

Isolation, Antisemitism and a Thirst for Community: The Experiences of Jewish Global Development and Aid Practitioners

JUNE 2025

Burson



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OLAM PARTNERED WITH BURSON TO CONDUCT THIS RESEARCH

Burson

Background & Expertise

The Burson Insights, Data, & Intelligence team has worked with top political campaigns and organizations, Fortune 500 brands, and leading nonprofits.

They are specialists in the Jewish organizational and non-profit space, in addition to the organizational and non-profit space more broadly and have done extensive work across various organizations.

Research background & purpose

Since October 7, 2023, OLAM has seen significant growth in the number of our individual members – i.e., Jews who work in secular international development and humanitarian aid organizations. While their experiences vary, many have reported experiencing some degree of isolation, strained relationships with colleagues, and/or overt antisemitic and anti-Israel sentiment in their workplaces.

Until now, the data we've amassed on this has been largely anecdotal. This first-of-its-kind piece of quantitative research will enable us to have a better understanding of this population and its needs.

OLAM's research goals & orientation



Goals:

- Inform OLAM's own strategy
- Help OLAM identify new potential individual members
- Pique interest among Jewish funders in this aspect of OLAM's work
- Help Jewish affinity groups and/or other senior-level Jews in such organizations make the case for additional support in their workplaces



Orientation:

- Open mind
- Build bridges and do better

QUESTIONNAIRE STRUCTURE

Scope

OLAM and Burson worked together to design a questionnaire that would cover core topics to help gain a comprehensive understanding of how demographic factors, Jewish identity, workplace dynamics, and organizational policies intersect to shape Jewish practitioners' experiences and identity.

OLAM’s Research Covered The Follow Core Topics:

Demographic Screener Questions Includes screening questions to determine eligibility for the research (e.g., religion, sector, employment).	Jewish Identity & Values Explores respondent’s Jewish identity, comfort disclosing their identity, and experiences in the workplace.	Workplace Views Explores what it means to be a Jewish individual in the workplace, and specifically within international development and aid organizations.	Workplace Experiences Explores experiences related to antisemitism, anti-Israel sentiment, bias, and inclusion in the workplace and the overall impact on well-being.
Workplace Policies & Reporting Assesses awareness and effectiveness of anti-discrimination policies, comfort of reporting an antisemitic incident at work, and workplace response to incidents.	OLAM Awareness & Interest Measures awareness of and interest in OLAM, familiarity with the mission/services, perceived relevance of offerings, and desired support or resources.	Firmographics Includes focus of work, tenure, FT/PT employment status, and reasons for leaving the sector.	

Ensuring credibility through thoughtful research design

To provide a comprehensive and balanced understanding of perspectives on Israel and antisemitism, we took deliberate steps to counteract bias and foster inclusivity throughout the research process:



Guided by Expertise:

- Established a **steering committee** comprising diverse stakeholders to ensure the research design reflected a wide range of perspectives and experiences



Neutral and Inclusive Question Design:

- Crafted survey questions to avoid assumptions about respondents' experiences (e.g., not presuming negative encounters)
- Designed separate questions to distinguish between **antisemitism** and **anti-Israel sentiment**, ensuring these concepts were not conflated



Global and Nonpartisan Outreach:

- Messaging explicitly encouraged participation from individuals across the globe and across the political spectrum
- Survey introduction emphasized that this research is **not an audit or judgement of the sector**, but rather an effort to capture **subjective and objective experiences**

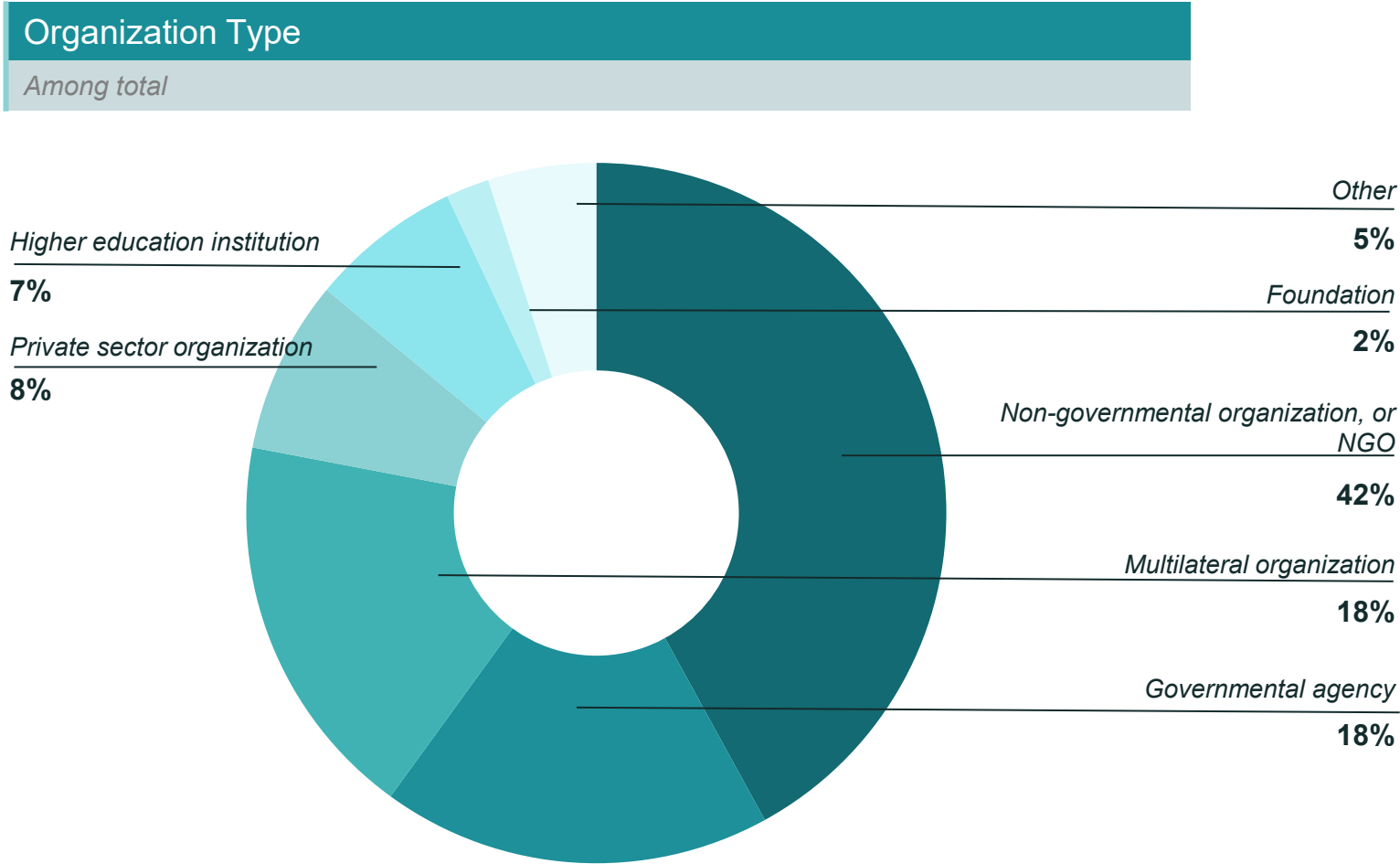
METHODOLOGY

- ✓ Burson conducted a 15-minute online quantitative survey among N=168 Jewish individuals working within secular international development, humanitarian aid, global human rights, and related sectors between March 28th, 2025, and May 1st, 2025.
- ✓ We ensured that all respondents were:
 - Aged 18 or older
 - Identified as Jewish
 - Either **currently** working at a secular international development and aid organization or have worked within this sector in **the past 5 years**
 - Not the founder of the organization they currently/previously worked for
- ✓ The margin of error is +/-7.56% at the 95% confidence level. The margin of error will vary across subgroups.
- ✓ Respondents were first invited to participate in the survey by OLAM, and upon completion, were encouraged to share the survey with peers working within the sector. Others accessed through links circulated by peers, Jewish affinity groups, or WhatsApp groups to which they belong.

It is important to note that the timing of the survey coincided with the closure of USAID and layoffs at several international development organizations, which limited access to certain networks and may have impacted the survey's reach and respondent diversity.

Our methodology allowed us to reach individuals employed by a diverse range of organizations in the sector

Q37. Which of the following best describes the type of organization that you work for?



Key Findings

KEY FINDINGS

For practitioners, being Jewish is central to who they are, yet this fact is often hidden by some in professional spaces

For Jewish practitioners in secular international development and aid organizations surveyed, **being Jewish is a core part of their identity, yet some downplay or conceal it at work.** This creates tension between authenticity and self-protection.

Views of and bias against Israel contribute to a sense of unease at work

Many Jewish practitioners increasingly face bias related to Israel, including negative stereotypes, questioning of Israel's legitimacy, and assumptions about their political views. Some practitioners report this sometimes results in exclusion from opportunities or dismissal of their expertise, leaving them feeling marginalized and undervalued.

Stereotypes and antisemitism create a fraught environment

Majority of Jewish practitioners surveyed report having experienced anti-Jewish biases in their workplace, including negative assumptions, offensive comments, and antisemitic jokes. This fosters a sense of isolation, making it increasingly difficult for practitioners to feel fully supported.

Post-October 7th environment intensifies challenges and impacts well-being

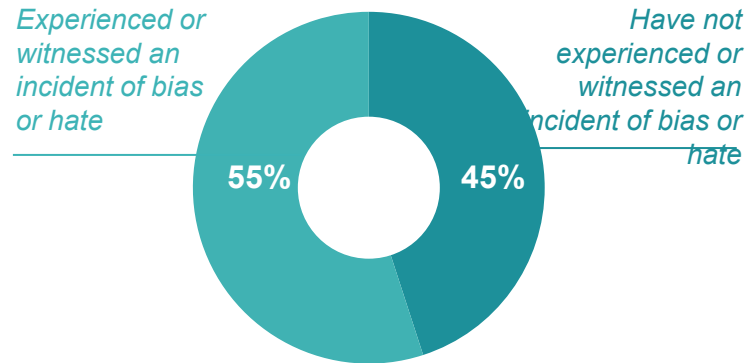
While these challenges existed previously, **they have grown since October 7th, making practitioners less comfortable to share their identity and impacting their career satisfaction and overall sense of belonging,** underscoring the urgent need for proactive intervention.

KEY FINDINGS, CONT.

- While more than half of Jewish practitioners working in secular international development and aid organizations have encountered workplace bias or hate -ranging from antisemitic stereotypes to exclusion and harassment, many of those affected take no action – either because they don't know where to turn or lack faith in their organization's response, leaving many feeling vulnerable and unsupported.
- The majority of those who reported such incidents felt their organization's response was ineffective, suggesting a critical failure in current workplace systems to address issues adequately.

Experienced or Witnessed an Incident of Anti-Jewish Bias or Hate

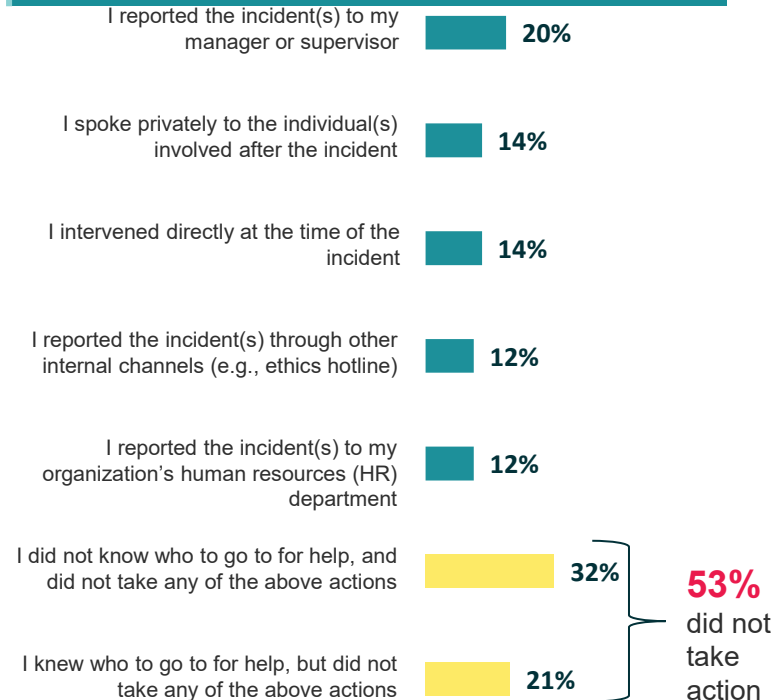
Among total



- Q15. Have you ever experienced or witnessed any of the following in your current/previous workplace?
- Q18. And thinking about the incident(s), how did you respond? Please select all that apply.
- Q19. How effective was your organization in addressing these instances of bias or hate in the workplace?

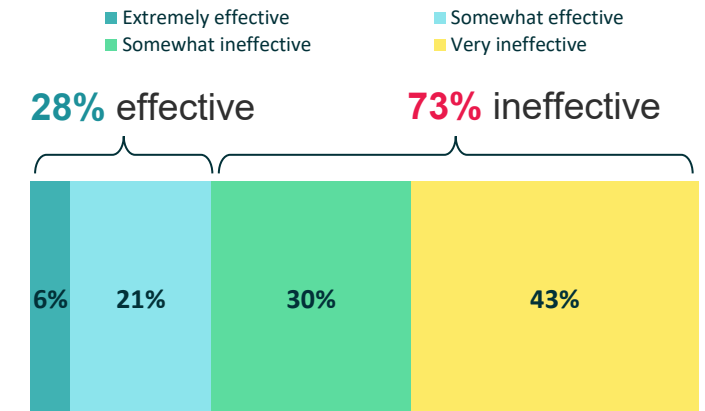
Response to Incidents

Among those who experienced an incident of anti-Jewish bias*



Effectiveness of Organizational Response

Among those who reported an incident of anti-Jewish bias*



*Indicates low base size, consider directional

KEY FINDINGS, CONT.

While some organizations have basic policies in place, comprehensive support is lacking

Organizational efforts often stop at surface-level measures, with few organizations providing proactive initiatives like antisemitism training, crisis response resources, or spaces for open dialogue. **Without more robust and comprehensive systems, Jewish professionals are left unsupported during critical moments.**

Support often comes from individuals, not organizational systems

In the absence of strong institutional frameworks, many Jewish practitioners rely on the empathy and solidarity of their direct managers and colleagues for support. **While this interpersonal backing is meaningful, it leaves employees to navigate challenges largely on their own, often searching independently for resources or solutions.**

There is a growing hunger for connection and community among Jewish practitioners

In the face of workplace challenges, Jewish professionals are seeking spaces where they can connect, share experiences, and find support. **A vast majority express interest in joining a network like OLAM, valuing opportunities for mentorship, advocacy, and community-building.** This demand signals a clear need for initiatives that foster belonging and resilience in the sector.

IMPLICATIONS

Current challenges are driving many to reconsider their future in the field

Amid rising politicization and discomfort as Jewish professionals, many practitioners are considering leaving the sector altogether. For those who've experienced bias or felt unsupported post-October 7th, this consideration is even more pronounced. **Without meaningful change, the sector risks losing talented individuals who feel alienated by its current climate.**

There is a critical need for tailored support for those displaced

A significant portion of former practitioners experienced job loss due to furloughs or layoffs. **There is a need for a comprehensive support system within the Jewish international development community, encompassing resources for both immediate job placement and long-term career exploration.** Addressing the needs of this demographic is crucial to re-engage talent and prevent their departure from the broader community.

RECOMMENDATIONS

Advocate for clearer reporting mechanisms & accountability within organizations

Many Jewish practitioners do not report incidents of bias due to unclear processes or a lack of trust in organizational responses. While directly addressing these internal issues falls outside of its core mission, **OLAM can support practitioners by directing them to organizations with relevant resources and, where appropriate, partnering to make these resources more accessible to its network.**

OLAM can share these findings with select leaders of secular development and aid organizations to raise awareness and encourage proactive action.

Help facilitate conversations about Jewish identity in the workplace

Given the tension many practitioners feel between their Jewish identity and professional roles, **OLAM can lead initiatives that normalize discussions around identity.** Hosting workshops, webinars, or panel discussions on topics like navigating Jewish identity in secular spaces or addressing misconceptions about Israel could empower practitioners while educating others in the sector.

Expand awareness & accessibility of OLAM's support network

OLAM already provides valuable community-building initiatives that are relevant to practitioners' needs today – especially as the vast majority express interest in joining such a network.

However, with 1 in 3 professionals unfamiliar with OLAM, **there is a clear opportunity to expand awareness and engagement.** By increasing visibility, OLAM can connect with a broader audience and ensure more individuals benefit from the supportive community it has cultivated.

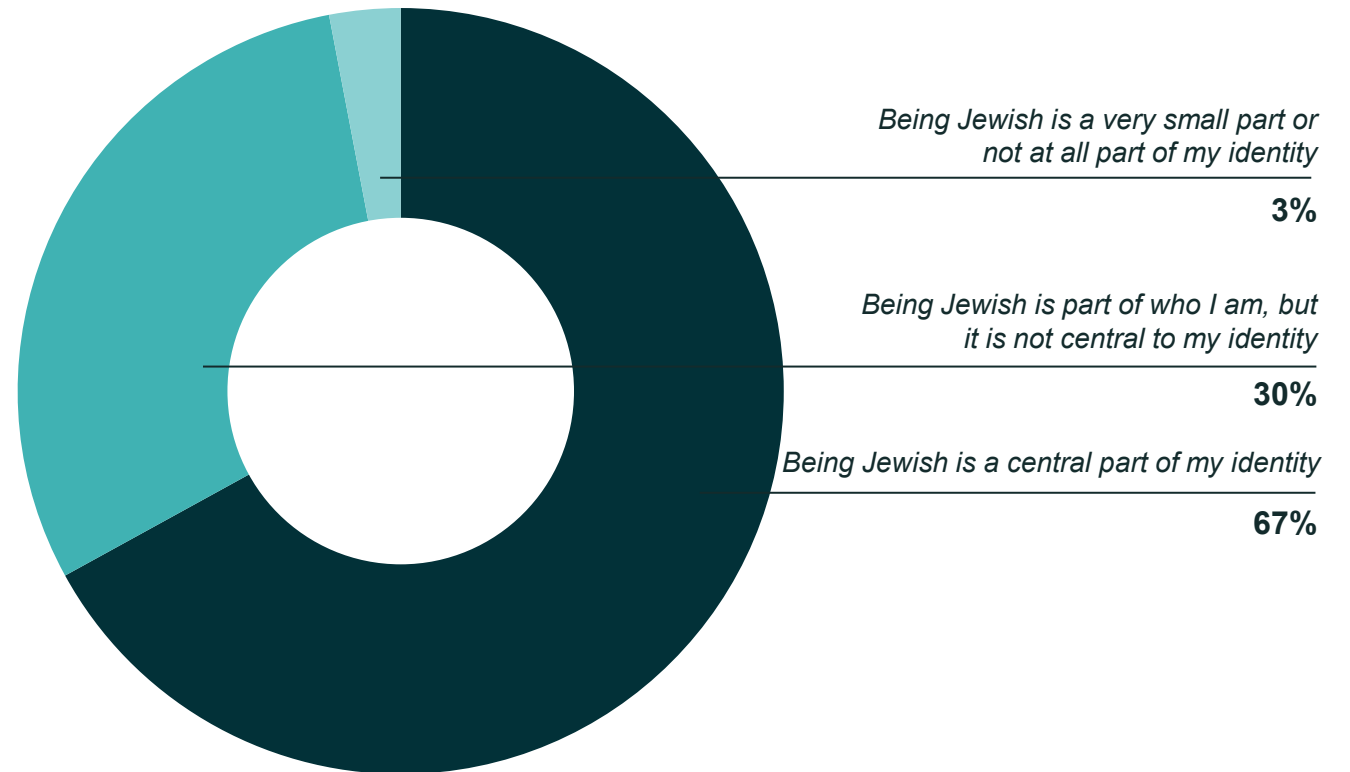
Jewish Identity in International Development & Aid

Being Jewish
plays a central
role in the
identity of the
majority of
practitioners...

Q6. Please indicate which of the following statements you agree with most.

Importance of Being Jewish to Personal Identity

Among total



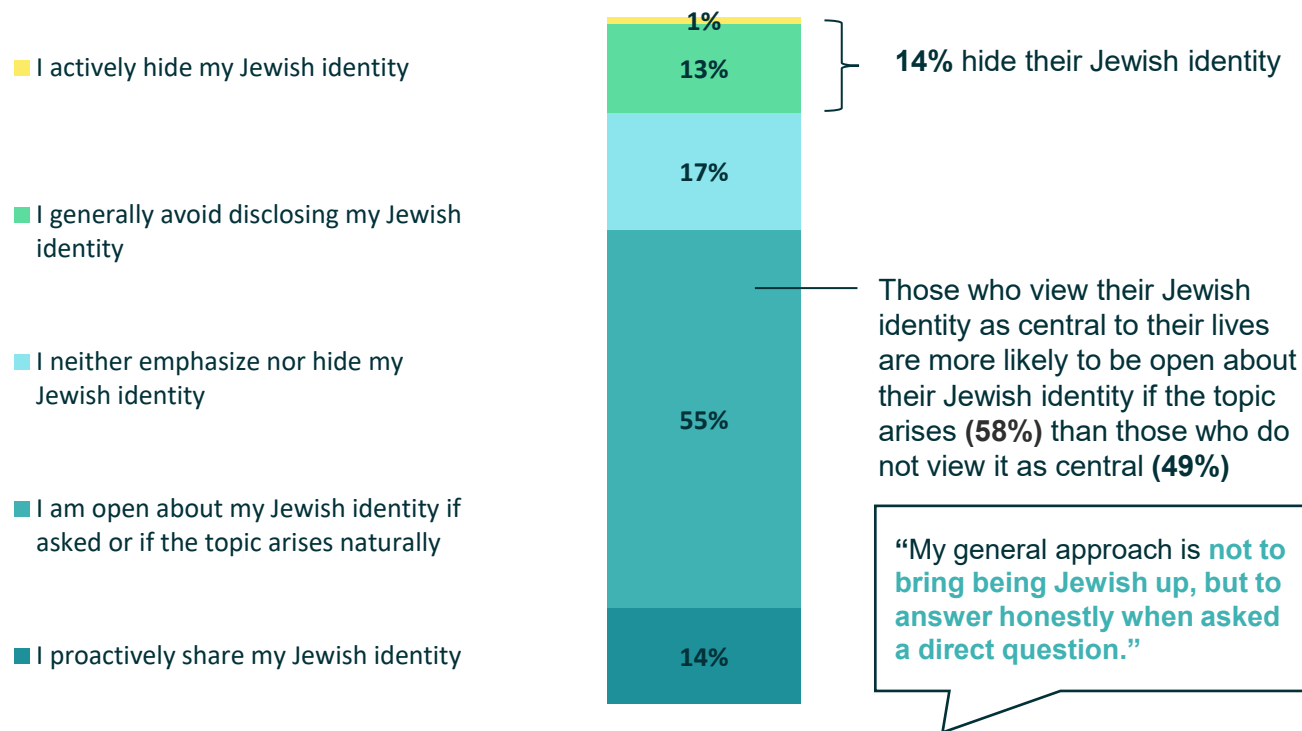


...AND THAT
translates to most
being willing to share
their Jewish identity
at work if the topic
arises naturally

Q12. Which of the following, if any, describes how you express, your Jewish identity at work?

Attitude Towards Expressing Jewish Identity at Work

Among total



➤ However, the reality is that a majority of practitioners have faced at least one situation in which they felt the need to suppress their identity, mostly driven by a fear of assumptions about their political stance on Israel

Q13. Which of the following describes you in instances in which you have chosen to downplay your Jewish identity at work? Please select all that apply.

Instances Where Jewish Practitioners Chose to Downplay Identity at Work

Among total



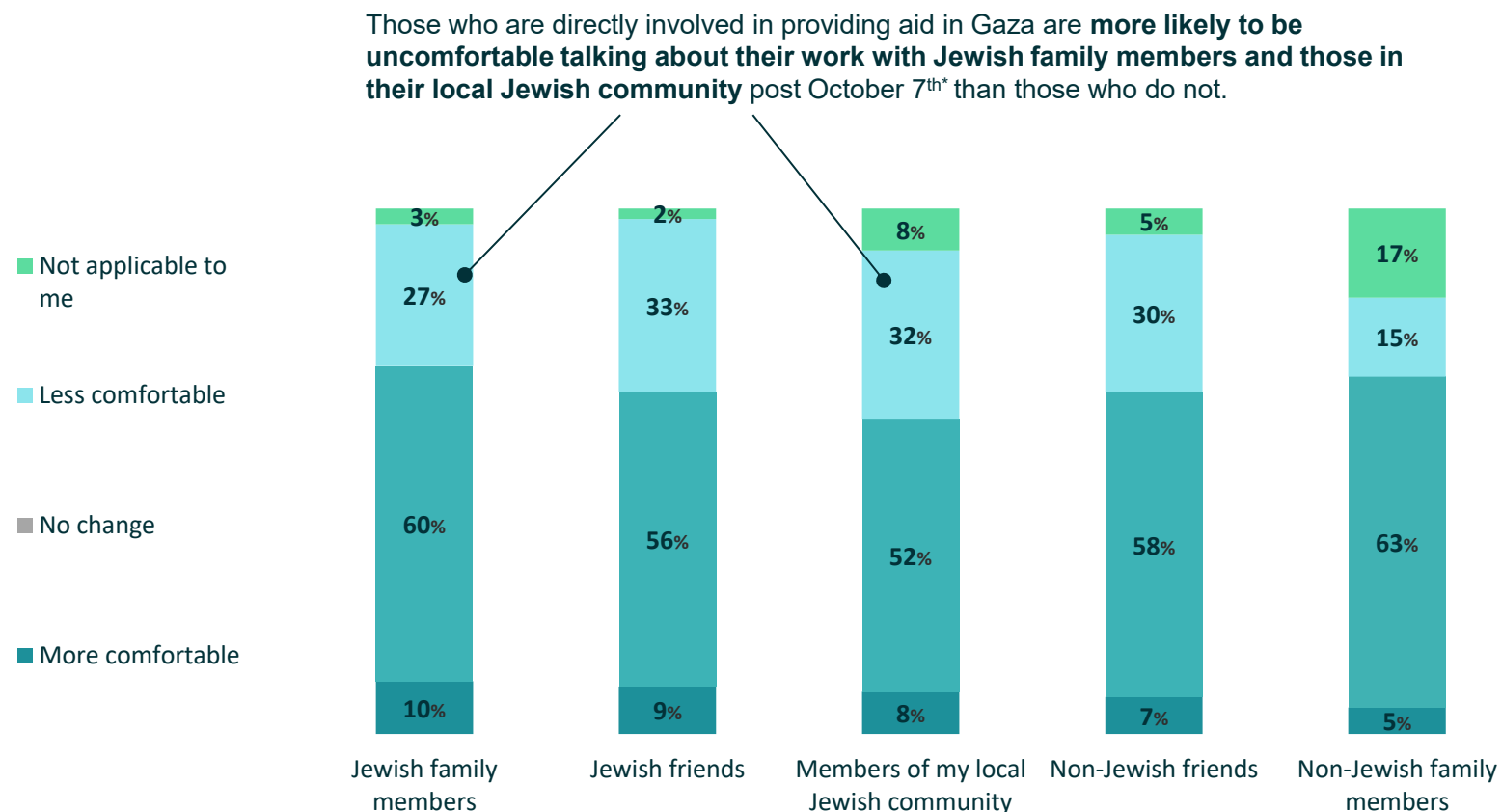
This concern is more pronounced among those who view their Jewish identity as central to their lives – 41% worry about being treated differently, compared to 24% of those who do not consider their Jewish identity central.

> But October 7th had an impact for some practitioners: A notable contingent is less comfortable talking about their work since then, although the majority reported no change

Q8. And how has your comfort level discussing your work in the international development and aid sector with each of the following groups shifted, if at all, since October 7th, 2023?

Change in Comfort Discussing Work Post-Oct. 7th With Following Groups

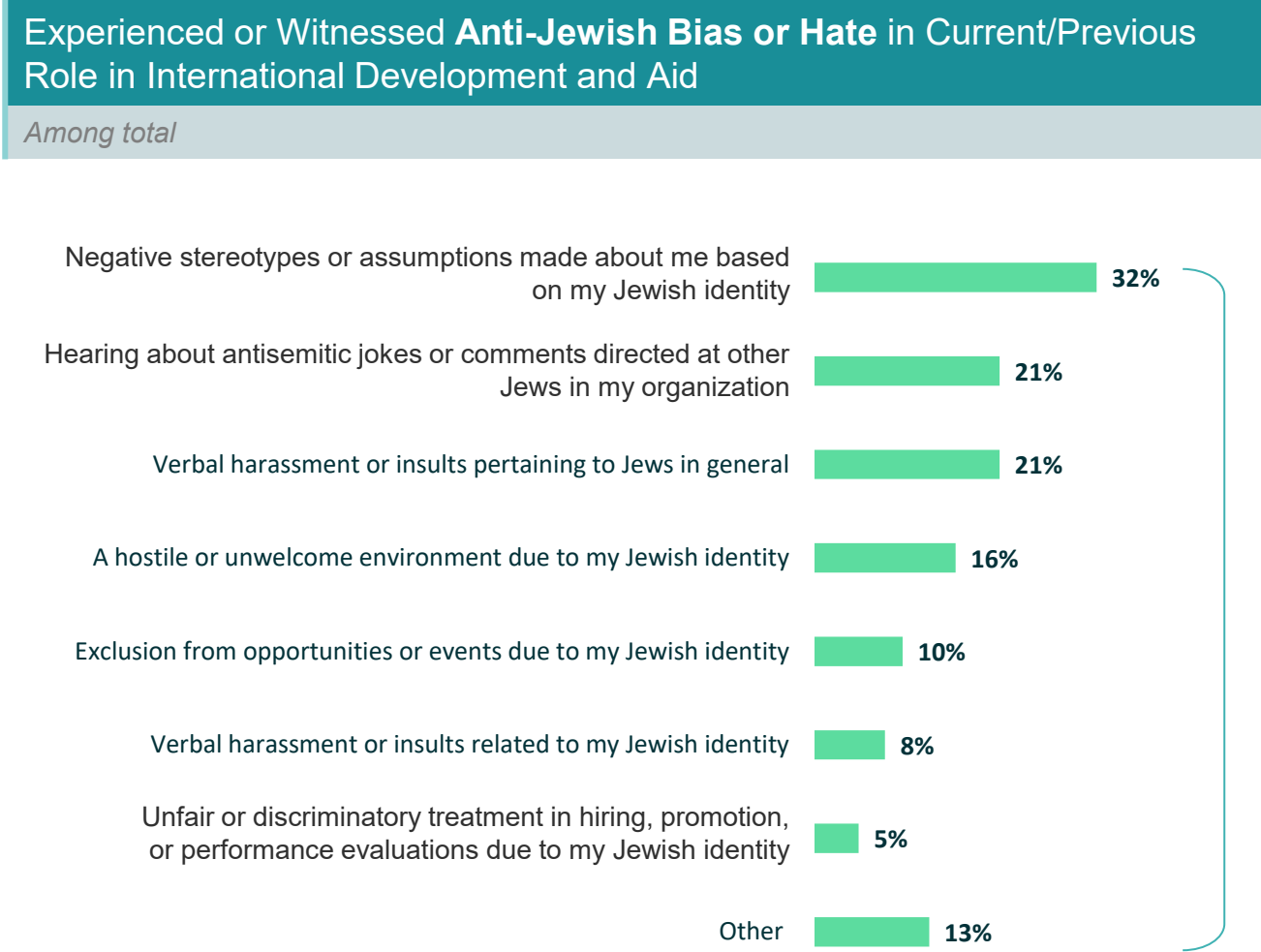
Among total



Workplace Experiences

Over half of practitioners have experienced anti-Jewish bias or hate in the workplace in many forms, both personally and professionally; negative stereotypes/assumptions are most common

Q15. Have you ever experienced or witnessed any of the following in your current/previous role in international development and aid? Please select all that apply.

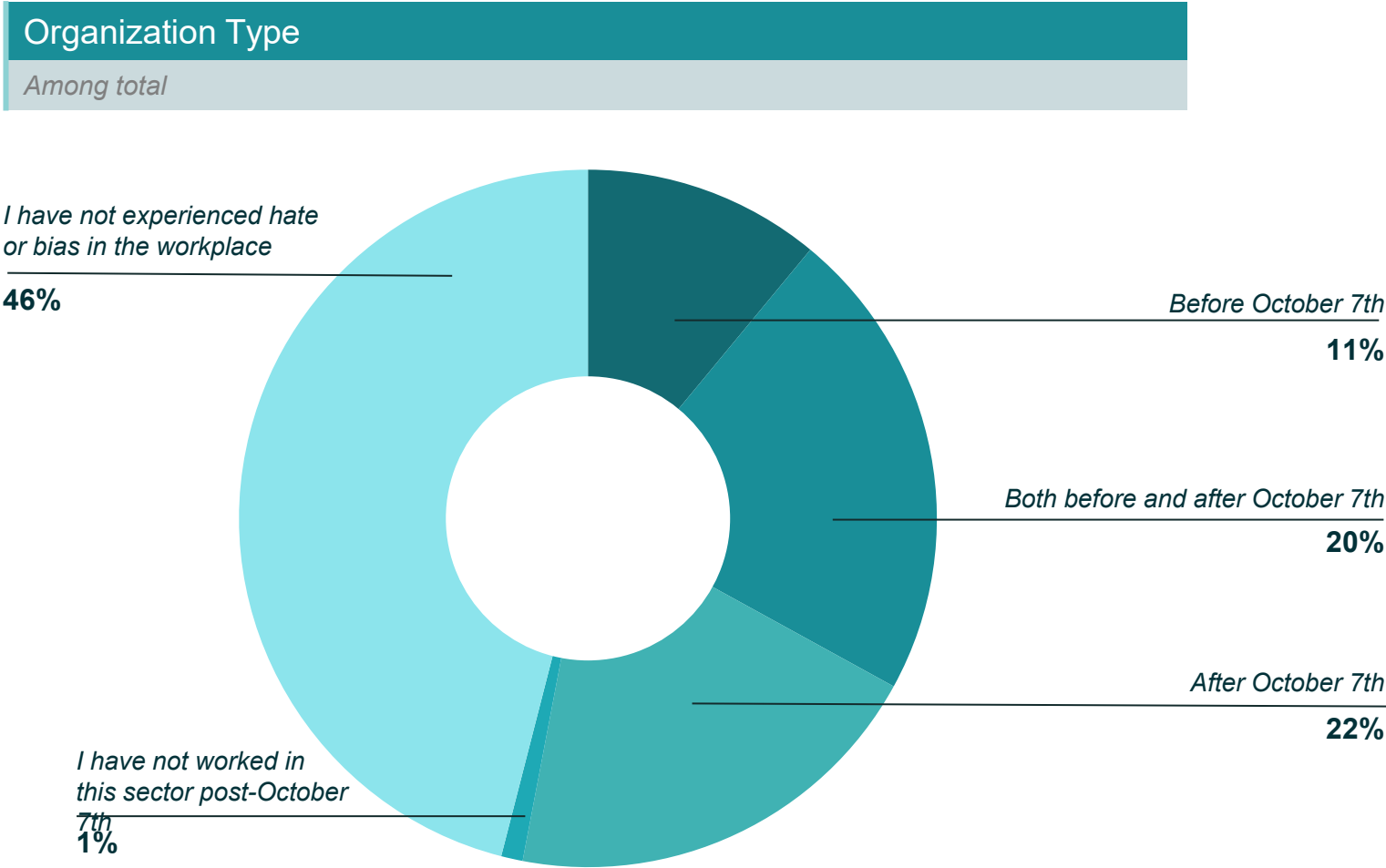


55%
Have experienced or witnessed at least one of these forms of anti-Jewish bias or hate in their current/previous role in international development and aid

45%
Have not

Hate and bias in the workplace has always existed, but has increased since October 7th, with 1 in 5 practitioners claiming incidents only started happening after October 7th

Q15. You indicated you’ve experienced some form of bias or hate in the workplace. Did these instances occur before October 7th, after, or both before and after?



➤ Specifically, those impacted described experiencing a hostile work environment plagued by antisemitic stereotypes and assumptions about their political views over Israel

Q15. If you're willing to share, please describe the incident(s) you experienced and how it/they impacted you personally and/or professionally. Your responses will be analyzed collectively and won't be linked back to you. *OPEN ENDED*

Description of **Anti-Jewish Bias or Hate** Incidents Experienced at Work

Bias against Israel & assumptions about political views	Hostile work environment post-October 7th	Antisemitic stereotypes & comments
"People at work saying World War 3 will be the fault of Israel (and implicitly the Jews) without any knowledge about why the current situation is personal to Jews nor any acknowledgement of the threats Israel faces."	"I have been told that my experience of antisemitism was not antisemitism by a supervisor."	"I told a colleague I was Jewish, and she said, 'Oh you must be very rich then.'"
"People have made assumptions about my political views on Israel when they find out I am Jewish."	"I was told by a colleague that the lives of Jewish mothers and babies were not as important or that they were collateral of war... I have seen the rules and policies of social media not be applied to other colleagues."	"She [colleague] looked at me and said: 'Jews are honest? I always thought they were dishonest and slippery.'"
"Assumptions were made about my feelings about Israel/Gaza. My expertise on Israel/Gaza was discounted because of my Jewish identity, despite the fact that my colleagues have very limited expertise about the region. My opinions were discounted because of the belief that I am biased towards Israel."	"I have seen a report complaining about a country director saying that Jewish people (referring to her) are not welcome in the country. I saw an all-staff email from a disgruntled leaver alluding to 'powerful people.'"	"I was told in a country that is known for pogroms that 'Jews had it easy because they had all the money.' I lived at post where celebratory discounts were given on October 7-8."



And that hostility impacts Jewish practitioners' mental health, leading to a fear of disclosing their Jewish identity and creating isolation in the workplace

Q17. If you're willing to share, please describe the incident(s) you experienced and how it/they impacted you personally and/or professionally. Your responses will be analyzed collectively and won't be linked back to you. OPEN ENDED

Description of Mental Health Impact of **Anti-Jewish Bias or Hate** at Work

Impact on mental health and career

"Since October 7th, I rarely came into the office. **I didn't come into the office for three months after October 7th and no one from management checked in.** When I finally came into the office, sometimes people would ask for my opinion about Gaza."

"We have the Jews at my employer collected pages and pages of examples and provided them to senior management. Senior management has said that they are very supportive but practically **we don't see much change. For me, I feel unsafe and let down.**"

"I reported it and was told to remove reference to [Organization] but not take the post down. It was a post that Jews steal Gazan children. I resigned and blew the whistle. **3 Jewish people resigned at the same time.**"

Fear of disclosing Jewish identity

"When only being with interns and junior colleagues, some of them do express negative opinions on Jews in the country in general. **It affects me personally in a sense that I do not express my Jewish identity at work and keep my private life to a large extent separate from my professional life.**"

"**My general approach is not to bring being Jewish up but to answer honestly when asked a direct question.** Increasingly, after 10/7, I won't lie but I am more inclined to redirect the conversation than to be forthright."

"**I was advised by the NGO's security advisor not to disclose my Jewishness to colleagues on deployment to a majority Muslim region.**"

Isolation and loneliness

"I saw a lack of strong leadership in recognizing the difficult experience Jewish people were having and an inappropriate organizational response which **would have made the Jewish experience even more isolated.**"

"After October 7, some of the staff - especially the supervisor, had a very pernicious energy and made statements that were very painful (there were no beheaded babies, for example). **As the only Jewish person in this previous organization, I felt very isolated. I didn't feel psychologically safe in the environment.**"

"**I worked at [Organization] for nearly 5 years and cannot describe in words how isolating and hostile that workplace is for Jews with an Israeli background. I've mostly self-isolated since I began working at [Organization].**"

Over half of practitioners have encountered at least one anti-Israel incident

Q15. Have you ever experienced or witnessed any of the following in your current/previous workplace? Select all that apply.

Experienced or Witnessed **Anti-Israel Incidents** in Current/Previous Role in International Development and Aid

Among total

57%
Have experienced or witnessed at least one of these forms of anti-Israel bias in their current/previous role in international development and aid

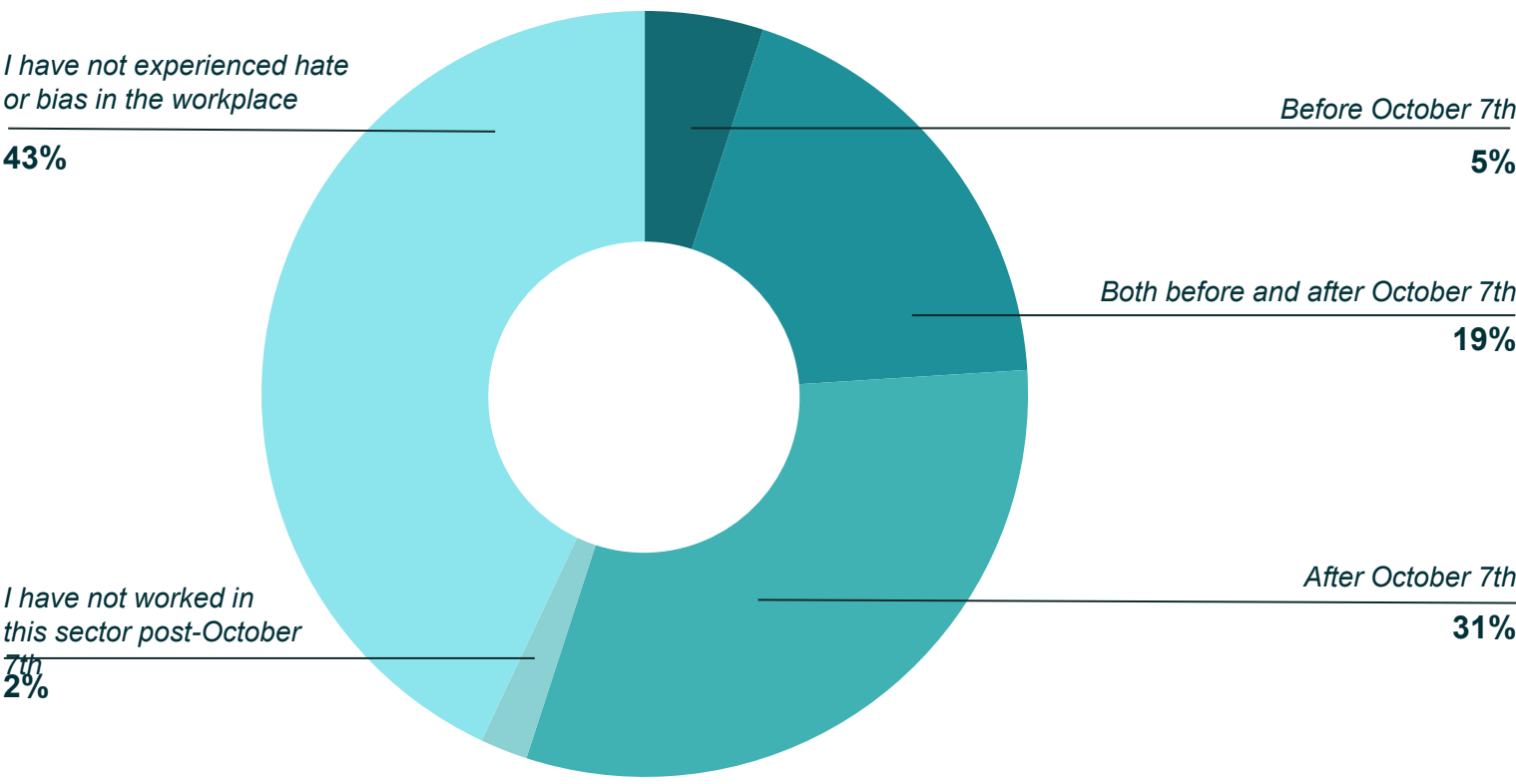
43%
Have not



These anti-Israel incidents were clearly exacerbated after October 7th

Q21. You indicated you’ve experienced or witnessed some form of anti-Israel actions in the workplace. Did these instances occur before October 7th, after, or both before and after?

When Anti-Israel Incidents Were Experienced
Rebased to be among total



Workplace Support

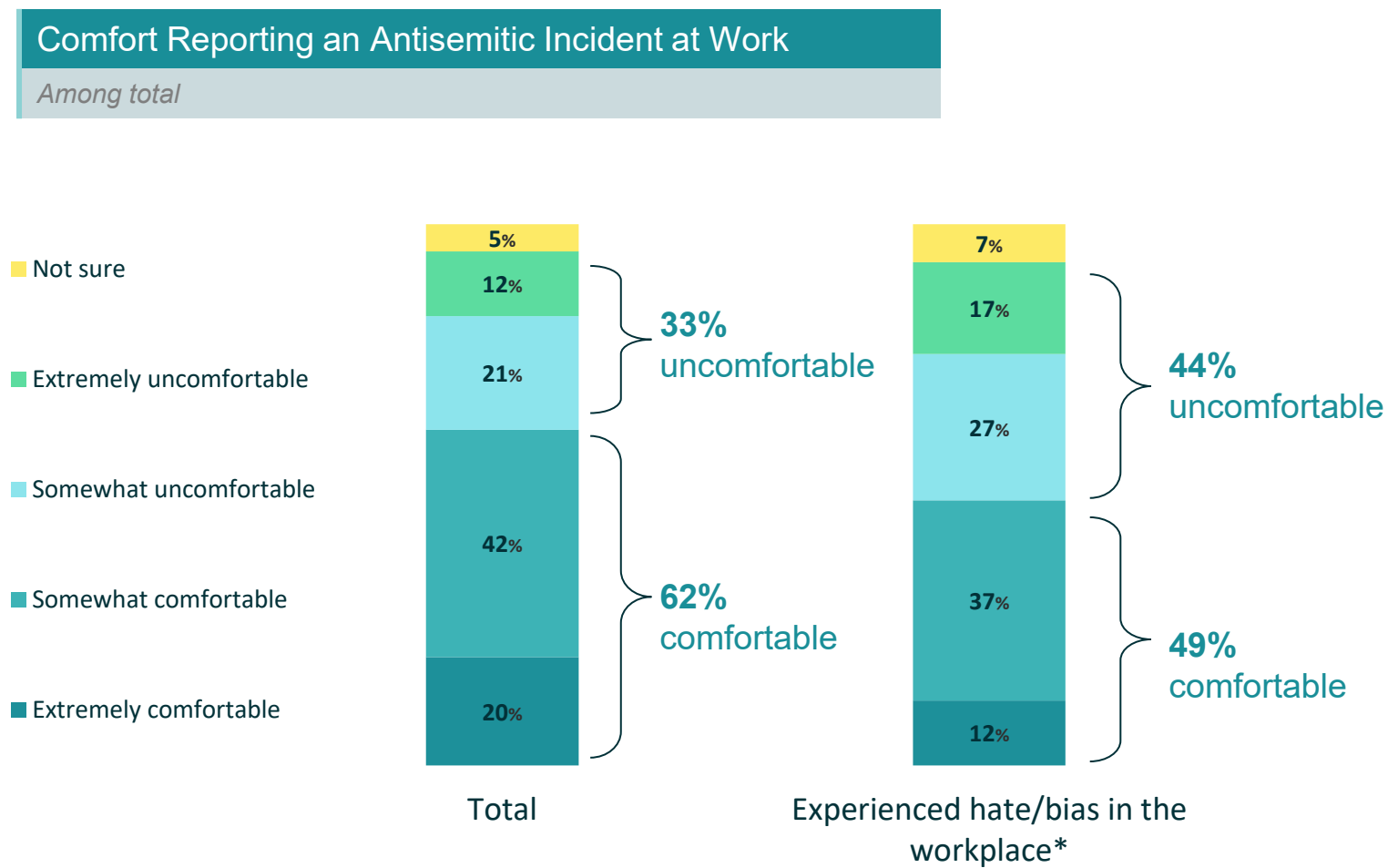
Although secular international development and aid organizations provide some basic resources, there is a clear need to enhance support for practitioners

Q10. Does your workplace in international development and aid offer any of the following? Please select all that apply



> And while the majority of practitioners are comfortable reporting antisemitic incidents at work, 1 in 3 are not; this number climbs among those who have experienced bias or hate in the workplace

Q24. Switching gears slightly, how comfortable would you be reporting an antisemitic incident at workplace?



**Indicates low base size, consider directional*



The majority of those who have experienced antisemitic incidents took no action, mainly due to lack of knowledge of where to go to, or a reluctance to report...

Q18. And thinking about the incident(s), how did you respond? Please select all that apply.

Response to Incidents

*Among the 55% of respondents who indicated they experienced at least one form of bias or hate at work**



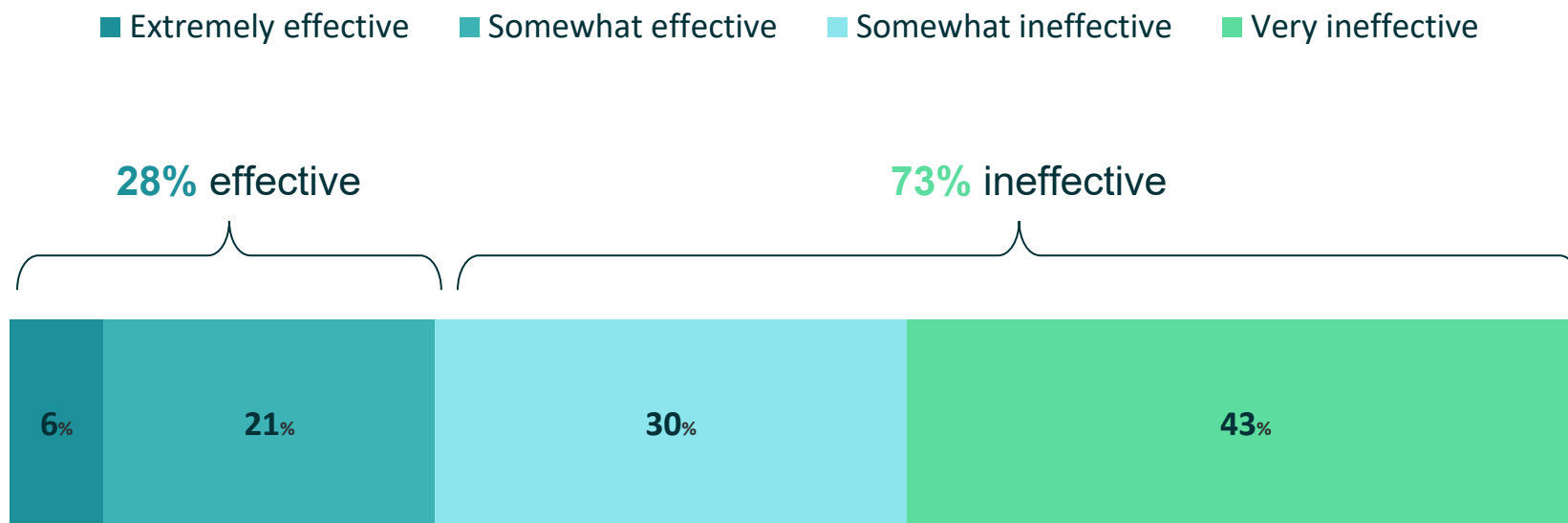
**Indicates low base size, consider directional*

> ...And among those who experienced bias and reported it, the overwhelming majority found that their organization's response was ineffective

Q19. How effective was your organization in addressing these instances of bias or hate in the workplace?

Perception of Efficacy in Organizational Response

*Among those who reported an incident of bias**



"My supervisor made jokes based on negative Jewish stereotypes. I reported it to HR and did not feel supported through the investigation and aftermath."

**Indicates low base size, consider directional*

Post-October 7th Workplace Support



Practitioners feel support post-October 7th mainly came from their direct managers and colleagues, but less so from leadership and their organizations as a whole

Q14a. Since October 7th, to what extent do you agree with the following statements as they pertain to your current/previous workplace/organization?

Agreement With Support Received Post-October 7th

Among total

“Manager had some work experience in the West Bank so genuinely understood some context and was supportive and checked in.”

“In the days following October 7th, a few of my close colleagues expressed sympathy and my supervisor made it clear that I could take time away from my tasks to deal with it emotionally.”

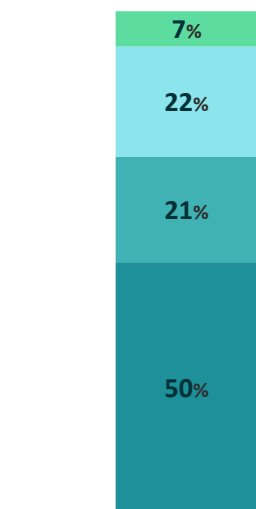
“There has been ZERO SUPPORT for Jews at [organization]. It’s a very hostile place to work as a Jew.”

■ Not applicable

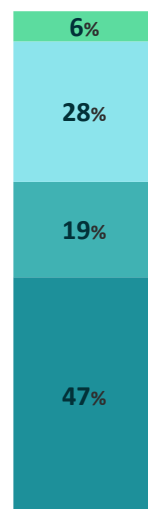
■ Disagree

■ Neither agree nor disagree

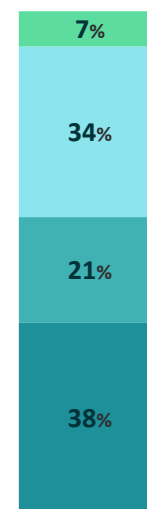
■ Agree



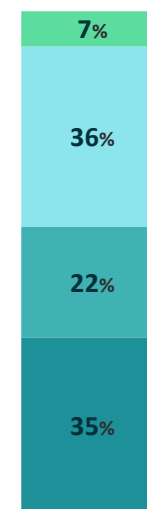
Supported by my manager



Supported by my colleagues



Supported by leadership

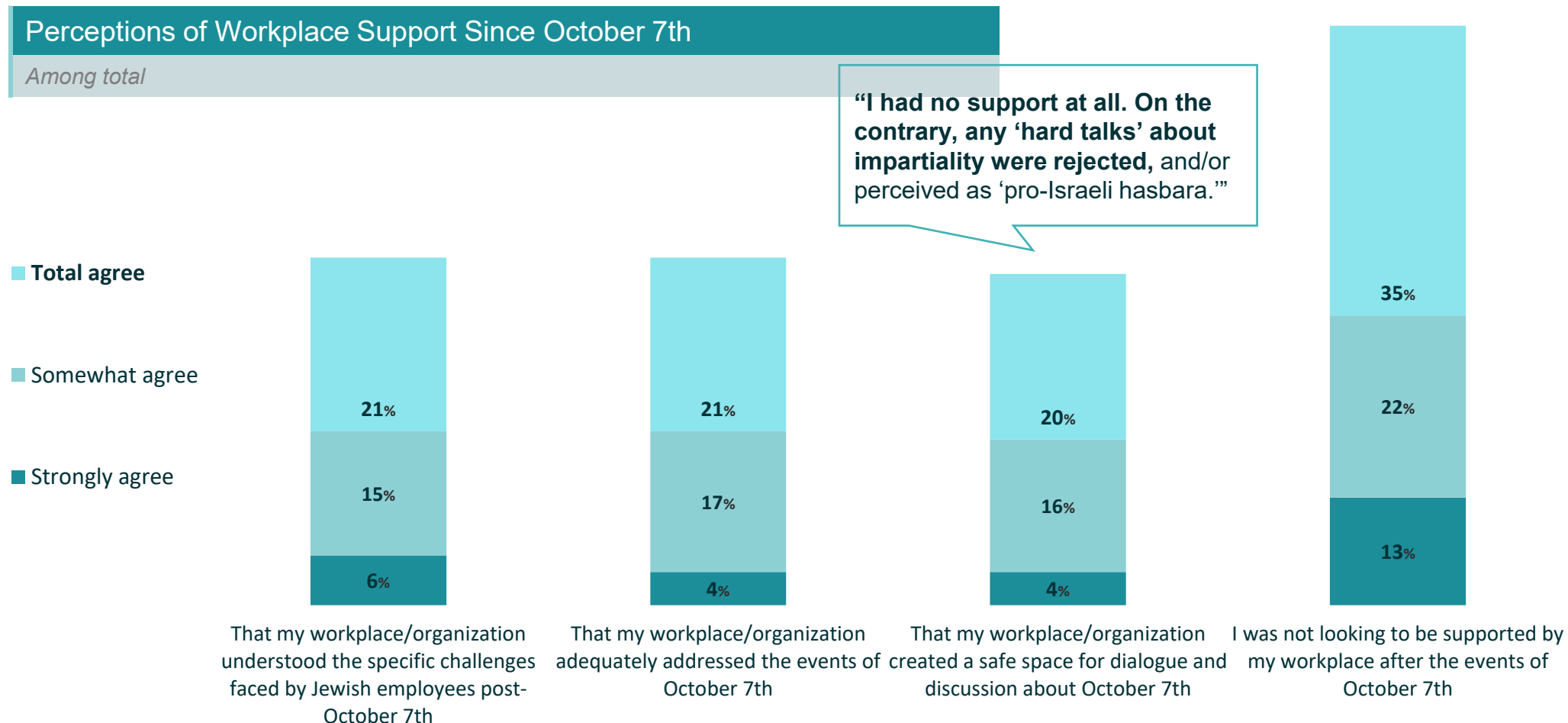


Supported by my workplace/organization



And there is little agreement that organizations understand or adequately address the challenges faced at work post-October 7th

Q14a. Since October 7th, to what extent do you agree with the following statements as they pertain to your current/previous workplace/organization?



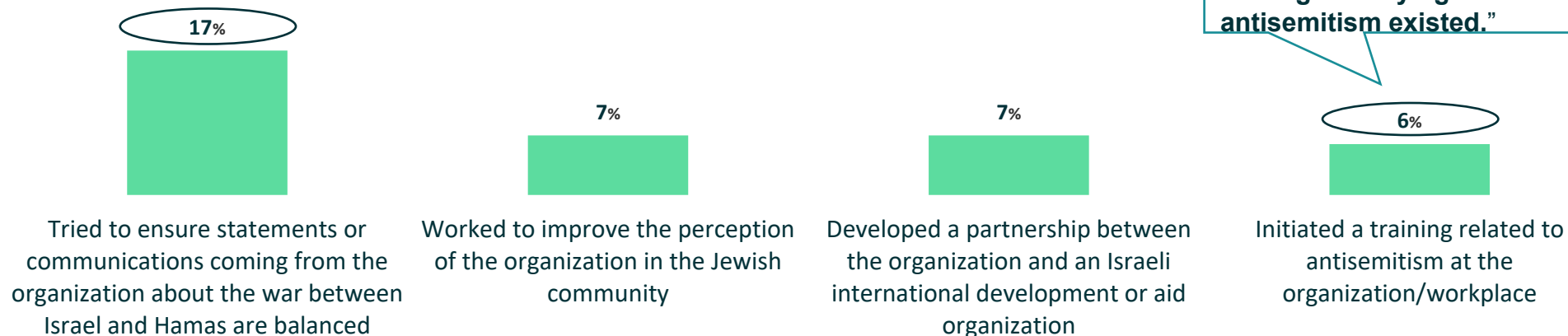


Few report their workplaces have prioritized balance in their communications or initiated any antisemitism trainings post-October 7th

Q22. Since October 7th, which of the following actions, if any, have you or your current/previous workplace taken in response to the events surrounding the war between Israel and Hamas?

Organizational Actions Taken in Response to October 7th

Among total, showing % my workplace has done this since October 7th





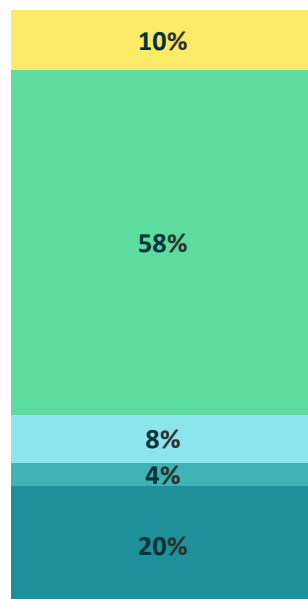
Currently, only 1 in 5 practitioners have access to a workplace Jewish affinity group, pointing to a gap in support for Jewish individuals

Q25. Does/did your current/previous workplace have a Jewish affinity group (or employee resource group specifically for Jewish employees)?

Jewish Affinity Group At Workplace

Among total

- Not sure
- No, my workplace never had one
- Yes, but it was recently eliminated due to changes to U.S. policy
- Yes, but it is currently inactive
- Yes, and it is currently active

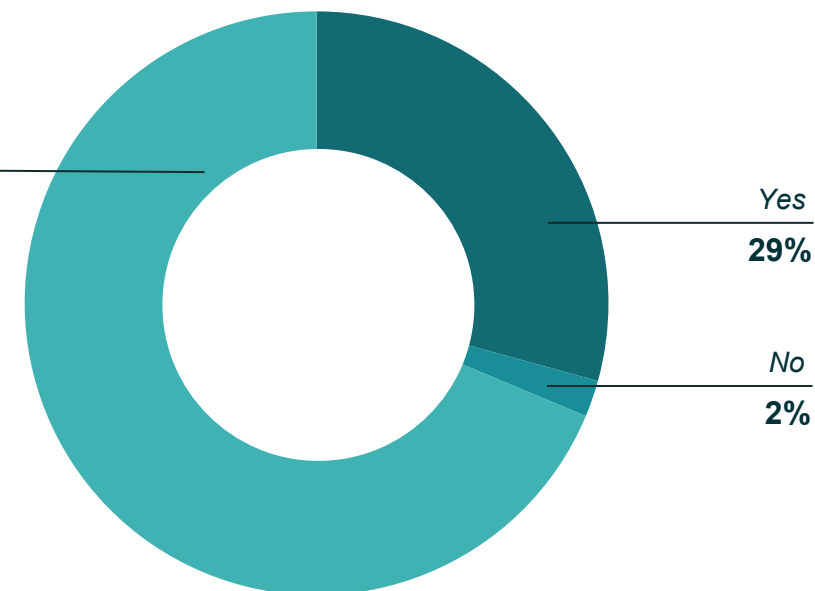


Q26. Are/were you currently/previouslly a member of this group?

Membership of Jewish Affinity Group

Among total

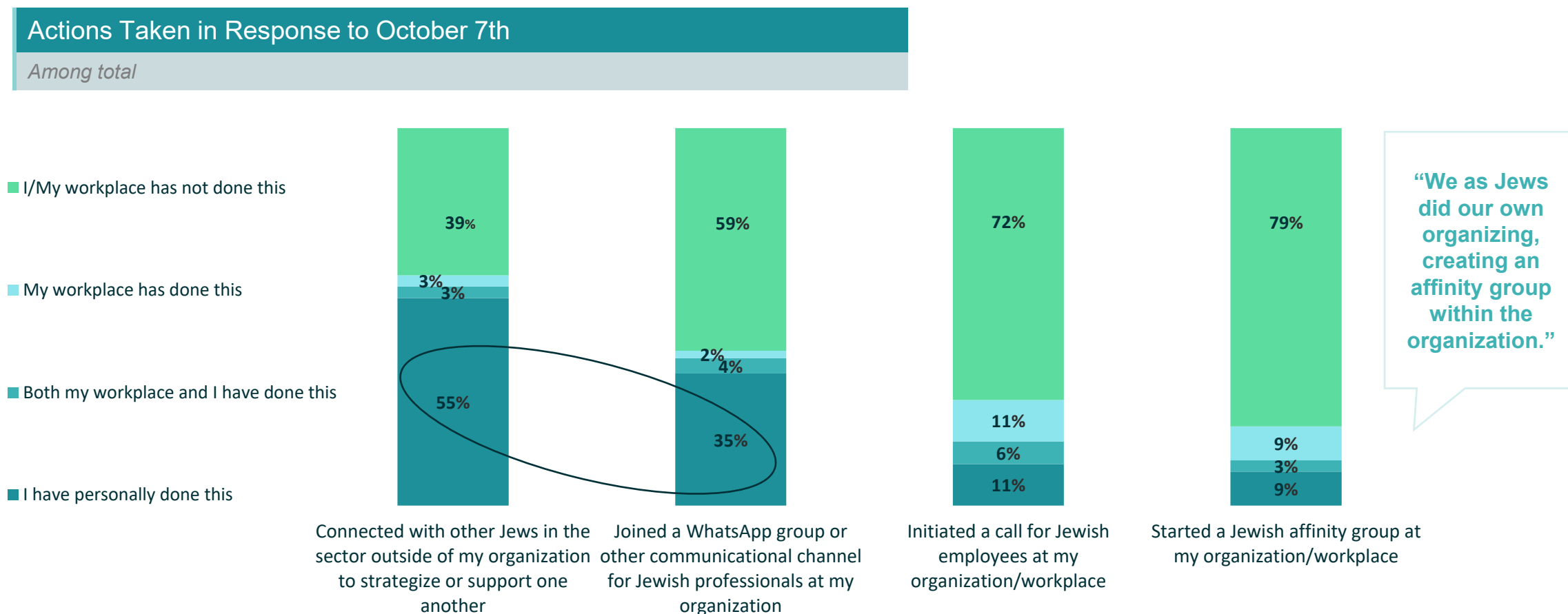
Never had one/not sure
69%





In response, Jewish practitioners have turned to actively creating personal connections with other Jews through one-on-one relationships and outside their workplace via online connections

Q22. Since October 7th, which of the following actions, if any, have you or your current/previous workplace taken in response to the events surrounding the war between Israel and Hamas?





Post-October 7th, about 1 in 5 practitioners worked to improve organizational communications on the war in between Israel and Hamas

Q22. Since October 7th, which of the following actions, if any, have you or your current/previous workplace taken in response to the events surrounding the war between Israel and Hamas?

Personal Actions Taken at Work in Response to October 7th

Among total, showing % have personally done this since October 7th





Notably, nearly 1 in 4 practitioners have become personally involved in providing humanitarian relief to Israel post October 7th; their workplaces are more likely to be involved in relief to Gaza

Q22. Since October 7th, which of the following actions, if any, have you or your current/previous workplace taken in response to the events surrounding the war between Israel and Hamas?

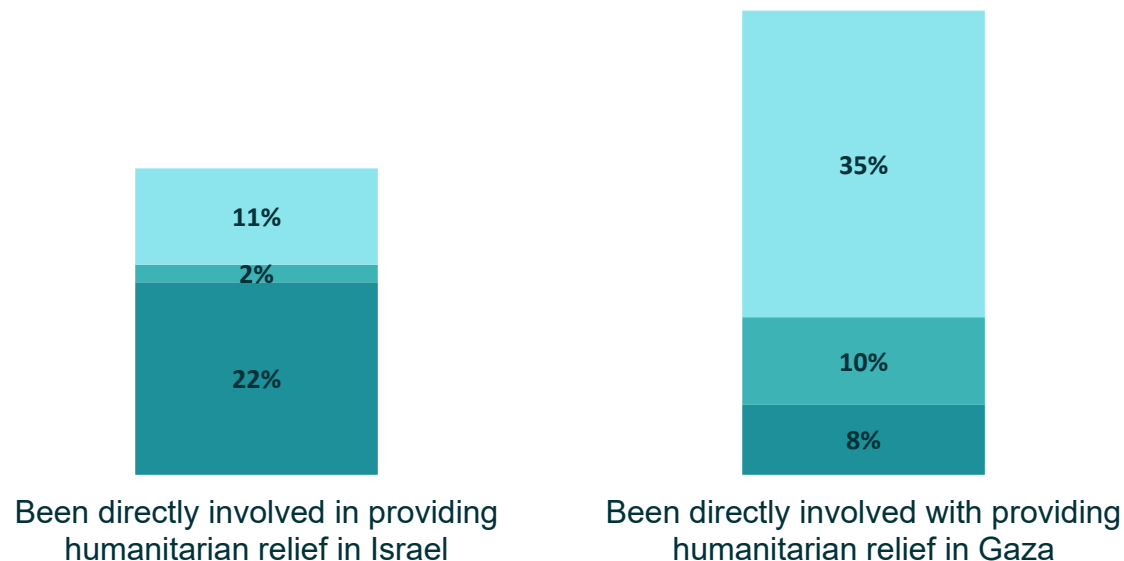
Organizational/Personal Involvement with Humanitarian Relief in Israel or Gaza

Among total

■ My workplace has done this

■ Both my workplace and I have done this

■ I have personally done this



Looking Ahead

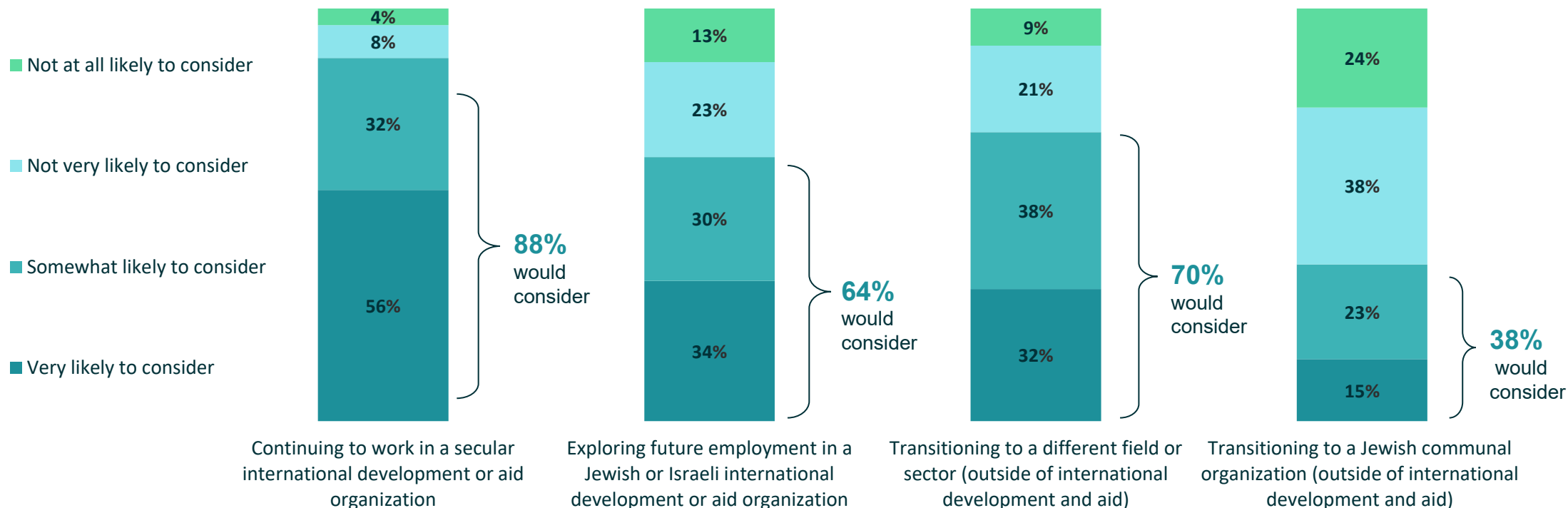


Currently, there is significant consideration for transitioning from secular international development and aid to a different professional field

Q22. Please rate how likely you are at this time to consider each of the following options as they pertain to the future of your career.

Future Career Plans

Among total



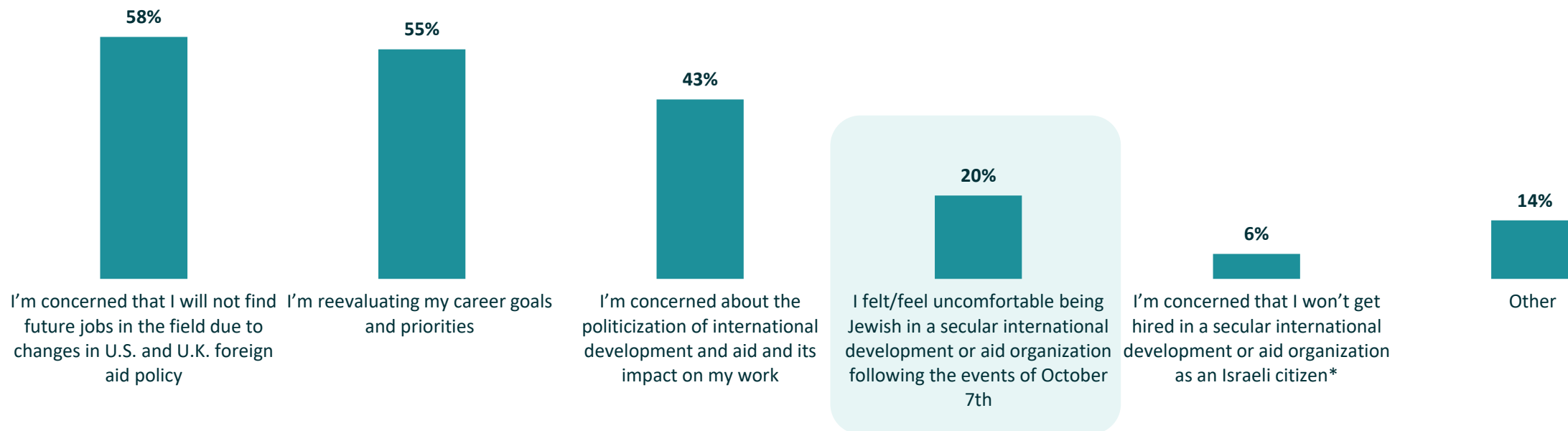


While recent foreign aid funding and policy shifts are the primary drivers of transitions, 1 in 5 practitioners also cite discomfort as a Jewish individual post-October 7th, highlighting the need to address organizational support gaps

Q22. You mentioned you were likely to consider transitioning to a different field or sector outside of international development and aid. Which of the following describes why you would consider this option for your career in the future? Please select all that apply.

Reasons for Transitioning Away From International Development & Aid

Among those who indicated they were likely to transition to a different field/sector



**Only asked of Israeli citizens*

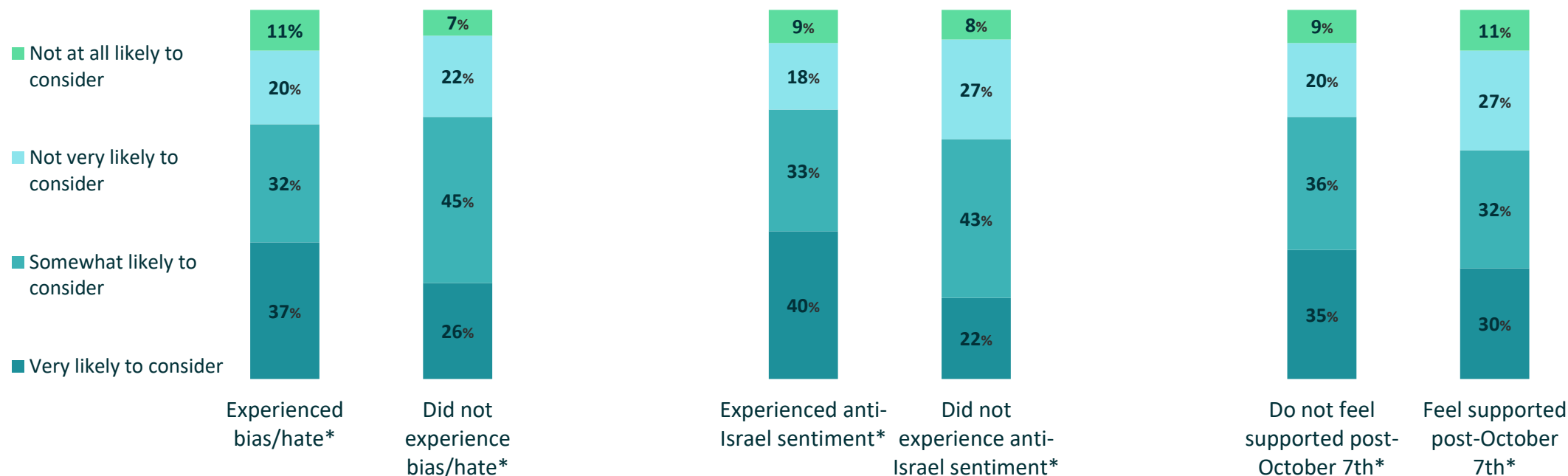


Those who have experienced anti-Jewish bias or hate are more likely to consider leaving their current workplaces

Q34. Please rate how likely you are at this time to consider each of the following options as they pertain to the future of your career.

Consideration of Leaving International Development & Aid Sector

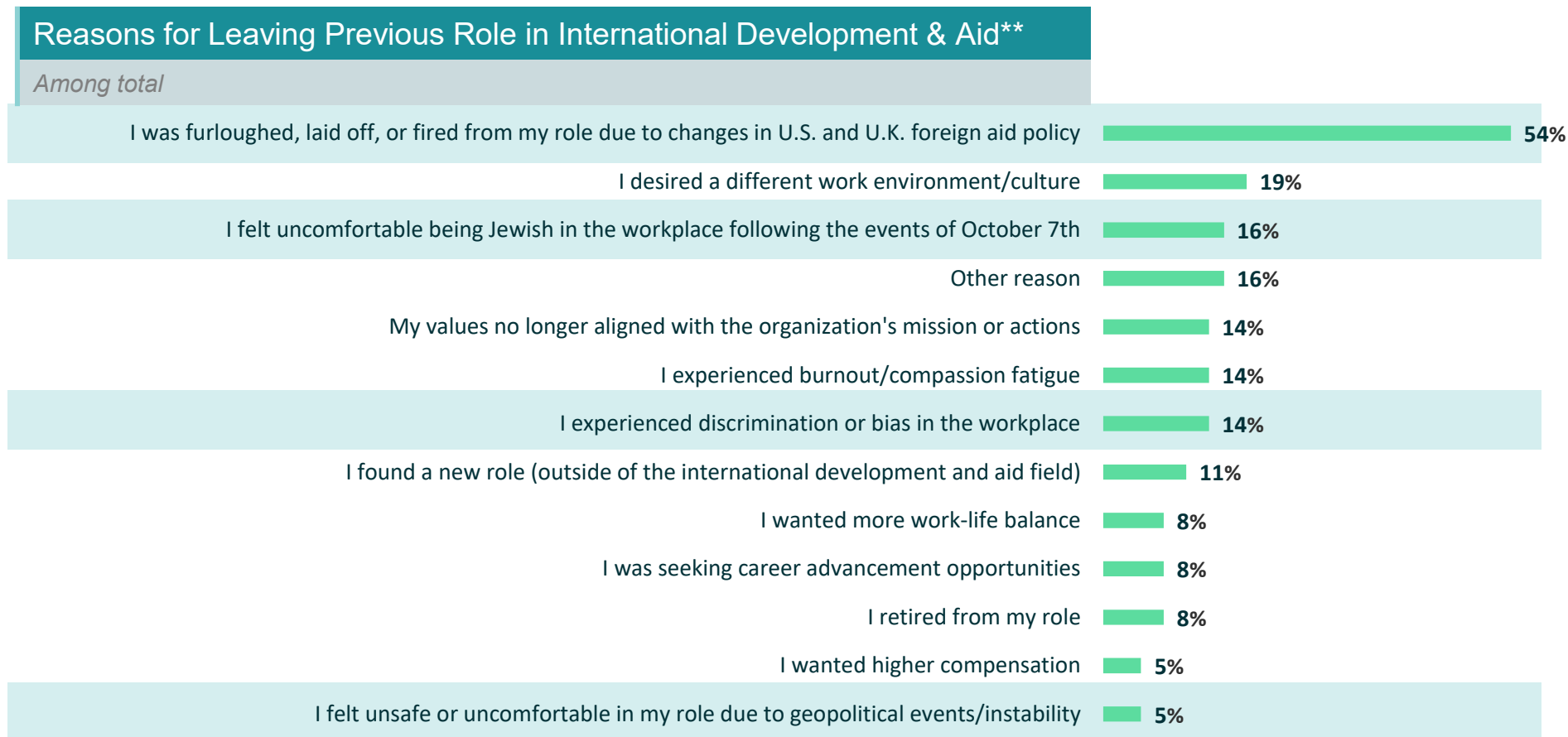
Among total





In fact, among practitioners who have left the field, some left due to feeling uncomfortable post Oct 7th, discriminated or unsafe; more than half indicate furloughs, layoffs, or firings due to foreign aid policy changes as the primary reason

Q33. Which of the following factors, if any, contributed to your decision to leave your previous role in international development and aid? If you do not feel comfortable sharing, please indicate that. Please select all that apply.

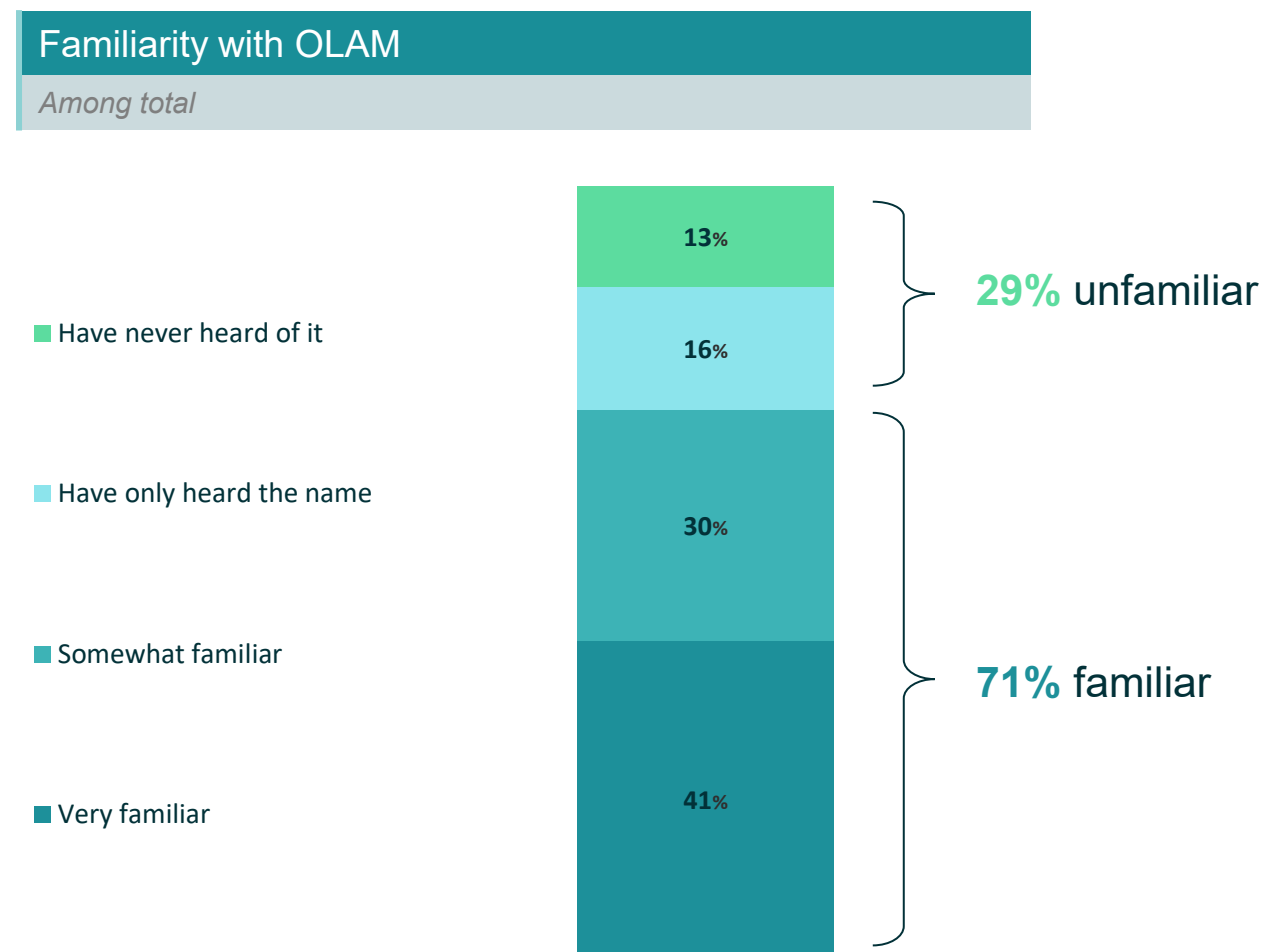


***Indicates extremely low base size, for directional use only*

Where OLAM Fits

> OLAM is well-positioned to expand its influence, with high familiarity among practitioners and growth potential among the one-third still unfamiliar

Q28. Before taking this survey, how familiar were you with the organization OLAM, including its mission of connecting Jews and Israelis working in international development and aid, for networking, learning opportunities, and community support?

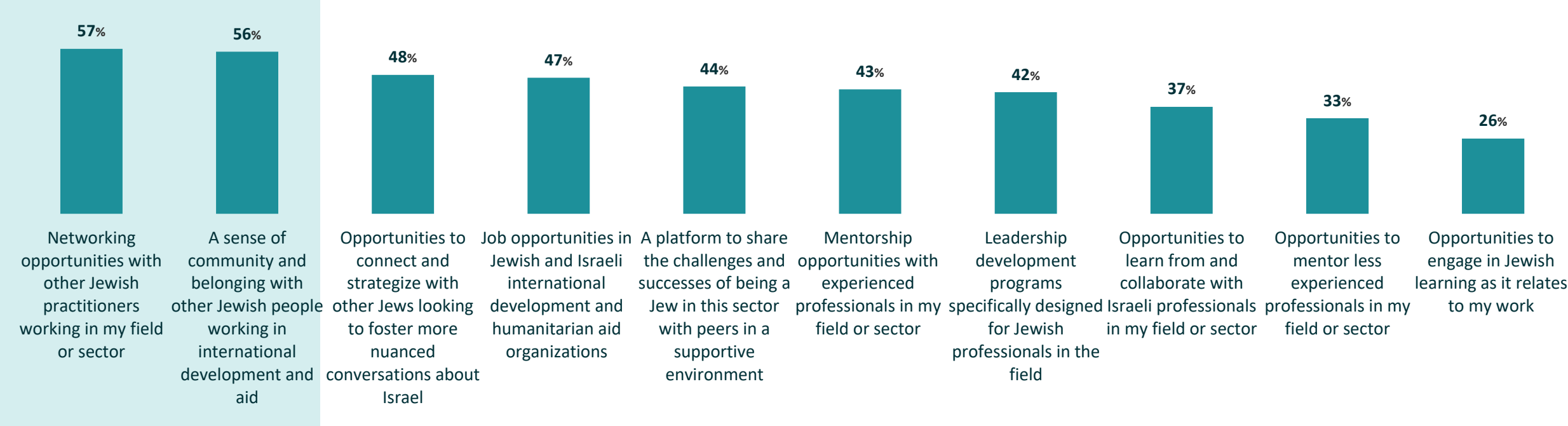


> Networking and community-focused offerings from OLAM are seen as highly relevant, both personally and professionally

Q29. With OLAM’s mission in mind, how relevant do you find each of the following offerings for your professional or personal interests?

Relevance of OLAM’s Organizational Offerings

Among total, showing % extremely relevant



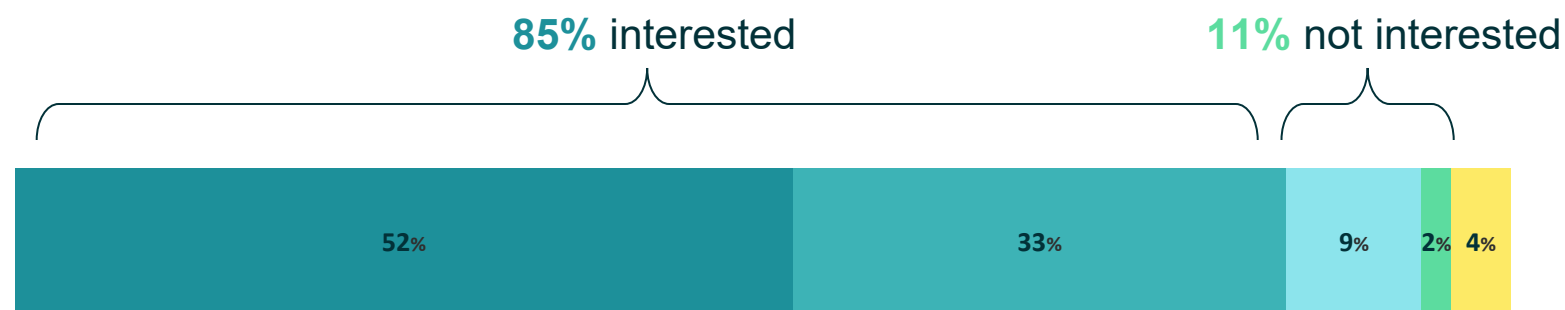
➤ Overall, interest in joining a community like OLAM is high, underscoring a clear need for spaces offering connection and support for Jewish practitioners in these sectors

Q27. How interested would you be in joining a community that connects Jews working in the fields of international development and humanitarian aid for networking, learning opportunities, and community support?

Interest in Joining a Jewish International Development and Humanitarian Aid Community

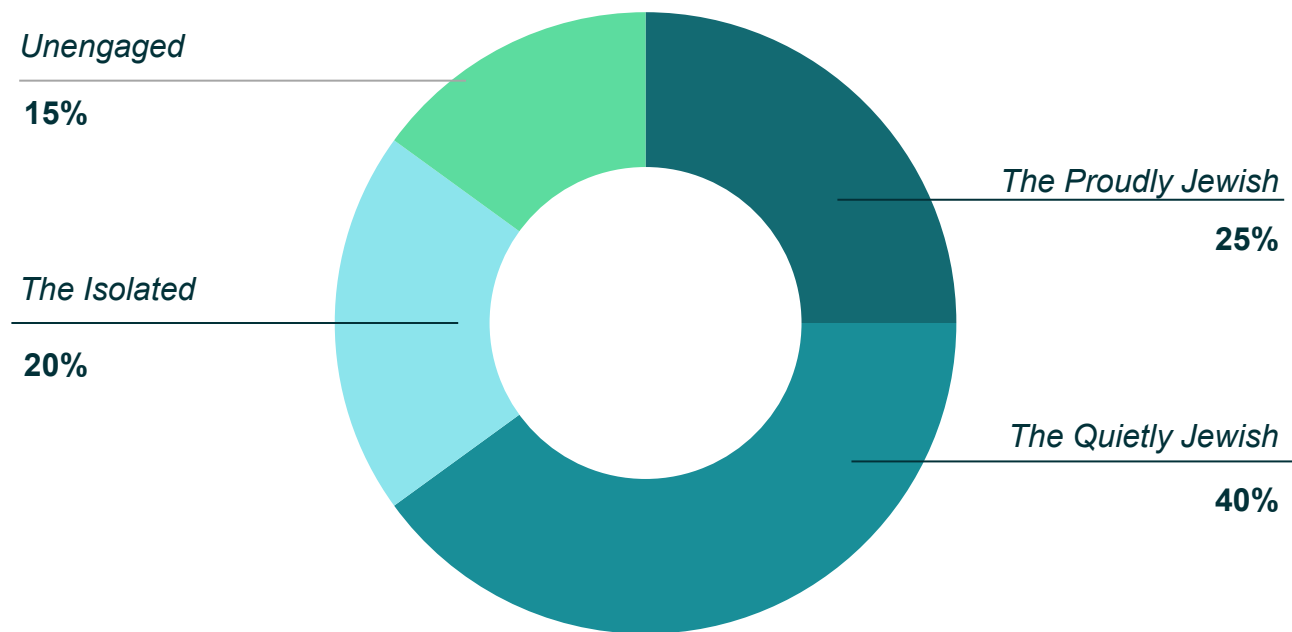
Among total

■ Very interested ■ Somewhat interested ■ Not very interested ■ Not at all interested ■ Not sure



Archetypes

Key archetypes exist among Jewish practitioners



Using our cutting-edge intelligence tools, we were able to uncover four key patterns (or archetypes) in respondent data.

These archetypes were identified based on Jewish identity, workplace experiences, and 'firmographic' data.

Three of them present key opportunities for OLAM. The “Unengaged” represent those who express neutrality or disinterest in OLAM’s offerings and do not feel they need additional support at this moment in time.

Please note that archetype size is an approximation and may not be representative of the entire practitioner universe.

- > The three archetypes overlap in some ways but are defined by the areas where they over index, reflecting their unique backgrounds and reasons for engaging with OLAM

THE PROUDLY JEWISH



Their Jewish identity is a core part of who they are, and they openly express it comfortably in their professional lives.

They are active and engaged, seeking opportunities to connect with others and make a positive impact.

THE QUIETLY JEWISH



Their Jewish identity is important to them, but it's not the defining aspect of their lives.

Community and connection is important to them but may be more reserved in expressing their personal identities in professional settings.

THE ISOLATED



Their Jewish identity is strong, but they worry about antisemitism at work.

They often feel marginalized or unsupported in their workplaces due to their Jewish identity.



Their varied experiences and perspectives lead them to approach their circumstances differently, requiring tailored strategies for engagement and support



The Proudly Jewish

Their Jewish identity: Their Jewish identity is a core part of who they are, and they are comfortable expressing it openly in their professional lives. They see their Jewish values as aligning with their commitment to social justice and global betterment.

What They Look For: They seek out community, learning opportunities, and prioritize using their voice to advocate for a more just and equitable world. They believe in the power of collective action and seek opportunities to create positive change, both within their work in international development and in their personal lives.

Their experience with hate/bias at work*: While generally feeling supported in their workplaces, they have personally witnessed antisemitism, such as microaggressions or subtle forms of exclusion. They often have challenged these instances directly, demonstrating their commitment to creating a more inclusive environment.



The Quietly Jewish

Their Jewish identity: Their Jewish identity is important to them, but it's not the defining aspect of their lives. They may not always feel comfortable disclosing their Jewishness at work due to concerns about potential negativity or lack of understanding.

What They Look For: They seek a sense of belonging, community, and professional growth, and are interested in connecting with other Jewish professionals but may be hesitant to fully engage.

Their experience with hate/bias at work*: They may have witnessed antisemitism or experienced microaggressions in the workplace but are less likely to actively challenge them. They may feel conflicted about balancing their Jewish identity with their professional life.



The Isolated

Their Jewish identity: They possess a strong Jewish identity but often feel compelled to conceal it at work due to experiences of antisemitism, discrimination, or a hostile work environment.

What They Look For: They seek safe spaces, support networks, and opportunities to connect with others who understand their experiences, particularly for solidarity and opportunities for advocacy.

Their experience with hate/bias at work*: They have experienced direct antisemitism, ranging from microaggressions and negative stereotypes to verbal harassment and exclusion, leading them to feel extremely uncomfortable reporting incidents and may have left previous positions due to hostile work environments.

**Some people who fall into these archetypes not have experienced antisemitism at all*

> Tailored messaging towards their specific needs will be key to future engagement



	The Proudly Jewish	The Silently Jewish	The Isolated
How to position OLAM	<i>A platform for advocacy and education, empowering Jewish professionals to make a difference.</i>	<i>A safe and inclusive space for Jewish professionals to connect, share experiences, and explore their identity within the international development context.</i>	<i>A lifeline for Jewish professionals facing isolation and discrimination, offering resources, support, and a platform for collective action.</i>
What OLAM needs to say	Join a vibrant community of Jewish professionals in international development. Share your experiences, learn from others, and amplify your voice and create positive change.	Connect with a supportive community of Jewish professionals who understand your experiences. Find a sense of belonging, learn from others, and explore opportunities to engage with Jewish issues in a safe and welcoming environment.	You are not alone. Find support, community, and resources to navigate the challenges of being Jewish in the international development sector. OLAM provides a safe space to share your experiences, connect with allies, and advocate for change.
OLAM offerings to feature	Networking events, leadership development programs, mentorship opportunities, and platforms for nuanced discussions about Israel.	Networking events, learning opportunities, mentorship programs, and a platform for sharing challenges and successes.	Support groups, confidential reporting mechanisms, advocacy initiatives, and opportunities to connect with mentors and allies.

Appendix

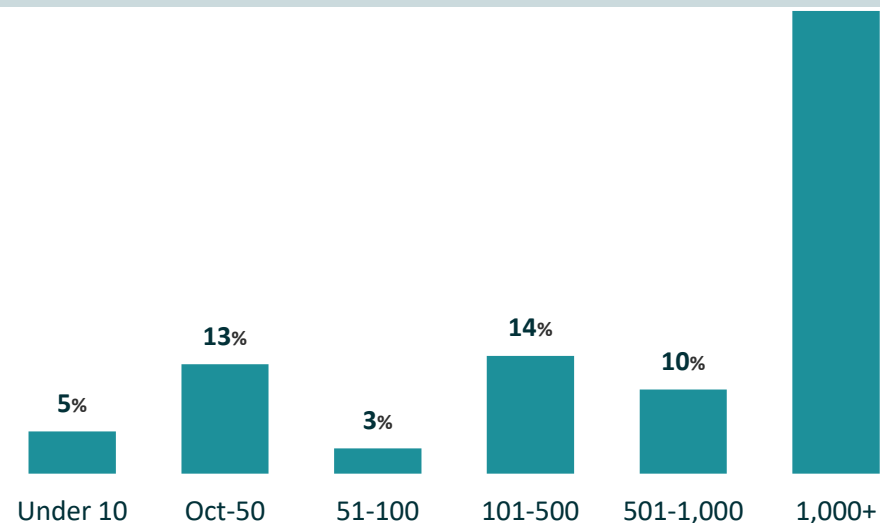


Most practitioners work at an organization with over 1,000 employees; 2 in 5 work alongside 20+ Jewish colleagues

Q11a. Thinking about your current/previous organization, approximately how many people do you estimate work/worked at the organization in total?

Size of Organization

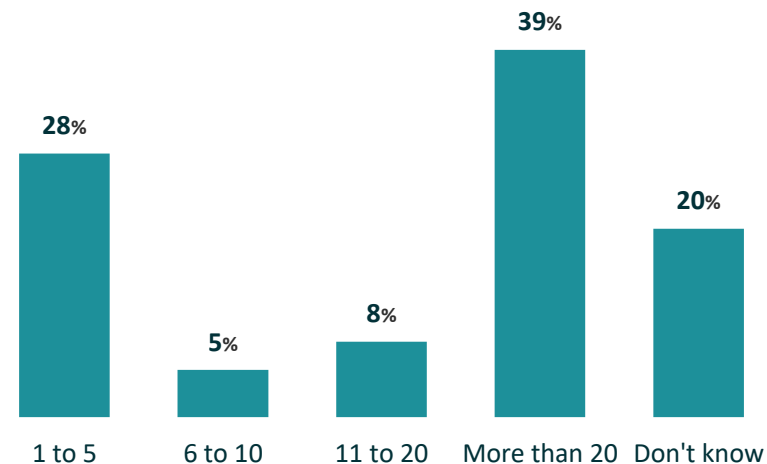
Among total



Q11a. Approximately how many individuals, including yourself identify/identified as Jewish at your current/previous organization/workplace?

Number of Jewish Individuals at Organization

Among total



SAMPLE DEMOGRAPHICS

		Total %
Gender	Woman	63%
	Man	37%
Country of Citizenship	United States of America	61%
	Israel	24%
	Other	24%
	United Kingdom	12%
Country of Permanent Location	United States of America	64%
	Other	15%
	United Kingdom	12%
	Israel	9%
Jewish Denomination	Culturally/Secularly Jewish	35%
	Conservative	23%
	Reform	22%
	Just Jewish	19%
	Reconstructionist	8%
	Modern Orthodox	7%
	Other	7%
	Orthodox	3%
	None of the above	2%

**May not add to 100% due to rounding*

		Total %
Length of Time in Sector	More than 20 years	20%
	7-10 years	20%
	11-15 years	19%
	4-6 years	17%
	16-20 years	13%
	1-3 years	9%
	Less than 1 year	2%
Role	Program/Project Management	30%
	Technical Specialist/Advisor	21%
	Research/Analysis	18%
	Consultant	16%
	Senior Management	15%
	Communications/Advocacy	12%
	Fundraising/Development	12%
	Executive Leadership	8%
	Other	8%
	Field Operations/Implementation	7%
	Monitoring & Evaluation (M&E)	7%
	Finance/Accounting	4%
	Administrative/Support	2%
	Human Resources	2%
	Intern	1%



Women, U.S. citizens/permanent residents, and those who identify as Conservative, Reform, or culturally/secularly Jewish are more likely to express interest in joining a community like OLAM

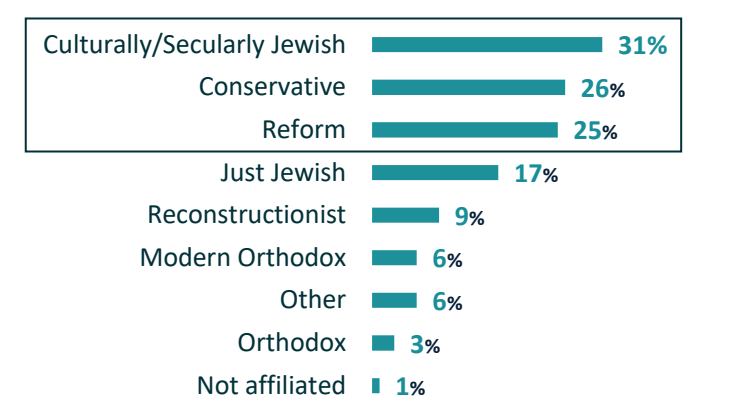
Profile of Those Interested in Joining a Jewish International Development and Humanitarian Aid Community

Among those 'very' or 'somewhat' interested

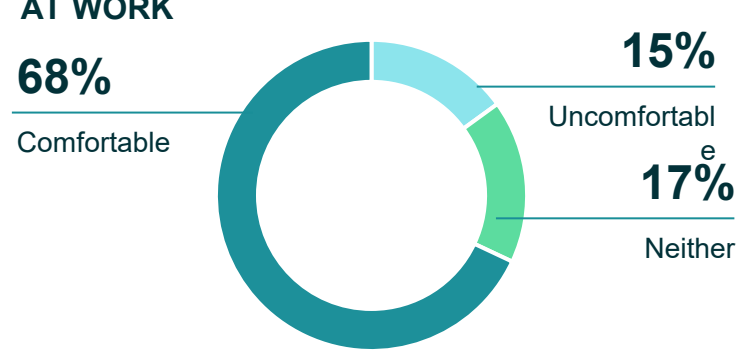
GENDER



JEWISH RELIGIOUS DENOMINATIONS



OPENNESS EXPRESSING JEWISH IDENTITY AT WORK



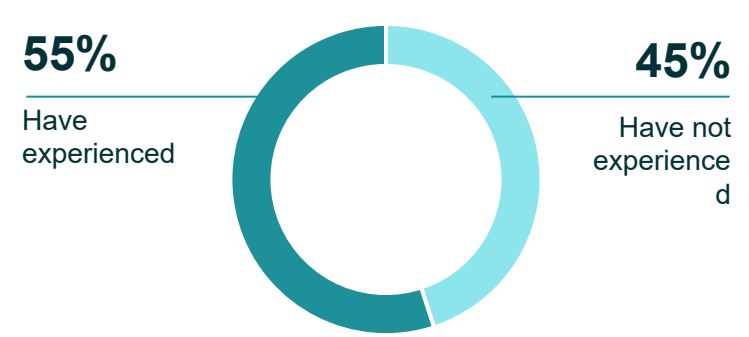
CITIZENSHIP

United States	
Other	24%
Israel	23%
United Kingdom	14%

PERMANENT RESIDENCE

United States	
Other	16%
United Kingdom	10%
Israel	8%

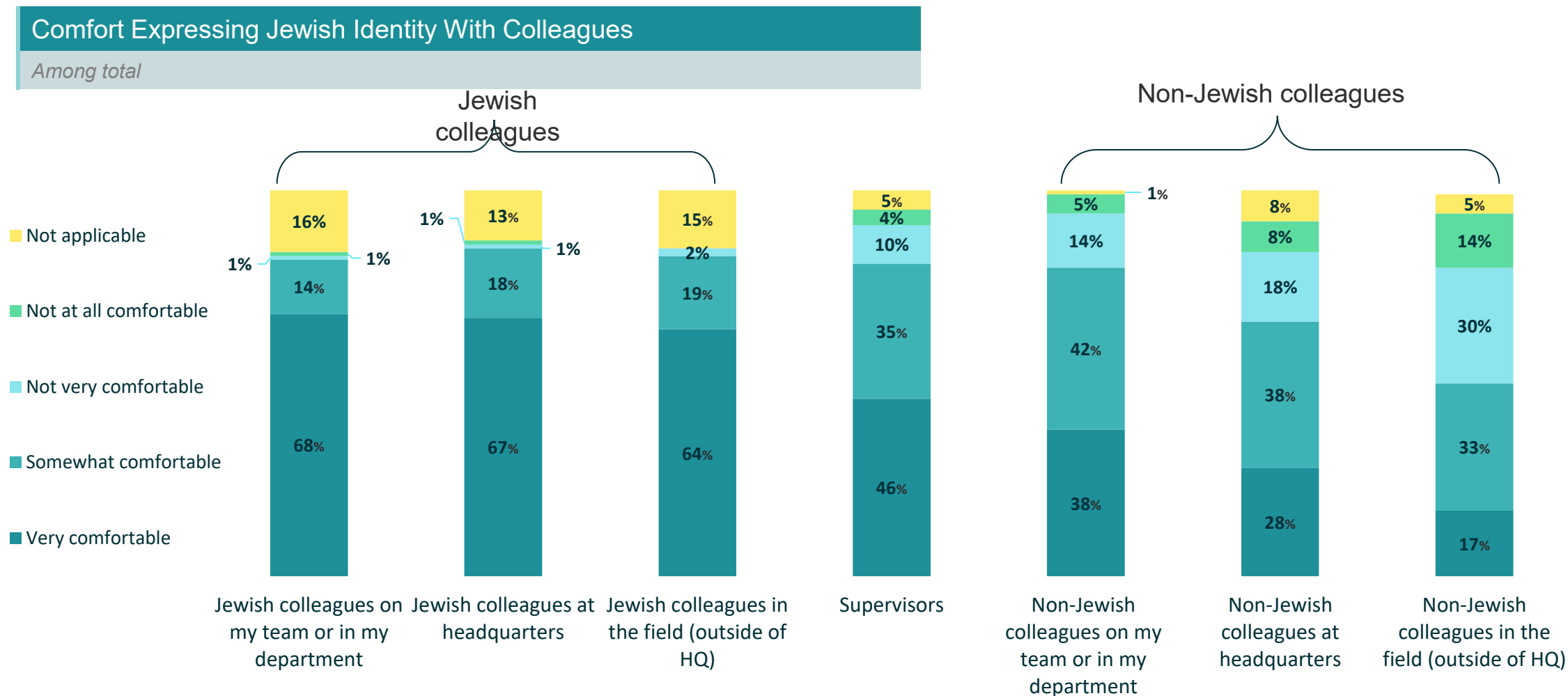
EXPERIENCED BIAS/HATE AT WORK





Comfort in expressing their Jewish identity is context-dependent, and it is notably lower among non-Jewish colleagues, particularly those in the field (outside of HQ)

Q14. And how comfortable are you expressing your Jewish identity with each of the following groups or individuals



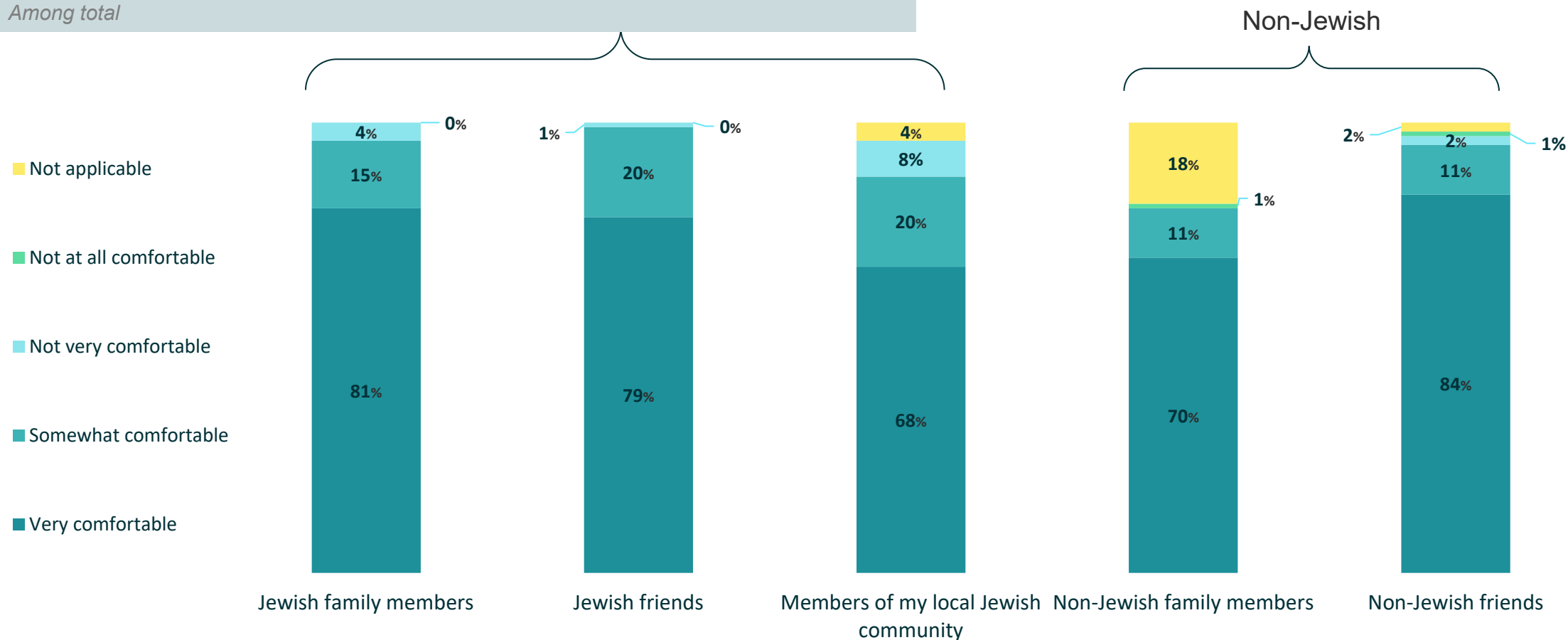


Practitioners show similar comfort levels in sharing their work with both Jewish and non-Jewish friends and family

Q7. Please rate your comfort level discussing your work in the international development and aid sector with each of the following groups.

Comfort Discussing Work With Following Groups

Among total



THANK YOU

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