

NSW Jewish Board of Deputies (NSW JBD)
Bondi Survivor Advisory Committee (BSAC)
Terms of Reference

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1. Background

Antisemitism and hate directed towards Jewish people have escalated significantly since 7 October 2023. This escalation culminated in the anti-Semitic terrorist attack at Bondi Beach on 14 December 2025, resulting in profound trauma, loss and fear across the Jewish community in New South Wales.

In response, the NSW Jewish Board of Deputies (NSW JBD) continues its longstanding role in advocating for the safety, wellbeing and interests of the Jewish community in NSW. This includes strengthening community courage, resilience, dignity and collective memory during a period of deep grief and heightened concern.

While the community has demonstrated significant resilience, NSW JBD recognises that further support, coordination and targeted action are required. Establishing a structured advisory mechanism will ensure that responses are informed by the lived experiences, insights and priorities of diverse Jewish communities across NSW. Direct engagement with affected community members is essential to shaping informed, effective and trauma-informed responses.

2. Purpose

The purpose of the Bondi Survivor Advisory Committee (BSAC) is to ensure that:

- The needs, lived experiences, perspectives and priorities of the Bondi terrorist attack victims families, survivors and affected community members remain central to NSW JBD's recovery, advocacy, engagement and service responses
- The Jewish community has a structured and meaningful voice in shaping policy, programs, engagement strategies and communications arising from the Bondi Beach attack
- NSW JBD maintains transparent, trauma-informed and culturally safe practices in its recovery and response activities
- Trust, transparency and two-way communication between NSW JBD and the broader Jewish community are strengthened
- Strengths and gaps in community safety, support, advocacy and resilience are identified and addressed

3. Scope

The Committee will provide advice and insights on:

- The physical, emotional, economic and social impacts of the Bondi Beach attack
- Community concerns, perceptions and expectations
- Access to and adequacy of support services, including mental health, trauma and community assistance
- Community inclusion, cohesion, courage, resilience, collective memory, recovery and wellbeing needs
- Opportunities to strengthen NSW JBD's engagement, advocacy and service delivery

4. Membership Composition

- The Committee will comprise up to **18 Community Advisors**
- Membership should, as far as practicable, reflect diversity across:
 - Age groups (youth through to older adults)
 - Cultural, social and socioeconomic backgrounds
 - Gender diversity
 - Families and parents of children affected
 - The breadth of impacts arising from the Bondi Beach attack
- The **Chief Executive Officer of NSW JBD** will Chair the Committee

Commented [SG2]: wondering whether this is too many people. 10 would probably be a tighter number for committee membership. Some of the members could represent multiple levels of membership. Something to consider as we review membership nominations

Commented [MG2R2]: We can reduce it to a dozen (which I think is the ideal number). I was just allowing for apologies as not everyone will attend every meeting. We aren't compelled to have 16 - says 'up to' but I am conscious it will set an expectation, so may be best to reduce it.

5. Roles and Responsibilities

The Committee will:

- Identify and articulate the needs, concerns and expectations of victims, survivors and families
- Provide advice to inform NSW JBD's programs, services, advocacy and communications

- Consult with the broader Bondi-affected community to gather representative views and insights
- Support engagement with key stakeholders, including government agencies and partner organisations
- Provide a forum for discussion of matters relevant to NSW JBD and NSW Government recovery efforts
- Identify emerging issues and provide timely advice as recovery activities progress

Commented [SG3]: how can we also incorporate a 'report back' requirement for membership? eg feed key messages and action items of the committee back to their groups (those messages that have been authorised for distribution)

Commented [MG3R2]: Good point. We can ensure they have minutes that can be shared, or we can collectively craft communications that can be channelled on behalf of the Bondi Survivors Advisory Group?

6. Meetings and Methodology

- The Committee will meet **at least monthly**, with additional meetings convened as required
- The inaugural meeting will be held in person; subsequent meetings may be held in person or online
- NSW JBD will act as the **Secretariat** and is responsible for coordinating and scheduling all meetings
- Members are expected to attend at least **60 per cent** of meetings annually and to provide advance notice when they are unable to attend
- Matters will be resolved by consensus wherever possible; where consensus cannot be reached, decisions may be made by majority vote
- Minutes will be recorded and provided to the Recovery Taskforce and NSW JBD Board, summarising key issues, insights and recommendations
- NSW JBD will oversee Committee operations and ensure compliance with these Terms of Reference
- Findings will be consolidated into reports outlining key themes, gaps and recommendations
- Outcomes will inform NSW JBD's planning, advocacy priorities and community support initiatives

7. Guiding Principles

The Committee will operate in accordance with the following principles:

- **Survivor-centred engagement** – lived experiences of survivors and victims families are central to recovery efforts.
- **Community-led insight** – community voices inform evidence, decision-making and prioritization of recovery activities
- **Accessibility and inclusion** – engagement processes support meaningful and culturally safe participation
- **Trauma-informed practice** – recognising and responding to individual and collective trauma
- **Diversity and representation** – reflecting the range of affected experiences and perspectives
- **Respect and dignity** – for all participants
- **Safety** – prioritising psychological and cultural safety
- **Transparency** – clearly communicating purpose, process and use of information
- **Two-way engagement** – listening actively and responding constructively to community input

8. Conflicts of Interest

- Members must complete a **Conflict of Interest Declaration** upon appointment
- Any actual, potential or perceived conflicts arising during membership must be declared promptly
- Where a conflict is identified, the member may be asked to withdraw from relevant discussions
- All declarations and related actions will be recorded in the minutes

9. Confidentiality

- The Committee will foster open and respectful discussion

Commented [SG4]: considering the potential membership, not sure whether this would be necessary. Perhaps a Confidentiality Declaration as well/instead?

Commented [MG4R2]: Unlikely to be necessary for all, but may be for some if they are working for Chabad for example. It's good governance to require any conflicts to be made transparent.

- Members must maintain confidentiality of sensitive, personal or organisational information unless disclosure is legally required or otherwise agreed by NSW JBD

10. Code of Conduct

Members are expected to:

- Participate respectfully and constructively
- Maintain confidentiality
- Avoid and declare conflicts of interest
- Uphold trauma-informed and culturally safe principles

11. Expense Reimbursement

Members may be reimbursed for reasonable travel, accommodation and other approved expenses incurred while attending Committee meetings or undertaking authorised Committee business.

12. Timeframe

The Committee will commence upon endorsement of these Terms of Reference and operate for a defined period, as determined by NSW JBD.

13. Review

These Terms of Reference may be reviewed and updated as required to reflect emerging needs, feedback or changes in context.

Appendix A: Membership Expression of Interest

Name:

Contact details:

Relationship to Bondi Beach attack / impact:

Reason for interest in joining the Committee:

Which cohort of survivors do you represent?

Availability:

Appendix B: Standing Agenda

1. Welcome and Acknowledgement of Country
2. Apologies and Attendance
3. Confirmation of Previous Minutes
4. Updates from NSW JBD
5. Community Feedback
6. Key Issues for Discussion
7. Recommendations and Actions
8. Other Business
9. Next Meeting