



RESEARCH REPORT



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Jewish@Work 2024 Research Boston-Area Findings

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Executive Summary

The Jewish at Work 2024 study is the first research of its kind to shed light on the experiences of Jewish employees in the workplace and the role of Jewish Employee Resource Groups (J-ERGs). Funded in part by Combined Jewish Philanthropies (CJP), this report focuses on Boston-area findings from the national study. With 109 Boston-area respondents (7% of the overall sample), the data reveals a strong demand for Jewish spaces and structures in the workplace along with a heightened sense of belonging and safety.

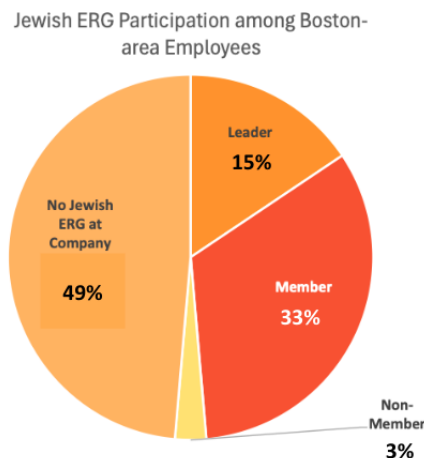
Boston-area employees show significantly higher engagement with Jewish ERGs, an increased desire to bring their Jewish identity to work, and greater trust in their employers to address incidents of antisemitism. This local sample also highlights challenges, such as discomfort discussing Israel in the workplace, and opportunities to strengthen allyship and understanding.

Several findings highlight the growing demand for Jewish spaces, support and structure in the workplace. The research also demonstrates the positive impact of Jewish ERGs on workplace comfort and inclusion.

Methodology

There were 1,474 responses to the survey and 10 focus groups were conducted with 58 Jewish employees

- Clal's Jewish at Work survey was conducted in September 2024
- The survey responses span across a range of industries and a variety of ERG participation (10% ERG Leaders, 28% ERG members, 2% non-members, 60% at companies with no ERGs)
- For Boston, the breakdown of ERG involvement is quite similar to the national report (15% ERG Leaders, 33% ERG members, 3% non-members, 49% at companies with no ERGs):



Boston-Area Participation Overview

109 responses in the Boston-Area (comprising 7% of the study)

Jewish Engagement

Boston respondents are **more involved in Jewish life** than the full sample, which is already quite engaged.

- More are involved in a Jewish org outside work (72% vs 56% nationally)
- More participate in a Passover Seder (96% vs 88% nationally)
- More celebrate Chanukah (97% vs 93% nationally)

Industry Representation

There are **slight differences in the industries** represented in the Boston-area sample.

- Boston has a stronger presence in higher education (22% vs 9% nationally) and fewer respondents in tech (12% vs 20% nationally)
- Primary industries include higher education, consulting, healthcare, financial services and tech

Professional Demographics

Similar to national trends, Boston respondents show a range of seniority levels, work environments (in-office, hybrid, and remote), and job tenures.

Boston-Area Findings

Significantly Higher Jewish ERG Participation

48% of Boston-area employees participate in Jewish ERGs, compared to 38% nationally. Among those, **68%** (36 of 53) **joined after the Hamas terror attacks and ensuing war on October 7th**, highlighting the growing desire for connection during challenging times compared to 46% nationally that joined after October 7th. Employees are looking for peer engagement and space to connect as Jews.

Stronger Jewish Identity

76% of Boston respondents felt it was **important to bring their full Jewish selves to work**, surpassing the broader sample's 68%.

Motivation for Joining J-ERGs

We asked participants: **What do you hope to get out of your participation in the Jewish network at your company?** A few key findings:

- Boston participants want to celebrate being Jewish (77%), find Jewish friends, and network (49%).
- J-ERG members emphasize a stronger desire to celebrate their Jewish identity than respond to safety concerns, with only 9% citing safety as a reason for joining (vs. 18% nationally).

Question	Non-Boston (n=504)	Boston-Area (n=53)
I am trying to better understand my Jewish identity	17%	15%
I want to celebrate being Jewish	72%	77%
I feel unsafe	18%	9%
I feel betrayed by my colleagues	17%	15%
It's my primary place to connect to Jewish life	23%	26%
I am looking for Jewish friends	43%	49%
I am looking to network	50%	49%

Higher Levels of Perceived Safety and Support at Work

- 78% of Boston respondents feel safe being openly Jewish at work vs. 68% nationally.
- Only 6% considered leaving their jobs due to workplace experiences, compared to 14% nationally.
- The Boston sample reported higher levels of employer support overall compared to the full sample (mean 3.78 to 3.57 nationally).

Question	Non-Boston Sample (n=1,365)		Boston Sample (n=109)	
	Mean	% Agree	Mean	% Agree
I feel safe being openly Jewish at my workplace.	3.76	68%	3.92	78%
I have considered leaving my current job based on my experience as a Jew at work.	1.93	14%	1.70	6%
I feel supported by my employer to express my Jewish identity.	3.57	56%	3.78	64%
My workplace has policies in place that protect Jewish employees.	3.36	46%	3.49	50%

Higher Trust in their Employers to Address Antisemitism

- **63%** of Boston employees **trust their employer to handle incidents of antisemitism**, compared to 58% nationally.
- Boston employees also reported hearing or seeing stereotypes/misconceptions about Jews less often in the workplace (mean 1.98 to 2.24 nationally).

Desire for Employers to Start Jewish ERGs

Of the 53 Boston-area employees working at companies without Jewish ERGs, **47% would like their company to start one**. This is the same percentage as the full sample.

Views on Israel

While Boston participants' overall connection to Israel is similar to the full sample, **fewer Boston employees feel comfortable discussing Israel** at work:

- 28% of Boston respondents are comfortable discussing Israel at work (38% nationally).
- 24% of Boston respondents agree that Israel-related content is treated fairly, as other content at their workplace (vs 30% nationally).

Key Challenges and Opportunities

Being Understood as an Ethno-religion

Many Jewish employees report difficulties explaining Jewish identity beyond religion to their managers, HR, and senior leaders. Guidance and materials have been requested.

“Our ERG is often misunderstood as purely religious, but many members join for cultural or ethnic reasons.” – ERG Focus Group Lead, Boston

Building Bridges and Allies

Ally engagement at Jewish ERG events has employees feeling more connected to and understood by their colleagues.

“After October 7th, I realized I can’t keep my personal life separate from work. I’m Jewish, and I needed community support.” - ERG Focus Group Member, Boston

*“Our event was **well attended by non-Jewish allies, which went a long way in building understanding and connection.**” - ERG Focus Group Member, Boston*

*“I worried nobody, but Jews would attend antisemitism training, but I was the only Jewish attendee. **Non-Jewish colleagues showed genuine interest and support.**”
- ERG Focus Group Member, Boston*

Jewish ERG Visibility and Inclusion

ERG leaders emphasize the need for their ERGs to be better integrated into company structures, such as through onboarding materials and communications. Those with senior leaders as sponsors to champion ERG initiatives have seen greater success in such workplace integration.

*“[I’d like to] find ways to **create a culture where Jewish employees feel supported, connected, and valued.** I would be happy to develop working groups where we can focus on specific goals and strategize together.”
- Clal J-ERG Israel Trip Participant and ERG Leader, Boston*

Jewish ERG Leadership Development

Though ERG participation satisfaction is high, Boston ERGs still have room to grow in terms of supporting their members.

- Similar to the full sample, ERG **leaders were more satisfied than members**, though sample size is very small to draw conclusions. More research is needed.
 - **70%** of Boston ERG **participants** are **“getting what they want”** from ERG (statistically the same as full sample of 63%) and **72% are satisfied overall with their experience in their company’s ERG** (statistically the same as 70% nationally).
 - 94% of Boston ERG *leaders* (n=17) are “getting what they want” from their ERG compared to 58% of members (n=36) and **94% are satisfied overall with their experience in their company’s ERG compared to 61% of members.**

Conclusion

The findings from the Jewish at Work 2024 research underscore the unique strengths of Boston-area Jewish employees and their workplaces, including a higher sense of safety, stronger Jewish engagement, and greater ERG participation. However, there remain opportunities to deepen allyship, create more inclusive spaces for discussions about Jewish identity and Israel, and better integrate ERGs into workplace structures.

As Boston continues to serve as a leader in the national movement for Jewish inclusion at work, the insights from this study provide a roadmap for fostering connection, safety, and belonging.

Acknowledgements

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For more information about this report or Clal's Jewish at Work initiative, please contact Clal Chief of Staff, Rebecca Leeman, at rebecca@clal.org.