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JEWISH PROFESSIONALS AND THE COVID-19 PANDEMIC:

RESULTS FROM THE BUILDING RESILIENT JEWISH
COMMUNITIES STUDY

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INTRODUCTION

Jewish communities around the world have not been immune to the profound social, emotional, and economic disruptions caused by the COVID-19 pandemic. Given the core Jewish value of responsibility toward others, COVID presents a challenge for the Jewish community to adapt and respond to its population's changing needs. To support its work in the Jewish nonprofit sector, Leading Edge commissioned an analysis of the Building Resilient Jewish Communities study (BRJC) data that focused specifically on the experience of Jewish professionals and those working for Jewish organizations. The BRJC study and the reanalysis for Leading Edge were conducted by the Cohen Center for Modern Jewish Studies at Brandeis University.

The Jewish community's response to the pandemic depends in part on understanding the specific ways in which it has affected its members. This report, based on a survey of Jewish adults in 10 Jewish communities across the United States, identifies some of the ways professionals working in the Jewish community have been affected. Although limited to the questions included in the original study, the report addresses two important questions: How were Jewish professionals affected by the pandemic? Which subgroups were most affected and in what ways?

The report explores the impact of the crisis on Jewish professionals' employment and work life, finances, and well-being and emotional health. Findings have implications for short- and medium-term planning for Leading Edge's advocacy and work as well as for organizations across the Jewish community.

METHOD

This report focuses on BRJC survey items of relevance to Jewish professionals and the work of Leading Edge. The survey was fielded in 10 federated Jewish communities between May 19 and July 30, 2020.¹ Methodology varied slightly for each community. Details for the overall study and for data collection in each community can be found in the [BRJC Methodological Appendix](#).

BRJC Sample

Data were collected through an online survey using email addresses drawn from lists provided by Jewish community organizations. Overall, 14,607 individuals screened into the survey. All respondents in the sample are Jewish adults ages 18 and over and reside in the catchment area of one of the 10 participating Jewish federations. The reported results should be interpreted as representing Jewish adults known to community organizations and not as representative of all Jewish adults in the local community.

All percentages included herein are weighted. BRJC responses were weighted by strata so that the characteristics of the respondent sample would more closely approximate those of the original list. As a result, calculating proportions from the raw counts will not align precisely with the data reported. Unweighted counts are reported for each item to facilitate calculating unweighted proportions.

Jewish Professionals Sample and Analysis

The present analysis is based on the 1,309 responses from individuals in the 10 communities who identified as Jewish professionals. Jewish professionals represent 7% of the total BRJC sample of 14,607 respondents (weighted).

The analysis includes quantitative and qualitative data focused on three areas of the BRJC study: employment and work life, financial status, and well-being and emotional health. For the quantitative analysis, relevant variables within the BRJC dataset were identified and additional variables were constructed to allow for comparisons between different groups of Jewish professionals.

The qualitative data includes responses from eight of the 10 communities in the BRJC study.² These communities included an open-ended question at the end of the survey, “In your own words, what has been the biggest impact of the coronavirus crisis?” There were 684 individual responses from Jewish professionals, including Jewish educators. All qualitative responses were

¹ The participating communities were Baltimore, Boston, Chicago, Greater MetroWest (NJ), Los Angeles, Palm Beach County, Pittsburgh, St. Louis, South Palm Beach County, and Greater Washington, DC.

² The federations in Boston and Los Angeles opted for a custom open-ended question at the end of the survey and therefore are not included in the qualitative analysis.

coded by issue: isolation and loneliness (n=238); mental and physical well-being (n=139); occupational challenges (n=134); children and childcare (n=89); and financial concerns (n=44). Categories/codes with fewer than 40 responses are not included in this analysis.

See Appendix A for additional methodological details.

KEY FINDINGS

- The greatest change in work life for Jewish professionals since the pandemic began has been the transition to working from home (69%).
- Eleven percent of Jewish professionals in the sample have been laid off since the beginning of the coronavirus crisis, and female Jewish professionals are more likely than male Jewish professionals to have been laid off or experienced job loss.
- Fourteen percent of Jewish professionals have experienced a pay cut.
- Jewish professionals have experienced more job stress compared to other professionals in the BRJC sample; 82% of Jewish professionals report an increase in work stress.
- Compared to other professionals in the BRJC sample, Jewish professionals are more likely to say that their financial situation has worsened since the pandemic. Jewish professionals are also more likely to have trouble paying their monthly bills.
- The financial situation for the majority of Jewish professionals has not changed as a result of the pandemic. However, for respondents whose financial situation did change, it was more likely to have worsened than improved.
- Female Jewish professionals are less likely than their male counterparts to have rainy day funds to cover expenses for three months in case of sickness, job loss, economic downturn, or other emergencies.
- Younger Jewish professionals (ages 34 and under) are more likely to need career services than are older Jewish professionals.
- Jewish professionals with children at home are more likely to experience job stress as compared to those without children at home.
- Single Jewish professionals are more likely to have had trouble coping with the pandemic and experience greater degrees of loneliness than Jewish professionals who are married or partnered.
- Jewish professionals who identify as non-white and/or Hispanic have greater financial challenges than those who identify as white, non-Hispanic. Jewish professionals who identify as non-white and/or Hispanic are also more likely to require social services, including career and mental health services. Note that these circumstances may not be a result of the pandemic.

DEMOGRAPHIC OVERVIEW

Demographic data are based on the number of respondents who identified as working as Jewish professionals or for a Jewish organization before the pandemic. Demographic items include gender, age, race and ethnicity, sexual identity, and household and financial status. (See Appendix B for full demographic tables.) Note that here and throughout the report, percentages are weighted with the total counts included in parenthesis.

- More than three quarters of Jewish professionals in the BRJC sample are female (78%; n=943); 21% are male (n=269), and 1% said they are non-binary or identify in another way (n=13).
- Two thirds of Jewish professionals in the sample are between the ages of 35 and 64, representing age groups potentially in the prime of their career (ages 35-49, 33%; n=379; ages 50-64, 34%, n=456). The sample includes fewer younger professionals (16%; n=268) and professionals older than age 65 (17%; n=206).
- Nearly all Jewish professionals in the BRJC sample identify as white, non-Hispanic (95%; n=1,130). The other 5% are non-white and/or Hispanic, identifying as Asian, Black, Hispanic, Middle Eastern or North African, or Native American³ (n=92).
- Six percent of Jewish professionals identify as LGBTQ (n=62).
- In terms of marital status, 70% of Jewish professionals are married (n=960) and 30% are single, including those who are widowed, divorced, or separated (n=349).
- In terms of household status, 38% of respondents have children ages 17 or younger at home (n=488), while 62% do not have minor children in their household (n=821).⁴

All BRJC respondents were asked about their financial situation prior to the pandemic. The majority of Jewish professionals (71%) reported that they had “enough” money or “some extra.” Importantly, 18% of Jewish professionals were struggling financially before the crisis, just managing to make ends meet or unable to do so (Table 1).

Table 1. Pre-pandemic financial situation

	Jewish professionals (n=1,292)
Could not make ends meet	1%
Just managed to make ends meet	17%
Had enough money	41%
Had some extra money	30%
Well-off	11%
Total	100%

³ The BRJC question about race used phrasing and categories based on the US census.

⁴ Includes those who do not have children or have children older than age 17.

THE PANDEMIC AND WORK LIFE

In order to understand the potential impact on the job force and work life, the BRJC survey included several questions on employment before the COVID-19 pandemic (see Appendix C for tables).

- Nineteen percent of Jewish professionals in the BRJC sample identified as Jewish educators (n=309).
- Nineteen percent of individuals who identified as Jewish educators (n=61) and 27% of those who identified as Jewish professionals (excludes educators; n=221) said their work was classified as essential during the COVID-19 pandemic. Essential workers in Jewish organizations may include clergy, early childhood educators, social workers, and others who provide necessary social services.

Among Jewish professionals, the greatest change in their work situation was the transition to working from home (Table 2). Notably, 14% of Jewish professionals experienced a decrease in salary, and 11% were laid off or lost their job.

Compared to all other adults in the overall BRJC sample, Jewish professionals were more likely to be working from home and were more likely to have their work hours increase as a result of the pandemic.⁵

Table 2. Pandemic employment changes among Jewish professionals

	Jewish professionals	All other professionals
Started working from home	69%*	45%*
Work hours increased	18%**	9%**
Pay or compensation cut	14%	15%
Laid off or lost job (includes those who lost only job, all jobs, or one of many jobs)	11%	9%
Work hours reduced	9%	14%
Furloughed	4%	5%

For Jewish professionals, n=1,303 for all items except job loss (n=1,309) and working from home (n=1,253)

For all other professionals in the overall BRJC sample, n=7,371 for all items except job loss (n=7,420) and working from home (n=6,703).

Note: Respondents were asked to check all items that apply with more than one answer possible.

* denotes significant difference ($p < 0.05$) between Jewish professionals and all other professionals, $p = .0001$.

**denotes significant difference ($p < 0.05$) between Jewish professionals and all other professionals, $p = .0000$.

⁵ $p < 0.05$ denotes statistical difference between groups. The symbol for less than or equal to is \leq .

Working from Home

Over 40% of the 134 qualitative responses related to occupational challenges (n=59) described the difficulties of working from home or working remotely, virtually or online. One respondent explains, “It has been a huge adjustment to move my 10 staff members to working from home and to figuring out how to be collaborative, generative, and responsive in this moment. The personal stress of it all has been exhausting, even as my employment is stable, and our mission is very resonant at this moment.”

Moving work online was particularly difficult for those who identified as Jewish educators. “The biggest personal impact has been changes to my job. My role is very much focused on in-person programming, so pivoting to online engagement was a significant change,” explained a Jewish educator. Another respondent wrote, “As an educator, I’ve worked harder than I have in years without the sense of recognition or responsiveness because of the limits of Zoom.”

Very few respondents viewed the transition to working from home favorably. However, there were some for whom working from home was beneficial: “I have actually enjoyed working from home, in spite of a few challenges. As an introvert, I didn’t mind not interacting with others on a regular basis.”

Job Stress

Work-related stress increased along with hours on the job. The great majority of Jewish professionals (82%) reported that work had become “somewhat” or “much” more stressful. Jewish professionals were also more likely to experience job stress compared to other professionals (Table 3).

Table 3. Job stress by profession type

	Jewish professionals (n=1,195)	All other professionals (n=6,581)	Overall (n=7,776)
Much less stressful	2%	4%	3%
Somewhat less stressful	5%	7%	7%
Has not changed much	12%	26%	24%
Somewhat more stressful	52%	45%	46%
Much more stressful	30%	18%	20%
Total	101%	100%	100%

p=0.0002

Total does not equal 100% due to rounding.

Work-life Balance

Respondents who wrote about occupational challenges focused on work-related stress, including the challenges of finding work-life balance (n=45). As workspace or offices were relocated to living rooms, kitchen tables, or spare bedrooms, Jewish professionals were “balancing work, home life and self-care” as never before, without offices or commutes to define work space or time. One respondent noted that “Jewish professionals who are still employed (e.g., rabbis) only have more pressures and more workload—so work-life balance is harder than ever.” Put simply by another respondent, “Maintaining work/life balance has been extremely difficult.”

For some respondents, working from home was more difficult with children in the home. As one parent wrote, “The biggest impact has been juggling fulltime work at home with the needs of a school-aged child engaged in distance learning.” Other respondents noted that there was “less time available for work,” a source of stress in itself. Another Jewish professional wrote that his greatest challenge was “the constant stress of managing my job responsibilities” while working from home during the pandemic. A female respondent wrote, “I’m also concerned professionally as a woman that if my kids are not able to return to school, how will my husband and I balance that work/life shift?”

WELL-BEING AND EMOTIONAL HEALTH

Respondents were asked about how they were coping with the coronavirus crisis at the time of the survey. As seen in Table 4, the great majority of Jewish professionals were coping well, though other respondents in the BRJC sample were more likely to have say they were coping very well.

Table 4. Coping with pandemic by profession type

	Jewish professionals (n=1,308)	All other professionals (n=7,399)	Overall (n=8,707)
Not coping well at all	<1%	2%	2%
Not coping too well	7%	8%	8%
Coping pretty well	81%	70%	71%
Coping very well	11%	20%	19%
Total	100%	100%	100%

p=0.0120

Isolation and Loneliness

While most Jewish professionals in the BRJC sample were coping well, they were also more likely than other professionals to experience feelings of loneliness (Table 5).

Table 5. Loneliness by profession type

	Jewish professionals (n=1,276)	All other professionals (n=7,184)	Overall (n=8,460)
All the time	1%	2%	1%
Often	9%	9%	9%
Sometimes	41%	31%	32%
Rarely	25%	28%	28%
Never	23%	30%	29%
Total	99%	100%	99%

p=0.0040

Totals do not equal 100% due to rounding.

In the qualitative responses, over 230 Jewish professionals described experiences of isolation and loneliness as a result of social distancing and the inability to be in-person with family, friends, and colleagues (n=238). Many of these respondents wrote of the inability to see their families because of travel restrictions, while others expressed frustration or sadness over limited social interactions. One respondent wrote, “As a very social person, the biggest personal impact has been not being able to see my family and friends for months. Whether it was for socializing or Jewish holidays, I spent more time alone and without plans than ever before, and

that was personally challenging.” Even those who described themselves as introverts found isolation to be challenging. One respondent explained, “At first quarantine and social distancing were somewhat welcome and not bothersome to me personally. However, after months of engaging in either/both, I am surprised at how cut off and isolated I have been feeling.”

Emotional Difficulties and Mental Health

While there were minimal differences between Jewish professionals and other professionals, in terms of the toll of the pandemic on mental health (Table 6), respondents wrote in detail about this aspect of the crisis in the survey comments.

Table 6. Emotional or mental difficulties effect everyday life by profession type

	Jewish professionals (n=1,275)	All other professionals (n=7,182)	Overall (n=8,457)
All the time	1%	2%	2%
Often	6%	7%	7%
Sometimes	34%	27%	28%
Rarely	29%	29%	29%
Never	31%	36%	35%
Total	101%	101%	101%

Differences between groups are not significant ($p > 0.05$)

Totals do not equal 100% due to rounding.

More than 100 respondents wrote that the biggest impact of the crisis was on their mental health or the mental health of a loved one ($n=103$). Most of these respondents described how the pandemic was taking a toll on their mental health, often through depression, anxiety, or post-traumatic stress disorder: “It has increased my anxiety which is taking a significant mental toll. There are situations in my life right now that are difficult, and made significantly more difficult because of COVID.” Other respondents described the re-emergence of emotional conditions as a result of the pandemic: “In the past, I have had issues with claustrophobia and isolation and the current COVID-19 quarantine has brought many of those same issues back. Prior to COVID-19, I would be able to remedy these feelings with talk therapy and going out in public (taking my son to the park, spending time at the lake), but between places being closed and having to work from home, I am unable to balance my claustrophobia that way anymore.”

Respondents also expressed generalized concern over the state of the world, the difficulty of coping with uncertainty, and “fear of what comes next” ($n=44$). One respondent explained, “The biggest personal impact of the coronavirus is the unknown and uncertainty and dealing with it and making decisions for both family and my employees.” Another respondent writes, “For me, it’s the not knowing what the future holds. When will my children return to school? How can I keep their lives as close to normal as possible when so much of it is online?”

Respondents shared their concerns for their physical health, with many focused on the fear of contracting COVID-19 (n=36). Some explained they were particularly worried because they have medical conditions that make them higher risk for bad medical outcomes. A Jewish educator wrote, “I am high-risk due to an autoimmune disease. Every day is scarier than the one before.” A respondent with asthma feared getting sick with COVID and having to be hospitalized and put on a ventilator. Respondents were also concerned for vulnerable relatives—parents, children, or other loved ones. “I live with the fear of catching COVID-19, either myself or a family member,” wrote one respondent.

FINANCIAL IMPACT

The BRJC survey included several questions on personal finances in order to learn about the potential economic impact of the pandemic and about respondents' financial health and concerns.

Jewish professionals were more concerned about their financial situation than were other BRJC respondents. Nearly half of Jewish professionals (45%) said that they were worried about maintaining their standard of living, compared to 32% of other professionals who shared such concerns (Table 7).

Table 7. Standard of living concerns by profession type

	Jewish professionals (n=1,276)	All other professionals (n=7,208)	Overall (n=8,484)
Not at all worried	22%	36%	34%
Not too worried	34%	32%	32%
Somewhat worried	34%	26%	28%
Very worried	11%	6%	6%
Total	101%	100%	100%

Differences between groups are not significant.

Total does not equal 100% due to rounding.

Similarly, Jewish professionals were more likely to be worried about affording retirement. Thirty percent of Jewish professionals were "very worried," compared to 18% of other professionals (Table 8).

Table 8. Retirement concerns by profession type

	Jewish professionals (n=1,276)	All other professionals (n=7,200)	Overall (n=8,476)
Not at all worried	15%	25%	24%
Not too worried	23%	28%	27%
Somewhat worried	31%	30%	30%
Very worried	30%	18%	19%
Total	99%	101%	100%

p=0.0292

Totals do not equal 100% due to rounding.

The degree of concern about finances expressed was not without basis. As seen in Table 9, Jewish professionals were less likely than other professionals to have an emergency fund to cover three months of expenses in case of unemployment, illness, or other unexpected events.

Table 9. Emergency financial reserves by profession type

	Jewish professionals (n=1,285)	All other professionals (n=7,257)	Overall (n=8,542)
No emergency funds	25%	18%	19%
Emergency funds to cover three months of expenses	69%	78%	77%
Don't know	6%	4%	4%
Total	100%	100%	100%

p=0.0381

Financial Stress

Respondents detailed the different ways in which they experienced financial stress caused by the pandemic. One respondent, a married male professional in the age 65+ age cohort without children at home wrote, “I have lost 20% of my salary due to the financial issues” directly related to the pandemic. He explained that the salary reduction “put a strain on our finances” but hoped that the \$1200 government stimulus payment would help his family make ends meet “for a few months,” along with a reduction in household spending.

Other Jewish professionals wrote about how the pandemic and decreased income or job loss made previously difficult situations worse. A female Jewish respondent in the 50-64 age cohort explained, “We were struggling to make ends meet before the crisis, so any further loss of income would be devastating.” A female Jewish professional in the 35-49 age cohort explained that the way her organization handled the layoffs contributed to her financial distress. She wrote, “The [organization] I worked for did not give us any kind of [severance] package, so putting food on the table and paying bills has been a huge challenge. We had some significant [financial] challenges before [COVID], and this has just made an already incredibly stressful situation more stressful.” Similarly, a female Jewish professional in the 35-49 age cohort who described her pre-pandemic financial situation as “not enough,” wrote, “Our income has dropped drastically by about 50%. We started using the foodbank, something we have never done before. Not spending money on food and deferring my student loan has allowed us to be able to pay our monthly bills.”

DIFFERENCES BY SUBGROUPS

This section of the report highlights variations among specific demographic subgroups of Jewish professionals and identifies the ways in which these groups have been affected by the coronavirus crisis.

Data included in the following sections have been analyzed across four key categories: gender, age, household structure (a composite variable of marital status and parental status), and race/ethnicity. An analysis of pandemic-related experiences by demographic group highlights the differential impact of the coronavirus crisis within the sample of Jewish professionals. The analysis identifies populations that may have greater or lesser need for support and services from communal organizations, including Leading Edge. Most of the items included in the analysis by subgroup are statistically significant, though exceptions are noted.

At the time of the survey, more than 1,200 individuals who identified as Jewish professionals (including educators) were working full or part-time. Jewish professionals account for 14% of the overall respondents who were actively employed when surveyed.

Gender⁶

Jewish professionals who identified as female were more likely than their male counterparts to feel the impact of the pandemic on items related to employment, financials, and well-being.

Gender and work life

As seen in Table 10, female Jewish professionals were more likely to be laid off or to lose their job as a consequence of the pandemic, while men and women experienced furloughs at virtually the same rate.

Table 10. Job loss by gender

	Female Jewish professionals (n=943)	Male Jewish professionals (n=269)	All Jewish professionals (n=1,212)
No change	82%	94%	85%
Lost job or laid off	14%	4%	12%
Furlough	4%	3%	4%
Total	100%	101%	101%

p=0.0438

Totals do not equal 100% due to rounding.

⁶ The number of Jewish professionals who identified as non-binary or in another way was 1% of the sample (n=13) and too small to be included in the analysis by subgroup.

More than two thirds of the respondents who wrote about job loss in the open-ended question identified as female (n=21 of 30). Respondents also expressed fears about layoffs in the coming months or the difficulty of finding new positions given the job market and economy. One respondent wrote, “I work for a nonprofit, and I am unsure how much longer it will be sustainable with the diminished fundraising capacity.” Another respondent explained that her job as an early childhood teacher was uncertain and that she would not have a position in-person if her school did not reopen in fall 2020. A third individual expected that he would lose his job—and his income—at the end of his organization’s fiscal year.

Working from home

While working from home was the greatest work-life change for Jewish professionals during the pandemic, the experience was more difficult for men. Male Jewish professionals were more likely to say that working from home was “impossible,” while women were more likely to say it was “relatively easy” (Table 11).

Table 11. Ease of working from home by gender

	Female Jewish professionals (n=859)	Male Jewish professionals (n=256)	All Jewish professionals (n=1,115)
Relatively easy	38%	29%	36%
Some difficulty	40%	44%	41%
Difficult	16%	9%	14%
Impossible	5%	16%	8%
Not sure	1%	2%	1%
Total	100%	100%	100%

Note: Differences between groups are not significant ($p>0.05$).

Gender and financial status

Though Jewish professionals who identified as female were more likely to experience employment changes and challenges, the pandemic affected male and female Jewish professionals equally in terms of changes in financial status. Nearly one third of both female and male Jewish professionals reported that their financial situation worsened during the pandemic (Table 12).

Table 12. Change in financial situation by gender

	Female Jewish professionals (n=940)	Male Jewish professionals (n=269)	All Jewish professionals (n=1,209)
Worse	31%	31%	31%
Same	63%	63%	63%
Better	6%	6%	6%
Total	100%	100%	100%

p=0.9711

At the same time, Jewish professionals who identified as female were less likely to have funds available in an emergency or unexpected situation. Respondents were asked if they would be able to cover three months of household expenses in case of job loss, sickness, or economic downturn. Just over two thirds of female Jewish professionals reported having the resources available to cover three months of household expenses, compared to 79% of male Jewish professionals (Table 13).

Table 13. Emergency funds by gender

	Female Jewish professionals (n=941)	Male Jewish professionals (n=267)	All Jewish professionals (n=1,208)
Emergency funds to cover three months of expenses	68%	79%	70%
No emergency funds	25%	18%	24%
Don't know	7%	3%	6%
Total	100%	100%	100%

p=0.0235

The qualitative data indicates that financial concerns affected respondents across different subgroups (n=44), though three fourths of respondents who provided comments on this topic identified as female. Respondents wrote about the loss of income, decrease in salary, “financial uncertainties,” and overall “financial pressure.” A non-white female Jewish professional in the 50-64 age cohort said the pandemic has “caused tremendous financial stress.” A female Jewish professional in the 35-49 age cohort with children at home described her family’s financial situation as “enough” before the pandemic. At the time of the survey, she explained, “We are now a single-income household with my spouse furloughed indefinitely.”

Respondents across different age groups and household structures explained how the pandemic was affecting their finances in the long and short term. A single male respondent in the youngest age cohort wrote, “I was working toward paying off some credit card mistakes. The Covid outbreak put that plan to a halt.” A female respondent in the same age cohort

shared, “My husband and I are not sure what our financial situation will be in the months ahead, so we are putting off big expenses we had planned, such as paying off student loans early, vacations, etc.” A female respondent in the oldest age group described her “great anxiety about affording retirement, which should be happening soon.”

Gender and well-being

Female and male Jewish professionals reported similar levels of coping. Most Jewish professionals responded that they were coping “pretty well” (80%) or “very well” (11%) (Table 14).

Table 14. Coping by gender

	Female Jewish professionals (n=943)	Male Jewish professionals (n=268)	All Jewish professionals (n=1,211)
Not coping well at all	<1%	1%	<1%
Not coping too well	8%	6%	8%
Coping pretty well	80%	81%	80%
Coping very well	11%	12%	11%
Total	100%	100%	100%

Differences between groups are not significant ($p>0.05$).

At the same time, gender affected how Jewish professionals experienced loneliness during the pandemic. Male Jewish professionals were more likely to feel lonely more frequently, with 19% affirming that they were “often” lonely, compared to 7% of female Jewish professionals (Table 15).

Table 15. Loneliness by gender

	Female Jewish professionals (n=943)	Male Jewish professionals (n=268)	All Jewish professionals (n=1,211)
All the time	1%	1%	1%
Often	7%	19%	9%
Sometimes	41%	36%	40%
Rarely	28%	18%	26%
Never	23%	26%	24%
Total	100%	100%	100%

$p=0.0430$

Age Cohort

The BRJC survey includes four age categories: 18-34, 35-49, 50-64, and age 65 and older. Comparing age cohorts allows us to see whether Jewish professionals experienced the coronavirus crisis differently depending on their stage of life.

Age and work life

Older Jewish professionals were more likely to experience change in employment status as a result of the pandemic (Table 16). Jewish professionals ages 50 and older were the most likely to lose their job or experience lay offs. The oldest age cohort was also more likely to be furloughed, as was the youngest age cohort.

Table 16. Job loss by age

	18-34 (n=268)	35-49 (n=379)	50-64 (n=456)	65+ (n=206)	All Jewish professionals (n=1,309)
No job loss or furlough	86%	91%	87%	70%	85%
Job loss or laid off	8%	7%	10%	24%	11%
Furloughed*	6%	2%	2%	6%	4%
Total	100%	100%	99%	100%	100%

*Differences in furlough between groups are significant ($p=0.0073$).

Differences in job loss between groups are not significant ($p>0.05$).

Total does not equal 100% due to rounding.

Respondents who were more established in their careers described the impact of being laid off. A respondent in the 50-64 age cohort described being laid off as “devastating.” Another respondent in the same age cohort explained, “I was working for 28 and a half years for my employer. I took it very hard when my position was eliminated.”

As seen in Table 17, Jewish professionals in the youngest and oldest age cohorts were more likely to experience challenges in working from home: Nearly one third of respondents ages 65 and older and 26% of respondents ages 18-35 said working from home was difficult or impossible.

Table 17. Ease of working from home by age

	18-34 (n=243)	35-49 (n=354)	50-64 (n=430)	65+ (n=175)	All Jewish professionals (n=1,202)
Relatively easy	22%	48%	34%	16%	34%
Some difficulty	50%	35%	43%	52%	42%
Difficult	21%	12%	10%	22%	14%
Impossible	5%	5%	12%	8%	8%
Not sure	2%	0%	1%	2%	1%
Total	100%	100%	100%	100%	99%

p=0.0440

Total does not equal 100% due to rounding.

Age and financial impact

Just over 60% of Jewish professionals reported their financial situation did not change as a result of the pandemic. At the same time, younger respondents ages 18-34 and respondents ages 50-64 were more likely to report that their financial situation worsened than those ages 35-49 and 65+ (Table 18).

Table 18. Change in financial situation by age

	18-34 (n=265)	35-49 (n=374)	50-64 (n=451)	65+ (n=201)	All Jewish professionals (n=1,291)
Worse	32%	24%	45%	19%	31%
Same	57%	66%	53%	80%	62%
Better	11%	11%	2%	1%	6%
Total	100%	101%	100%	100%	99%

p=0.0198

Totals do not equal 100% due to rounding.

Respondents were asked if they were able to afford to pay their monthly bills, both before the pandemic and at the time of the survey. Before the pandemic, older Jewish professionals (65+) and those ages 35-49 were more likely to report difficulty in paying their bills in full compared to the other age cohorts (Table 19).

Table 19. Monthly expenses before pandemic by age

	18-34 (n=265)	35-49 (n=374)	50-64 (n=446)	65+ (n=201)	All Jewish professionals (n=1,286)
Pay all bills in full	94%	87%	94%	84%	90%
Could not pay some bills or could only make partial payment	6%	13%	6%	16%	10%
Total	100%	100%	100%	100%	100%

p=0.0307

The same groups continued to have difficulty paying their bills during the pandemic, and the number of Jewish professionals who could not pay some bills or could only make partial payments increased (Table 20).

Table 20. Monthly expenses during pandemic by age

	18-34 (n=265)	35-49 (n=373)	50-64 (n=448)	65+ (n=201)	All Jewish professionals (n=1,287)
Pay all bills in full	88%	83%	85%	74%	83%
Cannot pay some bills or will only make partial payment	12%	17%	15%	26%	17%
Total	100%	100%	100%	100%	100%

p=0.0246

Age and well-being

Age differences were significant on several measures related to emotional health and well-being. Older Jewish professionals were coping better with the pandemic but had smaller support networks compared to younger Jewish professionals.

Consistent with findings from the larger BRJC sample and research on the general population,⁷ Jewish professionals in the youngest age cohort—young adults—had more trouble coping emotionally during the pandemic compared to the other age cohorts (Table 21). Note that Jewish professionals in the two middle age cohorts typically at the peak of one's career, 35-49 and 50-64, were coping better than younger and older respondents.

⁷ See the COVID Response Tracking Study: <https://www.norc.org/Research/Projects/Pages/covid-response-tracking-study.aspx>

Table 21. Emotional coping by age

	18-34 (n=268)	35-49 (n=379)	50-64 (n=455)	65+ (n=206)	All Jewish professionals (n=1,308)
Not coping well at all	1%	<1%	1%	<1%	<1%
Not coping too well	15%	5%	4%	11%	7%
Coping pretty well	78%	89%	79%	71%	81%
Coping very well	6%	5%	16%	18%	11%
Total	100%	100%	100%	100%	100%

p=0.0401

At the same time, younger Jewish professionals were more likely to have larger support networks, defined as relatives or friends living nearby whom they could rely on for help. As seen in Table 22, more than half of respondents in the 18-34 age group as well as the 35-49 cohort had networks that included a “fair number of people.” This finding was in contrast to older Jewish professionals: Two thirds of individuals ages 65 and older had “just a few people” in their support network. Notably, 13% of Jewish professionals ages 50-64 reported they had no support network.

Table 22. Support network by age

	18-34 (n=261)	35-49 (n=370)	50-64 (n=444)	65+ (n=198)	All Jewish professionals (n=1,273)
No one	2%	1%	13%	4%	6%
Just a few people	33%	31%	41%	66%	41%
Fair number of people	50%	56%	26%	25%	40%
A lot of people	16%	12%	20%	5%	14%
Total	101%	100%	100%	100%	101%

p=0.0010

Totals do not equal 100% due to rounding.

Younger Jewish professionals were more likely to need career services because of the pandemic (Table 23). Importantly, the youngest cohort of Jewish professionals was also more likely to need these services but not receive them. For those young adults who did receive career services, the provider was more likely to be a non-Jewish organization.

Table 23. Career services by age

	18-34 (n=250)	35-49 (n=361)	50-64 (n=434)	65+ (n=195)	All Jewish professionals (n=1,240)
Did not need	92%	99%	98%	100%	98%
Needed, did not get	4%	1%	2%	<1%	2%
From a Jewish org.	1%	<1%	<1%	<1%	<1%
From a non-Jewish org.	3%	<1%	<1%	<1%	1%
Both Jewish and non-Jewish orgs.	1%	<1%	<1%	<1%	<1%
Total	101%	101%	101%	101%	101%

p=0.0058

Totals do not equal 100% due to rounding.

Household Structure

This section considers differences in the experiences of Jewish professionals during the pandemic based on household composition. The analysis uses three categories that encompass marital and parental status: Jewish professionals who are married or partnered with children at home, those who are married or partnered and do not have minor children at home,⁸ and those who are not married or partnered (“single”) with or without children (See Table 24).

Table 24. Household structure

	% Jewish professionals (n=1,306)
Married or partnered with minor children at home (n=452)	33%
Married or partnered without minor children at home (n=507)	38%
Single with or without children (n=347)	30%
Total	101%

Total does not equal 100% due to rounding.

Note that there is not a sufficient number of single Jewish professionals with children in the sample to support a separate category for analysis (n=50).

Household structure and employment

As seen in Table 25, single Jewish professionals were more likely to have suffered a job loss during the pandemic.

⁸ These individuals may have adult children (ages 18 and older) or do not have children.

Table 25. Job loss by household structure

	Married with children (n=452)	Married without children (n=507)	Single (n=347)	All Jewish professionals (n=1,306)
Employed (no job change)	85%	92%	77%	85%
Laid off or lost job	13%	4%	18%	11%
Furloughed	3%	4%	4%	4%
Total	101%	100%	99%	100%

p=0.0052

Totals do not equal 100% due to rounding.

Married Jewish professionals with children were more likely to experience job stress (Table 26). These findings are consistent with other research findings on the experience of parents with minor children at home during the pandemic. Interestingly, married Jewish professionals without children were more likely to say their job was “much more stressful” than respondents who were married with children or were single. At the same time, those professionals without children were more likely to hold on to their jobs.

Table 26. Job stress by household structure

	Married with children (n=424)	Married without children (n=464)	Single (n=305)	All Jewish professionals (n=1,193)
Much less stressful	<1%	2%	3%	2%
Somewhat less stressful	4%	3%	9%	5%
Has not changed much	10%	12%	14%	12%
Somewhat more stressful	61%	40%	59%	52%
Much more stressful	24%	43%	16%	30%
Total	100%	100%	101%	101%

p=0.0097

Totals do not equal 100% due to rounding.

Household structure and financial impact

Jewish professionals who were married with children were more likely to say their financial situation improved during the pandemic compared to the other groups (Table 27). However, for the majority of Jewish professionals, the financial situation did not change. For respondents who experienced financial change, those whose situation worsened outnumbered those who saw improvement.

Table 27. Financial situation change by household structure

	Married with children (n=445)	Married without children (n=499)	Single (n=344)	All Jewish professionals (n=1,288)
Worse	29%	38%	26%	31%
Same	60%	59%	69%	62%
Better	12%	3%	4%	6%
Total	101%	100%	99%	101%

p=0.0092

Totals do not equal 100% due to rounding

Household structure and well-being

The pandemic has had considerable impact on the emotional health and wellbeing of single Jewish professionals. Single Jewish professionals were more likely to have trouble emotionally coping compared to those who were married or partnered (Table 28). Similarly, single individuals were more likely to experience loneliness during the pandemic (Table 29) and have smaller support networks (Table 30).

Table 28. Emotional coping by household structure

	Married with children (n=452)	Married without children (n=506)	Single (n=347)	All Jewish professionals (n=1,305)
Not coping well at all	1%	<1%	<1%	<1%
Not coping too well	5%	6%	12%	7%
Coping pretty well	86%	79%	78%	81%
Coping very well	9%	15%	9%	11%
Total	101%	100%	100%	100%

p=0.0241

Total does not equal 100% due to rounding.

Table 29. Loneliness by household structure

	Married with children (n=435)	Married without children (n=499)	Single (n=339)	All Jewish professionals (n=1,273)
All the time	<1%	<1%	1%	1%
Often	4%	11%	14%	9%
Sometimes	39%	40%	45%	41%
Rarely	28%	25%	22%	25%
Never	28%	23%	18%	23%
Total	100%	100%	100%	99%

Differences between groups are not significant ($p>0.05$).

Total does not equal 100% due to rounding.

Table 30. Support network by household structure

	Married with children (n=436)	Married without children (n=496)	Single (n=338)	All Jewish professionals (n=1,270)
No one	8%	6%	3%	6%
Just a few people	22%	44%	58%	41%
A fair number of people	54%	33%	32%	40%
A lot of people	16%	18%	7%	14%
Total	100%	101%	100%	101%

Differences between groups are not significant ($p>0.05$).

Totals do not equal 100% due to rounding.

Single adults and isolation

Isolation has been particularly difficult for those respondents who live alone. Of the 256 comments about isolation, 73 came from single adults. Respondents across the age cohorts wrote of the challenges of spending each day living and working alone and not seeing other people. One respondent in the youngest age cohort described the “lack of real human contact” a consequence of living alone working from home. He wrote, “I live alone and have been alone almost for two and half months. I can’t remember the last time I touched another person.” Another respondent in the same age group wrote, “Having to live and work from home with no roommates is very isolating and mentally draining.” A respondent in the 35-49 age cohort mourned “the loss of close human contact and camaraderie.” Similarly, an older respondent wrote, “I am single, living in [community] with no family and over 65 years of age. It is hard to work from home and not have family living with me.”

Parents and the pandemic

Of the 88 written comments from parents regarding children, the great majority came from female respondents (n=82). More than half of the comments related to children are concerns

regarding balancing work and childcare (n=50). Parents of children ranging in age from toddlers to teens expressed the difficulty presented by the lack of childcare or school and having their children at home.

A female Jewish professional in the 35-49 age cohort explained, “It's impossible to have two parents working fulltime while trying to entertain a toddler and get an elementary school kid to go to classes and complete work.” Similarly, a female respondent in the same age cohort shared that her greatest challenge was, “managing my children's homeschooling, social emotional well-being, happiness, and extracurriculars while working fulltime.”

Several respondents wrote how childcare responsibilities were particularly difficult or fell on their shoulders alone. Female Jewish professionals were most likely to discuss the struggle to balance work and childcare; only four of the 48 comments about the challenges of balancing work and childcare came from respondents who identified as male. As one respondent wrote, her greatest challenge was “the EXTREME increase in the disparity of carrying the household mental load and childcare, as I (mom) now work from home fulltime and take care of my two-year-old fulltime because daycare is closed, while my husband still goes into work.”

Other comments focused on children’s social-emotional well-being (e.g., loneliness, social isolation, and/or behavioral changes; n=19) or the potential long-term impact on their child’s education (virtual learning, lack of services for special needs, n=9). Others were concerned with the overall impact caused by the various disruptions during the pandemic (n=11).

Race and Ethnicity

The final section considers differences in the experiences of Jewish professionals who identified as non-white and/or Hispanic (n=92) and those who identified as white/non-Hispanic (n=1,130). The non-white and/or Hispanic category includes all respondents who identified in all race/ethnicity categories other than white. This group includes Jewish professionals in the BRJC sample who identified as Asian, Black, Hispanic, Middle Eastern or North African, and/or Native American.⁹

The results below indicate that non-white and/or Hispanic Jewish professionals experienced greater financial challenges during the pandemic compared to white/non-Hispanic respondents. As there were no significant differences on survey items related to employment and work life by race and ethnicity, it is unlikely that financial differences were a result of job loss or changes related to the coronavirus crisis. Instead, it is likely that the pandemic has had a negative impact on non-white and/or Hispanic Jewish professionals, consistent with findings on

⁹ The section does not include analysis of qualitative comments from non-white/Hispanic respondents, as only fewer than half of respondents in this category responded to the open-ended question (n=40).

the broader American population.¹⁰ It is also likely that the racial wealth gap in the United States includes those working in the Jewish nonprofit sector.¹¹

Race/ethnicity and financial impact

Jewish professionals who identified as non-white and/or Hispanic were less likely to have funds saved in case of emergency. As seen in Table 31, 38% of non-white and/Hispanic Jewish professionals did not have a rainy day fund to cover three months of expenses compared to 24% of all other Jewish professionals.

Table 31. Emergency financial reserves by race/ethnicity

	White/ non-Hispanic (n=1,127)	Non-white and/or Hispanic (n=92)	All Jewish professionals (n=1,219)
No emergency funds	24%	38%	24%
Emergency funds to cover three months of expenses	71%	54%	70%
Don't know	6%	8%	6%
Total	100%	100%	100%

p=0.0255

All respondents were asked if they could pay an unexpected \$400 emergency expense with cash, funds from bank account, or on a credit card. Non-white and/or Hispanic Jewish professionals were also less likely to be able to afford a \$400 emergency expense compared to their white/non-Hispanic counterparts (Table 32).

Table 32. Ability to cover \$400 emergency expense by race/ethnicity

	White/ non-Hispanic (n=1,121)	Non-white and/or Hispanic (n=92)	All Jewish professionals (n=1,213)
No	4%	14%	4%
Yes	94%	82%	93%
Don't know	3%	4%	3%
Total	100%	100%	100%

p=0.0205

Race/ethnicity and well-being

Non-white and/or Hispanic Jewish professionals reported greater emotional difficulties during the pandemic. As seen in Table 33, non-white and/or Hispanic respondents were more likely

¹⁰ See <https://www.pewsocialtrends.org/2020/09/24/economic-fallout-from-covid-19-continues-to-hit-lower-income-americans-the-hardest/>

¹¹ See Traub, Sullivan, Meschede, & Shapiro, 2017 via <https://heller.brandeis.edu/iasp/pdfs/racial-wealth-equity/racial-wealth-gap/asset-value-whiteness.pdf>

than white non-Hispanic Jewish professionals to experience emotional difficulties during the pandemic.

Table 33. Emotional difficulties by race/ethnicity

	White/ non-Hispanic (n=1,128)	Non-white and/or Hispanic (n=92)	All Jewish professionals (n=1,220)
Never	33%	19%	32%
Rarely	28%	23%	28%
Sometimes	33%	42%	34%
Often	5%	15%	6%
All the time	1%	1%	1%
Total	100%	100%	100%

p=0.0174

Non-white and/or Hispanic Jewish professionals were also more likely to need social services – and have those needs unmet. The survey asked respondents about needing help with essential services that could not be provided by friends or family, including help obtaining food, medicine, or other necessities; help accessing medical care; help accessing public benefits (e.g., unemployment or Medicaid); and career counseling or help finding a job. Nearly one fourth of non-white and/or Hispanic Jewish professionals needed assistance with one more of these social services, compared to 9% white/non-Hispanic respondents (Table 34).

Table 34. Social services by race/ethnicity

	White/ non-Hispanic (n=1,107)	Non-white and/or Hispanic (n=91)	All Jewish professionals (n=1,198)
Not needed	91%	76%	90%
Services needed	9%	24%	10%
Total	100%	100%	100%

p=0.0020

As seen in Table 35, non-white and/or Hispanic Jewish professionals were more likely to need career services but not receive them. Non-white and/or Hispanic Jewish professionals who received career services were more likely to receive services from organizations outside the Jewish community.

Table 35. Career services by race/ethnicity

	White/ non-Hispanic (n=1,107)	Non-white and/or Hispanic (n=91)	All Jewish professionals (n=1,198)
Did not need career services	98%	90%	98%
Needed, did not receive	1%	8%	2%
Received services from Jewish organization	<1%	<1%	<1%
Received services from non-Jewish organization	<1%	3%	<1%
Received services from both Jewish and non-Jewish orgs.	<1%	<1%	<1%
Total	101%	101%	101%

p=0.0016

Total does not equal 100% due to rounding.

Jewish professionals who identified as non-white and/or Hispanic were also more likely to need mental health counseling services or referrals; most of these needs were unmet (Table 36).

Table 36. Mental health services by race/ethnicity

	White/ non-Hispanic (n=1,106)	Non-white and/or Hispanic (n=91)	All Jewish professionals (n=1,197)
Did not need mental health services	98%	91%	98%
Needed, did not receive	1%	7%	1%
Received services from Jewish organization	<1%	<1%	<1%
Received services from non-Jewish organization	1%	2%	1%
Received services from both Jewish and non-Jewish orgs.	<1%	<1%	<1%
Total	101%	101%	101%

Differences between groups are not significant ($p>0.05$).

Totals do not equal 100% due to rounding.

IMPLICATIONS

The reanalysis of the BRJC data focusing on Jewish professionals makes use of existing data and provides a useful comparison to the larger sample of Jewish adults. We see that the effects of the pandemic on Jewish professionals were in many ways similar other Jewish adults but in other important ways distinct. While some of the findings may not be surprising to Leading Edge and its partners, they raise strategic questions for Leading Edge, its partners, and stakeholders.

The following are potential areas for Leading Edge to consider based on findings in this report:

- Jewish professionals are more likely to report an increase in work hours since the pandemic began. How might Leading Edge support or provide resources to Jewish professionals and communal organizations in managing work-life balance?
- How might Leading Edge and other communal organizations respond to the needs of Jewish professionals who are experiencing challenges in working from home and/or working in isolation? What resources could Leading Edge make available to Jewish organizations to help their professionals adapt? These questions will endure beyond the pandemic, as many Jewish organizations consider the cost implications of remaining remote in the future as part of our “new normal.”
- Despite the efforts made by some segments of the Jewish non-profit sector in recent years, Jewish professionals continue to struggle financially in comparison to other professionals. How might Leading Edge continue to raise up issues related to salary, benefits, and other financial supports for Jewish professionals given the financial difficulties caused by the pandemic? How might Leading Edge help Jewish organizations and professionals navigate unemployment benefits or other financial resources available in the public realm?
- What are the potential consequences for the Jewish community’s talent pipeline from the layoffs, furloughs, and other employment changes since the pandemic began? In particular, how might the community support the female Jewish professionals who were laid off at higher rates than their male counterparts? Perhaps most importantly, how will the community encourage female Jewish professionals to rejoin the Jewish non-profit sector once the economic recovery begins?

- How might the Jewish community improve its support for non-white or Hispanic Jewish professionals during and after the pandemic? Which organizations and individuals can help carry forward solutions and what types of resources do they need?

APPENDIX A

Additional Methodological Details

The following steps were required in order to conduct the analysis of Jewish professionals in the BRJC sample:

Variables and Cross-tabulations

Weighted univariate tables of key demographic, employment, and financial variables were created with 1,309 observations to describe the sample. In some instances, it was necessary to collapse categories in order to make comparisons between groups due insufficient sample size.

After completion of the univariate tables and variable creation, weighted cross-tabulations were made to determine potential differences by gender, age cohort, LGBTQ identity, race/ethnicity, household structure, and financial situation in the selected interest areas. All items were tested for statistical significance. Tables with significant differences ($p < .05$) between sub-groups of employed Jewish adults and Jewish professionals were reported in the preliminary analysis shared with Leading Edge on November 17, 2020.

Constructed sub-group variables

Variables for pre-pandemic profession type were created using the pre-pandemic variables for employment status (`empbfr`), Jewish professional (`jobtypebfrjew`), and educator (`jobtypebfredu`). 'Jewish educators' were those who selected both 'Jewish professional' and 'educator' in response to the survey question on profession.

A single, four-category variable was constructed to create 'household structure.' The variables included parental status (`hhnumchild`: parent of pre-k-12 child) and marital status (`marital`). The four categories were: married or partnered with at least one pre-k-12 child, married or partnered with no pre-k-12 children, single (never married, separated, divorced, widowed) with pre-k-12 children, and single (never married, separated, divorced, widowed) with no pre-k-12 children.

An race/ethnicity variable was also constructed, using seven categories from the question on race and ethnicity: White (`racewh`); Black or African American (`racebl`); Asian or Asian American (`raceas`); Middle Eastern or North African (`raceme`); American Indian or Alaska Native (`racenat`); Native Hawaiian or other Pacific Islander (`racepac`); some other race or origin (`raceoth`); and Hispanic (`hisp`).

Collapsed sub-group variables

- The eight-category race/ethnicity variable was collapsed to become a two-category variable: white, non-Hispanic and non-white or Hispanic.
- The continuous age variable was collapsed as a four-category age variable.

- For the pre-pandemic financial situation variable, categories 'Could not meet ends meet' and 'Just managed to make ends meet' were collapsed into a single category, 'Struggling.'

Constructed outcome variable

Four variables for job loss and furlough (jobchngnojob: one job loss, jobchngone: one job loss of many jobs, jobchngall: lost all jobs, jobchngfur: furloughed) were combined. The result was a single variable in order to compare those who experienced any job loss with respondents who did not lose a job and were furloughed.

Collapsed outcome variable

The five-category variable for change in financial situation since the pandemic began was collapsed into a three-category variable: 'Much worse than before' and 'somewhat worse than before' collapsed into 'worse than before' and 'somewhat better than before' and 'much better than before' collapsed into 'better than before.'

APPENDIX B

Demographic Tables

Table B1. Jewish professionals by gender

	Weighted %
Female (n=943)	78
Male (n=269)	21
Non-binary or another way (n=13)	1
Total (n=1,225)	100

Table B2. Jewish professionals by age cohort

	Weighted %
18-34 (n=268)	16
35-49 (n=379)	33
50-64 (n=456)	34
65+ (n=206)	17
Total (n=1,309)	100

Table B3. Jewish professionals by race/ethnicity

	Weighted %
White, non-Hispanic (n=1,130)	95
Non-white, Hispanic or other (n=92)	5
Total (n=1,222)	100

Table B4. LGBTQ Jewish professionals

	Weighted %
No (n=1,161)	94
Yes (n=62)	6
Total (n= 1,223)	100

Table B5. Jewish professionals by marital status

	Weighted %
Married or partnered (n=960)	70
Single (including separated, divorced, or widowed) (n=349)	30
Total (n=1,309)	100

Table B6: Jewish professionals by parental status

	Weighted %
Not a parent or parent of adult children (n=821)	62
Parent of minor children (n=488)	38
Total (n=1,309)	100

APPENDIX C

Employment Tables

Table C1. Jewish professionals in BRJC sample

	Weighted %
Jewish professionals (n=1,309)	7
All other respondents (n=13,298)	93
Total (n=14,607)	100

Table C2. Jewish professionals by profession type

	Weighted %
Jewish educators (n=309)	19
All other Jewish professionals (n=1,000)	81
Total (n=1,309)	100

Table C3. Employed at time of survey

	Weighted %
Jewish professionals (n=1,269)	14
All other respondents (n=7,170)	86
Total (n=8,439)	100

Table C4. Essential workers: Jewish professionals (non-educators)

	Weighted %
No, (n=592)	64
Yes (n=221)	27
Don't know (n=112)	10
Total (n=925)	100

Table C5. Essential workers: Jewish educators

	Weighted %
No (n=173)	68
Yes (n=61)	19
Don't know (n=42)	13
Total (n=276)	100