools for families and parents to support emotional and psychological wellbeing conversations</li> <li>• Pilot new initiatives that address identified community wellbeing needs</li> </ul>	Leadership and governance within the Jewish community are mapped to clarify roles and responsibilities	Improved coordination and integration of crisis and wellbeing responses within the Jewish community	Wellbeing of the Jewish community
SEMPHN investment		Communication and collaboration mechanisms are established to support formalised partnerships within the Jewish community and with non-Jewish organisations	Improved coordination between Jewish and non-Jewish organisations	Physical and psychological safety of the Jewish community
Jewish organisations		Jewish-led and/or informed non-clinical support is available and accessible for the Jewish community and staff in Jewish organisations	Jewish community feels safe to access supports and services	
Non-Jewish organisations		Staff in Jewish and non-Jewish organisations are equipped with the knowledge and skills to provide trauma-informed and culturally safe support	Increased rates of help-seeking amongst the Jewish community	
<b>Key:</b>		Jewish providers and non-Jewish providers understand how and where to refer individuals for appropriate and safe support	Jewish and non-Jewish organisations can meet demand for mental health and wellbeing needs	
Leadership, coordination and governance		Jewish organisations have clear entry points and access pathways for individuals seeking wellbeing and mental health support	Jewish community experience increased feelings of cultural, emotional and social wellbeing	
Workforce capability & cultural safety		Programs and events that celebrate Jewish culture and identity are delivered where these extend on or deepen the impacts of existing initiatives	Shared learning and continuous improvement amongst Jewish organisations	
Access & navigation pathways		Jewish community members feel safe and confident accessing available supports and services		
Community connection, culture & identity		Families and parents are supported with the tools to have conversations about emotional and psychological wellbeing		
Safety, trust & psychological security		Mechanisms are in place to support shared learning and continuous improvement across Jewish and non-Jewish organisations		

**02**

# **BACKGROUND**

# BACKGROUND

## PROJECT CONTEXT AND OBJECTIVES

### Project context

In response to the Bondi Beach terrorist attack, the Australian Government has made a national commitment of \$14.17 million over two financial years (FY26 and FY27) for targeted mental health and wellbeing supports for the Jewish community.

This funding is being distributed to all states and territories for PHNs to commission mental health and wellbeing supports to meet the needs of those impacted. The Department of Health, Disability and Ageing has allocated a portion of these funds to the South Eastern Melbourne Primary Health Network (**SEMPHN**) (on behalf of all Victorian-based PHNs) to ensure that communities and organisations in Victoria are supported through the commissioning of targeted mental health and wellbeing programs.

The funding provided to SEMPHN is categorised into two tranches:

1. Direct service delivery, designed to support the provision of mental health services
2. Community capacity building, designed to support initiatives that promote and restore wellbeing amongst the Victorian Jewish Community.

This project will focus on the second tranche: community capacity building.

Since this project commenced, the Commonwealth Government has established a [Royal Commission on Antisemitism and Social Cohesion](#). This project will complement the outcomes of the Royal Commission.

### Project overview

This project was established to understand how the Jewish community in South Eastern Melbourne is experiencing the impacts of the Bondi attack, ongoing antisemitism and the broader social environment, and to identify the supports, partnerships and commissioning responses that will strengthen community wellbeing, safety and resilience.

Practically, this meant focusing on the following:

- Identifying targeted capacity building initiatives that are needed in the short, medium and long-term to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism
- Informed by the identified needs, designing an approach that will inform SEMPHN's investment approach into such initiatives.

**Note:** *The scope of the project was initially limited to understanding the wellbeing needs of the Jewish community following the Bondi terrorist attack. However, based on stakeholder feedback, the scope expanded to include initiatives designed to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism. The scope expansion reflects the fact that the Bondi terror attack represents one of a series of antisemitic attacks that have occurred in recent years that have negatively impacted the wellbeing of individuals from the Jewish community.*

SEMPHN engaged Impact Co. to deliver this project.

# BACKGROUND

## PROJECT APPROACH

### Overview of project approach

To deliver on the project, the key activities included in the project scope are:

- 17 interviews and/or focus groups with Jewish and non-Jewish organisations,
- rapid review of literature relating to national and international approaches to enhance community wellbeing,
- draft Report capturing output from the above activities,
- first Community Validation Forum,
- refined Draft Report incorporating feedback from the Community Validation Forum,
- second Validation Workshop, and
- final Report which outlines the commissioning framework and parameters for SEMPHN.

Further detail about the consultation process undertaken by Impact Co. is presented to the right.

### About the consultation process

This project included two core consultation phases:

#### 1. Interviews with stakeholders

This phase focused on understanding the current supports, initiatives and activities that were or are currently being delivered to support the wellbeing of the Jewish community following the Bondi beach terror attack. The consultations further aimed to identify the future wellbeing needs of the Jewish community in the short-, medium- and long-term.

#### 2. Validating the consultation findings

This phase included a first Community Validation Forum which provided an opportunity for stakeholders to share feedback on the proposed Wellbeing Framework, program logic and key activities. Following this Community Validation Forum, the feedback was synthesised and incorporated into a Refined Framework Report.

Stakeholders were then brought back together for a Second Validation Workshop to test the proposed changes to the Wellbeing Framework, program logic and enablers.

**Note:** *In line with the scope expansion described earlier, the scope of the consultations expanded to consider all capacity building initiatives designed to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism*

# BACKGROUND

## PURPOSE OF THIS DOCUMENT

### Purpose of this document

This report presents a framework for strengthening wellbeing of the Victorian Jewish Community. It reflects insights shared by community members and organisations and proposes actions that SEMPHN can commission, coordinate or enable.

This document includes the following key sections:

- Wellbeing framework, including a program logic
- Commissioning principles

Please note that a Supplementary Report is intended to accompany this report that outlines the key insights from consultation with community organisations.

### Limitations

While this document identifies initiatives that will require long-term investment, the immediate funding to be made available by SEMPHN to which this project relates is limited to the financial years 26 and 27.

This document does not represent a full account of all consultation notes but rather a high-level synthesis of the key themes and insights across the consultations.

**03**

# **WELLBEING FRAMEWORK**

# WELLBEING FRAMEWORK OVERVIEW

## Overview

The Wellbeing Framework outlined in this document has been informed by insights gathered during stakeholder consultations and a review of national and international approaches to enhance community wellbeing.

The purpose of the Wellbeing Framework is two-fold:

1. To organise and synthesise insights from stakeholder consultations
2. To provide SEMPHN with a structure to guide future investment into capacity building initiatives that support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism.

The Wellbeing Framework has also been used to inform the development of a program logic for SEMPHN's commissioning activities. This program logic is depicted on Page 20.

The Wellbeing Framework and program logic were tested with stakeholders at the first Community Validation Forum. Feedback and reflections were incorporated into this Draft Report and will be tested with stakeholders at a Second Validation Workshop.

Additional context on the key research inputs into this Wellbeing Framework are presented in the Appendix I.

## Community capacity building

Below are several statements that describe the term 'community capacity building'. Together, these statements have informed the description of the Wellbeing Framework that is set out on the following page.

*"Community capacity taps into existing abilities of individuals, communities, organisations or systems to increase involvement, decision-making and ownership of issues"- Victorian Health Promotion Foundation (2012)*

*Community capacity building includes a community's ability to define, assess and act on issues of concern or importance to their members. Jackson et al. (1999) adds that community capacity is a function of a community's capabilities and socio-environmental conditions. Therefore, building the capacity of the community includes identifying and strengthening existing assets, knowledge and skillsets, establishing new collaborations, partnerships and ways of thinking to address emerging issues and leveraging existing resources outside of the community in a sustainable manner (Chandler et al., 2015).*

Within the context of ongoing antisemitism, fear and isolation, community capacity building can become a critical enabler of physical and psychological safety, resilience and social cohesion both within the Jewish community and the wider Australian public.

# WELLBEING FRAMEWORK

## OVERVIEW

This page describes the Wellbeing Framework that has been developed to guide the investment by SEMPHN into capacity building initiatives designed to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism.

The key components of the Wellbeing Framework are described on the following pages.

### Overview

The approach describes an evidence-based structure to support the promotion of wellbeing amongst the Jewish Community following the Bondi Beach terrorist attack and into the future. In doing so, it answers the question set out in the blue text box to the right.

### Building blocks

The *building blocks* identified to the right represent the essential features required to promote and restore wellbeing in a community setting.

### A holistic approach (adopting a socio-ecological lens)

Complementing the *building block* structure, initiatives must also be holistic. This means focusing on three levels: *individual* (by strengthening people's skills, confidence, and leadership), *community* (by fostering strong relationships, networks, and collaboration), and *societal* (by developing inclusive organisations, shared resources, and supportive policies that enable long-term collective action).

## What are the key requirements needed to support the promotion of wellbeing of the Victorian Jewish Community in the face of past, present and ongoing antisemitism?

1. Leadership, coordination and governance

4. Community connection, cultural identity and social cohesion

2. Workforce capability, cultural safety and trauma-informed practice

5. Psychological safety, trust and everyday security

3. Access, navigation and service pathways

6. Collaboration, partnership and shared learning

Individual

Community

Society

# WELLBEING FRAMEWORK

## BUILDING BLOCKS

### About the building blocks

The Wellbeing Framework comprises six interdependent 'building blocks' that represent the essential features required to build capacity within a community setting. These building blocks have been informed by and validated with several frameworks, as well as consultation with stakeholders.

The definition and objective for the building blocks are presented on Page 18.

### A holistic approach (adopting a socio-ecological lens)

To build the capacity of the community holistically, it is important that initiatives within each building block focus on three interconnected levels:

- **Individual capacity** by strengthening people's skills, confidence, and leadership;
- **Community capacity** by fostering strong relationships, networks, and collaboration;
- **Societal capacity** by developing inclusive organisations, shared resources, and supportive policies that enable long-term collective action.

While the building blocks are not explicitly mapped to each of these levels, the approach recognises that consideration of all three is essential.

# WELLBEING FRAMEWORK

## BUILDING BLOCKS

Building block	Description	Objective
<b>Leadership, coordination and governance</b>	Capacity building initiatives, actions and decision-making are coordinated and integrated because of clear leadership and governance	Strengthen existing leadership and governance mechanisms within Jewish organisations to support greater collaboration, role clarity and capability.
<b>Workforce capability, cultural safety and trauma-informed practice</b>	Skills, knowledge, support required for the workforce – across Jewish and non-Jewish organisations – to effectively and safely respond to the impacts of antisemitism on the mental health and wellbeing of the Jewish community.	Strengthen cultural safety and trauma-informed practice across organisations and institutions that the Jewish community engages with (currently and in the future).
<b>Access, navigation and service pathways</b>	Systems, structures and supports that enable the Jewish community to identify, understand and safely access mental health and wellbeing supports.	Strengthen coordinated and trusted service pathways to ensure that the Jewish community can easily, safely and confidently find and access mental health and wellbeing supports.
<b>Community connection, cultural identity and social cohesion</b>	The Jewish community has opportunities, spaces, practices, programs and events that foster belonging and identity, and support positive engagement with the Jewish community and wider Australian community.	Enhance and create safe and positive opportunities that deepen Jewish expression, identity and community bonds, and rebuild trusting relationships with the wider Australian community.
<b>Psychological safety, trust and everyday security</b>	The Jewish community feels physically and psychologically safe within their community and the public.	Strengthen the Jewish community’s sense of safety, confidence and trust in their organisations and community, as well as within the broader Australian community.
<b>Collaboration, partnership and shared learning</b>	Mutual learning, capacity building and knowledge sharing between Jewish organisations and non-Jewish organisations to align effort, response and action.	Strengthen and expand the collective capacity of Jewish and non-Jewish organisations and cross-sector learning to drive positive outcomes for wellbeing and social cohesion.

# WELLBEING FRAMEWORK

## PROGRAM LOGIC

Page 20 outlines a program logic that will support SEMPHN’s commissioning decision-making and activities. This program logic has been informed by the Wellbeing Framework outlined on the prior pages, the rapid review undertaken, consultation insights and the validation workshops.

The program logic uses a key to categorise the short-term outcomes that are relevant to the building blocks. The key is presented to the right.

SEMPHN’s investment into capacity building is short-term and limited. Therefore, the focus of SEMPHN’s funding will be commissioning initiatives that target the short-term outcomes presented in the program logic. However, it is intended that the achievement of the short-term outcomes will contribute to the advancement of the medium- and long-term outcomes listed in the program logic.

The outcomes in the program logic are designed to support the wellbeing of the entire Jewish community, recognising diversity across religiosity, age, life stage and location.

Key:	
Leadership, coordination and governance	Community connection, culture & identity
Workforce capability & cultural safety	Safety, trust & psychological security
Access & navigation pathways	Collaboration, partnership and shared learning

INPUTS	ACTIVITIES (PROPOSED)	SHORT-TERM OUTCOMES (0 – 18 months)	MEDIUM-TERM OUTCOMES (18 – 36 months)	LONG-TERM OUTCOMES (36+ months)
Government Investment	<ul style="list-style-type: none"> <li>Map leadership, governance, partnership and coordination structures across Jewish and non-Jewish organisations</li> <li>Identify priority Jewish organisations suitable to equip with the tools and resources to enhance capacity building</li> <li>Establish and/or deepen communication and collaboration between Jewish and non-Jewish organisations</li> <li>Develop and distribute culturally-safe help-seeking resources for non-Jewish providers</li> <li>Create and implement access and referral pathways between Jewish and non-Jewish organisations</li> <li>Deliver programs and events that celebrate Jewish culture and identity</li> <li>Facilitate inter-community and interfaith partnerships and joint events.</li> <li>Provide trauma-informed and culturally safe training to staff in relevant Jewish and non-Jewish organisations</li> <li>Develop and share tools for families and parents to support emotional and psychological wellbeing conversations</li> <li>Pilot new initiatives that address identified community wellbeing needs</li> </ul>	Leadership and governance within the Jewish community are mapped to clarify roles and responsibilities	Improved coordination and integration of crisis and wellbeing responses within the Jewish community	Wellbeing of the Jewish community
SEMPHN investment		Communication and collaboration mechanisms are established to support formalised partnerships within the Jewish community and with non-Jewish organisations	Improved coordination between Jewish and non-Jewish organisations	Physical and psychological safety of the Jewish community
Jewish organisations		Jewish-led and/or informed non-clinical support is available and accessible for the Jewish community and staff in Jewish organisations	Jewish community feels safe to access supports and services	
Non-Jewish organisations		Staff in Jewish and non-Jewish organisations are equipped with the knowledge and skills to provide trauma-informed and culturally safe support	Increased rates of help-seeking amongst the Jewish community	
<b>Key:</b>		Jewish providers and non-Jewish providers understand how and where to refer individuals for appropriate and safe support	Jewish and non-Jewish organisations can meet demand for mental health and wellbeing needs	
Leadership, coordination and governance		Jewish organisations have clear entry points and access pathways for individuals seeking wellbeing and mental health support	Jewish community experience increased feelings of cultural, emotional and social wellbeing	
Workforce capability & cultural safety		Programs and events that celebrate Jewish culture and identity are delivered where these extend on or deepen the impacts of existing initiatives	Shared learning and continuous improvement amongst Jewish organisations	
Access & navigation pathways		Jewish community members feel safe and confident accessing available supports and services		
Community connection, culture & identity		Families and parents are supported with the tools to have conversations about emotional and psychological wellbeing		
Safety, trust & psychological security		Mechanisms are in place to support shared learning and continuous improvement across Jewish and non-Jewish organisations		

**04**

# **COMMISSIONING PRINCIPLES**

# COMMISSIONING PRINCIPLES

## About the commissioning principles

This page presents the commissioning principles that should underpin the process and documentation that SEMPHN uses to commission activities aligned with the program logic. These principles were identified as critical to support achievement of the outcomes presented in the program logic on page 20.

### Focus on meaningful change

Initiatives generate meaningful change towards ensuring the long-term wellbeing, psychological and physical safety of the Jewish community.

### Sustainable

Initiatives are designed, established and implemented in a way that is sustainable for organisations to continue these beyond the initial funding period of the SEMPHN commissioning process.

### Leverage existing work

Initiatives leverage existing work, expertise and relationships within the Jewish community, and build on past and current efforts to ensure efficient use of resources and reduce duplication.

### Culturally safe

Initiatives are culturally safe, trauma-informed and recognise and account for the unique experiences of the Jewish community.

*Note: Further detail on this principle is described on page 23.*

### Practical

Initiatives are practical and realistic in their design and implementation, allowing them to be implemented within the timeframe of the funding period.

### Partnership and collaboration

Partnership and collaboration amongst and between organisations is encouraged to maximise the practicality and impact of funded activities.

# COMMISSIONING PRINCIPLES

## CULTURAL SAFETY

Cultural safety is a critical principle that should underpin the entire commissioning process including procurement, governance, design, implementation and evaluation of initiatives funded by SEMPHN. In this context, cultural safety centres the lived experience, leadership and expertise of the Jewish community and requires active and ongoing responsibility from both SEMPHN and commissioned organisations. This will support Jewish people to feel safe and understood when working within or engaging with SEMPHN-funded services.

Informed by the views of participants at the second validation workshop, cultural safety is characterised by the following principles:

- **Jewish-led co-design and decision-making** ensures that Jewish organisations are meaningfully and actively involved in shaping the commissioning process, priorities and decisions
- **Shared responsibility for preventing and responding to antisemitism** across all organisations commissioned by SEMPHN, particularly non-Jewish organisations. This ensures that antisemitism is not positioned as a challenge only for Jewish organisations to manage; instead, it places accountability on other, non-Jewish organisations to be responsive and take action against antisemitism
- **Meaningful partnerships** should be prioritised between Jewish and/or non-Jewish organisations, ensuring that initiatives are Jewish-led and Jewish-informed
- **Recognition and mitigation of cultural load**, including the emotional and operational load placed on Jewish organisations. Commissioning processes should actively seek to reduce this cultural load by prioritising mutual learning and accountability amongst commissioning organisations, rather than relying on Jewish organisations to fill gaps in mainstream capability.
- **Agreed language on antisemitism** is consistently used when discussing commissioned initiatives to support shared understanding and strengthen accountability. This includes alignment with international definitions, such as the International Holocaust Remembrance Alliance definition of antisemitism.
- **Jewish pride and identity are actively affirmed** and visibly embedded or supported within commissioned organisations and initiatives.

# THANK YOU



**IMPACT CO.**

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**05**

# **APPENDIX**

# APPENDIX I: RESEARCH INPUTS

The Wellbeing Framework is an amalgamation of several national and international frameworks that outline what is needed to build capacity in a community to support long-term wellbeing, social cohesion and resilience.

## [1. Capacity building in health promotion \(Labonte and Laverack, 2001\)](#)

This framework provides nine domains of community capacity. The focus on leadership, sharing learnings, community participation and collaboration provides useful principles for SEMP HN’s community capacity building model.

## [2. Community-Centred Approaches frameworks](#)

This framework outlines the importance of workforce and peer capability and the connection to community. In this context, workforce sustainability and capability were consistent themes throughout consultations.

## [3. Foundation House – principles of capacity building](#)

This framework underscores the importance of building cohesive relationships within community and external partnerships, building respect, trust and understanding, strengthening psychoeducation and trauma-informed capacity building. The focus on trauma-informed practice and trust is aligned to stakeholder feedback about the importance of individuals and organisations feeling equipped to support the Jewish community, as well as the need for there to be allies outside of the Jewish community.

## [4. WHO Health System Building Blocks Framework \(2007\)](#)

This internationally-recognised framework emphasises the importance of coordination, leadership and governance, workforce and safe service delivery. The emphasis on system readiness and coordination is critical to ensure that the Jewish community is supported through sustainable and targeted capacity building efforts.