All in Her Day’s Work: Women from Atlanta Jewish Households in the Workplace

Fern Chertok
Rachel Minkin
Matthew A. Brookner

December 2019

Technical Appendices
Table of Contents

Technical Appendix A: Survey Instrument.................................................................................. 1
Technical Appendix B: Interview Protocol................................................................................ 34
Technical Appendix A: Survey Instrument

Atlanta Survey of Working Women

Welcome to the survey of women in the Atlanta Jewish community. This survey aims to help the Jewish Women’s Fund of Atlanta better understand the issues facing women, particularly related to the workplace, work-life balance, and the job market.

The survey will take about 15 minutes to complete.

This survey is entirely voluntary. If you wish, you may decline to answer specific questions, and you may conclude the survey at any point with no obligation. If you have any questions or concerns about the research, you can contact the Cohen Center at 781-736-3855 or atlwomen@brandeis.edu.

Your individual responses will be kept strictly confidential by CMJS. By starting the survey, you acknowledge that you are at least 18 years of age and give permission for your confidential responses to be analyzed for this project and in future research conducted by the Cohen Center. Information from this study will be reported in ways that do not identify individuals.

If you have any questions or concerns about your rights as a participant, you may contact the Brandeis University Human Research Protection Program (781-736-8133, irb@brandeis.edu). This committee works to safeguard the interests of individuals who participate in Brandeis-sponsored research.

Throughout the survey, please use the NEXT and BACK buttons to move around in the survey. Do not use the Forward and Back buttons on your browser. If you need to take a break, simply close the browser window. Your responses will be saved to that point, so when you return the survey will start where you left off. If you need assistance, please call 781-736-3855.

Click the NEXT button to start the survey.

There are 85 questions in this survey

Screener

[] Do you identify as female? *
Choose one of the following answers

Please choose only one of the following:

- Yes
- No

[] Are you currently working for pay?
Choose one of the following answers

Please choose only one of the following:

- Yes, full-time
- Yes, part-time
- Yes, self-employed (e.g., business owner, freelance)
- No, but looking for work
Issues

[ ] In your personal experience, what are the three most difficult challenges to your success in the areas of work and career?

Please write your answer(s) here:

1) 

2) 

3) 

Spouse & Children

[ ] Are you currently...

Choose one of the following answers

Please choose **only one** of the following:

- Married
- Not married but in a committed relationship
- Separated
- Divorced
- Widowed
- Never married

[ ] Do you live with your fiancé/e, or committed partner?

*Only answer this question if the following conditions are met:*

```
relationship.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/71936) == 2
```

Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No

[ ] Is your spouse or partner currently working for pay?
Only answer this question if the following conditions are met:


Choose one of the following answers

Please choose **only one** of the following:

- Yes, full-time
- Yes, part-time
- Yes, self-employed
- No, but looking for work
- No, and not looking for work

[]Are you the parent or guardian of any children?

Choose one of the following answers

Please choose **only one** of the following:

- Not currently and no intention to be in the future
- Not currently but intend to be in the future
- Yes, currently

[]Are you the parent or guardian of any children age 22 or younger?

Only answer this question if the following conditions are met:

parentstatus.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/71939) == 3

Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No

[]Please select the grade level(s) in which you have a child. (Select all that apply)

Only answer this question if the following conditions are met:

parentyes.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/72460) == 1

Check all that apply

Please choose **all** that apply:

- Not yet in kindergarten
- Grades K-5
- Grades 6-8
- Grades 9-12
- College/post-high school
Looking for Work

[ ] Have you ever worked in the past?

Choose one of the following answers

Please choose **only one** of the following:

- [ ] Yes
- [ ] No

[ ] For how long have you been out of the workforce?

**Only answer this question if the following conditions are met:**

`pastwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3201/qid/72191) == 1`

Choose one of the following answers

Please choose **only one** of the following:

- [ ] Less than 6 months
- [ ] 6 months to 1 year
- [ ] 1 to 3 years
- [ ] 4 to 6 years
- [ ] 7 to 10 years
- [ ] More than 10 years

[ ] Which of the following are reasons you are not working? *(Select all that apply)*

**Only answer this question if the following conditions are met:**

`pastwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3201/qid/72191) == 1`

Check all that apply

Please choose **all** that apply:

- [ ] Caring for children
- [ ] Caring for other relatives
- [ ] Personal medical or mental health issues
- [ ] Can't find a job
- [ ] Don't need to work
- [ ] Are in school or a training program
- [ ] Was let go or your previous position was eliminated
- [ ] Moved to a new area
- [ ] Other

[ ] Are you looking for a job with a similar, less, or greater level of responsibility as before you stopped working?

**Only answer this question if the following conditions are met:**

`pastwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3201/qid/72191) == 1`
Choose one of the following answers

Please choose only one of the following:

- Similar responsibility
- Less responsibility
- Greater responsibility

[ ] What are your reasons for seeking a job with a smaller level of responsibility?

Only answer this question if the following conditions are met:

```
pastwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3201/qid/72191) == 1
and respons.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3201/qid/72206) == 2
```

Please write your answer here:

[ ] To what extent is each of the following a challenge in your current job search?

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limited professional network</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of recent references</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of access to mentoring</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of access to career guidance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revising your resume</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of experience with new technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of experience with new practices in your field</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Limited access to training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What has been most challenging about looking for a job?
Please write your answer here:

What kind of work are you looking for?
Choose one of the following answers

Please choose **only one** of the following:

- Architecture and Engineering
- Arts, Design, Entertainment, Sports, and Media
- Building and Grounds Cleaning and Maintenance
- Business and Financial Operations
- Community and Social Service
- Computer and Mathematical
- Construction and Extraction
- Educational Instruction and Library
- Farming, Fishing, and Forestry
- Food Preparation and Serving Related
- Healthcare Practitioners and Technical
- Healthcare Support
- Installation, Maintenance, and Repair
- Legal
- Life, Physical, and Social Science
- Management
- Military Specific
- Office and Administrative Support
- Personal Care and Service
- Production
- Protective Service
- Sales and Related
- Transportation and Material Moving
- Other
Don’t know

No preference

Are you looking for a job in a Jewish non-profit organization such as Federation, a JCC or a synagogue?
Choose one of the following answers

Please choose only one of the following:

- Yes
- No

When looking for work, how important is it that your job offer each of the following?

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>Flexible hours</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
<th>No opinion/Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working remotely</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Babies at work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accommodations for breastfeeding</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Part-time options</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-site childcare</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paid parental leave</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Which of the following benefits, if any, does your spouse or partner’s job offer?

Only answer this question if the following conditions are met:

Check all that apply

Select all that apply:

- Health insurance
- Dental or vision insurance
- Childcare subsidies
- Student loan repayment subsidies
- Paid parental leave

Not Looking for Work

Have you ever worked for pay in the past?

Choose one of the following answers

Please choose only one of the following:
[] Within the next three years, do you expect that you will look for work, or not?
Choose one of the following answers

Please choose only one of the following:

- Will look for work
- Will not look for work

[] Which of the following are reasons you are not looking for work? (Select all that apply)
Check all that apply

Please choose all that apply:

- Caring for children
- Caring for other relatives
- Personal medical or mental health issues
- Can’t find a job
- Don’t need to work
- Are in school or a training program
- Was let go or your previous position was eliminated
- Moved to a new area
- You are retired
- Other

[] For how long have you been out of the workforce?

Only answer this question if the following conditions are met:
Answer was 'Yes' at question '21 [workedinpast]' (Have you ever worked for pay in the past?)

Choose one of the following answers

Please choose only one of the following:

- Less than 6 months
- 6 months to 1 year
- 1 to 3 years
- 4 to 6 years
- 7 to 10 years
- More than 10 years

[] Thinking about the future, will you be looking for a job with a similar, less, or greater level of responsibility as before you stopped working?
Only answer this question if the following conditions are met:
Answer was 'Yes' at question '21 [workedinpast]' (Have you ever worked for pay in the past?) and Answer was 'Will look for work' at question '22 [next3years]' (Within the next three years, do you expect that you will look for work, or not?)

Choose one of the following answers

Please choose only one of the following:

- Similar responsibility
- Less responsibility
- Greater responsibility

What are your reasons for seeking a job with a smaller level of responsibility?

Only answer this question if the following conditions are met:

Please write your answer here:

[ ] Thinking about the future, to what extent do you think each of the following will be a challenge in your job search?

Only answer this question if the following conditions are met:

next3years.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3204/qid/72254) == 1

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>Limited professional network</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
<th>No opinion/Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of recent references</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of access to mentoring</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of access to career guidance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revising your resume</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of experience with new technology</td>
<td>Not at all</td>
<td>A little</td>
<td>Somewhat</td>
<td>Very much</td>
<td>No opinion/Not applicable</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>-----------</td>
<td>---------</td>
<td>----------</td>
<td>-----------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>Lack of experience with new practices in your field</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Limited access to training</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

[ ] What kind of work do you think you will look for?

Only answer this question if the following conditions are met:

```
next3years.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3204/qid/72254) == 1
```

Choose one of the following answers:

Please choose **only one** of the following:

- Architecture and Engineering
- Arts, Design, Entertainment, Sports, and Media
- Building and Grounds Cleaning and Maintenance
- Business and Financial Operations
- Community and Social Service
- Computer and Mathematical
- Construction and Extraction
- Educational Instruction and Library
- Farming, Fishing, and Forestry
- Food Preparation and Serving Related
- Healthcare Practitioners and Technical
- Healthcare Support
- Installation, Maintenance, and Repair
- Legal
- Life, Physical, and Social Science
- Management
- Military Specific
- Office and Administrative Support
- Personal Care and Service
- Production
- Protective Service
- Sales and Related
- Transportation and Material Moving
- Other
- Don’t know
[] Will you look for a job in a Jewish non-profit organization such as Federation, a JCC or a synagogue?

Only answer this question if the following conditions are met:

next3years.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3204/qid/72254) == 1

Choose one of the following answers:

- Yes
- No

[] Thinking about when you will look for work, how important is it that your job offer each of the following?

Only answer this question if the following conditions are met:

next3years.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3204/qid/72254) == 1

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>flexible hours</th>
<th>not at all</th>
<th>a little</th>
<th>somewhat</th>
<th>very much</th>
<th>not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>working remotely</td>
<td>not at all</td>
<td>a little</td>
<td>somewhat</td>
<td>very much</td>
<td>not applicable</td>
</tr>
<tr>
<td>babies at work</td>
<td>not at all</td>
<td>a little</td>
<td>somewhat</td>
<td>very much</td>
<td>not applicable</td>
</tr>
<tr>
<td>accommodations for breastfeeding</td>
<td>not at all</td>
<td>a little</td>
<td>somewhat</td>
<td>very much</td>
<td>not applicable</td>
</tr>
<tr>
<td>part-time options</td>
<td>not at all</td>
<td>a little</td>
<td>somewhat</td>
<td>very much</td>
<td>not applicable</td>
</tr>
<tr>
<td>on-site childcare</td>
<td>not at all</td>
<td>a little</td>
<td>somewhat</td>
<td>very much</td>
<td>not applicable</td>
</tr>
<tr>
<td>paid parental leave</td>
<td>not at all</td>
<td>a little</td>
<td>somewhat</td>
<td>very much</td>
<td>not applicable</td>
</tr>
</tbody>
</table>

Job & Money

[] Which of the following benefits, if any, does your current job offer? Please answer even if you do not use these benefits. (Select all that apply)

Check all that apply:

- Health insurance
- Dental or vision insurance
- Childcare subsidies
- Student loan repayment subsidies
- Retirement savings plan
- Employer contribution to retirement savings
- Paid parental leave
- None of the above
How many weeks of paid parental leave does your current job offer?

Choose one of the following answers:

- 0 weeks
- 1-2 weeks
- 3-6 weeks
- 7-12 weeks
- 13-20 weeks
- 21 weeks or more
- Don't know

To what extent do you agree or disagree with the following statements about paid parental leave offered by your current place of work?

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
<th>No opinion/Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am satisfied with the amount of paid parental leave</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The amount of paid parental leave is too little</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The amount of paid parental leave has caused me to put off having or not have additional children</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

When you were searching for your current job, how important was it that it offer each of the following?

Please choose the appropriate response for each item:
[ ] Which of the following options does your current job offer? *(Select all that apply even if you do not make use of the option)*

Check all that apply:

- Flexible hours
- Remote working
- Babies at work
- Accommodations for breastfeeding
- Part-time options
- On-site childcare
- None of the above

[ ] To what extent do you agree or disagree with the following statements about your current place of work?

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel valued</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am proud of the work I do</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am proud of the work done by my company/organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My workplace feels safe</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My workplace is a positive environment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I always feel included socially</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My job has a lot of responsibility, but not much authority</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Strongly disagree</td>
<td>Somewhat disagree</td>
<td>Neither agree nor disagree</td>
<td>Somewhat agree</td>
<td>Strongly agree</td>
</tr>
<tr>
<td>-----------------------------------------------------------------</td>
<td>-------------------</td>
<td>-------------------</td>
<td>---------------------------</td>
<td>----------------</td>
<td>----------------</td>
</tr>
<tr>
<td>My ideas and opinions are often ignored</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Most of the time I feel I have very little control over my life at work</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have opportunities to advance</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have opportunities to develop my skills</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I receive adequate acknowledgement or appreciation for my work from supervisors</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I receive adequate acknowledgement or appreciation for my work from coworkers</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I get support from coworkers about my need to meet family and home demands</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I get support from my supervisor about my need to meet family and home demands</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am satisfied with my compensation</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have access to mentoring</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

What kind of work do you do?
Choose one of the following answers

Please choose only one of the following:

- Architecture and Engineering
- Arts, Design, Entertainment, Sports, and Media
- Building and Grounds Cleaning and Maintenance
- Business and Financial Operations
- Community and Social Service
- Computer and Mathematical
- Construction and Extraction
Educational Instruction and Library
Farming, Fishing, and Forestry
Food Preparation and Serving Related
Healthcare Practitioners and Technical
Healthcare Support
Installation, Maintenance, and Repair
Legal
Life, Physical, and Social Science
Management
Military Specific
Office and Administrative Support
Personal Care and Service
Production
Protective Service
Sales and Related
Transportation and Material Moving
Other

Do you work for a Jewish non-profit organization such as a Federation, JCC, synagogue or Jewish day school?
Choose one of the following answers
Please choose only one of the following:

- Yes
- No

To what extent has each of the following hindered your ability to be successful at work?

Only answer this question if the following conditions are met:

```
parentstatus.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/71939) == 3
```

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>Availability of childcare</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cost of childcare</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Location of childcare</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Caring for sick children</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To what extent have you felt the need to minimize your role as a parent at work?
Only answer this question if the following conditions are met:

\[
\text{parentstatus.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/71939)} == 3
\]

Choose one of the following answers

Please choose **only one** of the following:

- Not at all
- A little
- Somewhat
- Very much

Which of the following benefits, if any, does your spouse or partner’s job offer? *Please answer even if you do not use the benefits associated with their job.* (Select all that apply)

Only answer this question if the following conditions are met:

\[
\text{relationship.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/71936)} == 1 \text{ and spousework.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/71938)} \leq 3
\]

Check all that apply

Please choose **all** that apply:

- Health insurance
- Dental or vision insurance
- Childcare subsidies
- Student loan repayment subsidies
- Retirement savings plan
- Employer contribution to retirement savings
- Paid parental leave
- None of the above

How many weeks of paid parental leave does your spouse/partner’s current job offer?

Only answer this question if the following conditions are met:

\[
\]

Choose one of the following answers

Please choose **only one** of the following:

- 0 weeks
- 1-2 weeks
3-6 weeks

7-12 weeks

13-20 weeks

21 weeks or more

Don’t know

Seeking New Job

Are you currently looking for a different job or place of employment?

Choose one of the following answers

Please choose only one of the following:

- Yes
- No

Which of the following are reasons you are looking for a different job or different place of employment? (Select all that apply)

Only answer this question if the following conditions are met:

newjob.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3195/qid/72021) == 1

Check all that apply

- Better pay
- Better hours
- Better commute
- More supportive work environment
- Better benefits
- Better work/life balance
- Change career path
- None of the above

What has been most challenging about finding a new job or place of employment?

Only answer this question if the following conditions are met:

newjob.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3195/qid/72021) == 1

Please write your answer here:
[ ] In your search for a new job, how important is it that your job offer each of the following?

Only answer this question if the following conditions are met:

newjob.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3195/qid/72021) == 1

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
<th>No opinion/Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexible hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Remote working</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Babies at work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accommodations for breastfeeding</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Part-time options</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-site childcare</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paid parental leave</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Work Stress and Work/Life Balance

[ ] To what extent does each of the following hinder your desired work/life balance?

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commuting to/from work</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Housekeeping and home maintenance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Length of work hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unpredictable work schedule</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Required evening or weekend hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Having to complete work at home in the evenings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ ] To what extent do you agree or disagree with the following statements?

Please choose the appropriate response for each item:
<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
<th>No opinion/Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>It is not difficult to take time off during my work day to take care of personal/family matters</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>At the moment, because the job demands it, I usually work long hours</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>There isn't much time to see my family/friends during the week</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I have to take work home most evenings</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I often work late or on weekends to deal with work without interruptions</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Relaxing and forgetting about work issues are hard to do</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I worry about the effect of work stress on my health</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My relationship with my partner is suffering because of the pressure or long hours of my work</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>Somewhat disagree</td>
<td>Neither agree nor disagree</td>
<td>Somewhat agree</td>
<td>Strongly agree</td>
<td>No opinion/Not applicable</td>
<td></td>
</tr>
<tr>
<td>-------------------</td>
<td>-------------------</td>
<td>---------------------------</td>
<td>---------------</td>
<td>---------------</td>
<td>--------------------------</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

My family/friends are missing out on my input, either because I don't see enough of them or am too tired

Finding time for hobbies, leisure activities, or friendships and extended family relationships is difficult

I would like to reduce my working hours and stress levels but feel I have no control over the situation

[]To what extent do you agree or disagree with the following: “My workplace supports the lifestyle I desire as a working mother.”

Only answer this question if the following conditions are met:


Choose one of the following answers

Please choose only one of the following:

- Strongly disagree
- Disagree
- Agree
- Strongly agree

[]To what extent does your family rely on your income?

Only answer this question if the following conditions are met:

Choose one of the following answers

Please choose **only one** of the following:

- Not at all
- A little
- Somewhat
- Very much

**(Re)Entering the Workforce**

[] In the last 10 years (since 2009), did you stop working for a period longer than three months and then return to the workforce? *If you stopped working before 2009 but started working after, select "yes"*

Choose one of the following answers

Please choose **only one** of the following:

- Yes
- No

[] For how long were you out of the workforce before returning to work?

*Only answer this question if the following conditions are met:

returnwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 1*

Choose one of the following answers

Please choose **only one** of the following:

- Less than 6 months
- 6 months to 1 year
- 1 to 3 years
- 4 to 6 years
- 7 to 10 years
- More than 10 years

[] Which of the following are reasons you were out of the workforce? *(Select all that apply)*

*Only answer this question if the following conditions are met:

returnwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 1*

Check all that apply

Please choose **all** that apply:

- Caring for children
- Caring for other relatives
[ ] To what extent was each of the following a challenge in your return to the workforce?

Only answer this question if the following conditions are met:

```
returnwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 1
```

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limited professional network</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of recent references</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of access to mentoring</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of access to career guidance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revising your resume</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of experience with new technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of experience with new practices in your field</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Limited access to training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ ] When you returned to work did your job have a similar, less, or greater level of responsibility as your job before the break in your employment?

Only answer this question if the following conditions are met:

```
returnwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 1
```

Choose one of the following answers

Please choose only one of the following:

- Similar responsibility
- Less responsibility
- Greater responsibility

[ ] Did you actively seek out a job with a smaller level of responsibility?
Only answer this question if the following conditions are met:
`returnwork.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 1`  
`and responsibility.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72087) == 2`

Choose one of the following answers

Please choose **only one** of the following:

- [ ] Yes
- [ ] No

[] What were your reasons for seeking a job with a smaller level of responsibility?

Only answer this question if the following conditions are met:
`returnwork.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 1`  
`and lessresponsibility.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72088) == 1`

Please write your answer here:


[] When you returned to work did your job have a similar, lower or higher level of pay as your job before the break in your employment?

Only answer this question if the following conditions are met:
`returnwork.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 1`

Choose one of the following answers

Please choose **only one** of the following:

- [ ] Similar pay
- [ ] Lower pay
- [ ] Higher pay

[] Which of the following challenges, if any, did you face upon re/entering the workforce? *(Select all that apply)*

Only answer this question if the following conditions are met:
`returnwork.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 1`

Check all that apply

Please choose **all** that apply:
The cost of childcare
The availability of childcare
Lack of flexible schedule
Limited accommodations for breastfeeding/pumping
Other
None of the above

[ ] Did you enter the workforce for the first time in 2009 or later?

Only answer this question if the following conditions are met:

```
returnwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065) == 0
and ! is_empty(returnwork.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72065))
```

Choose one of the following answers

Please choose only one of the following:

- Yes
- No

[ ] To what extent was each of the following a challenge in your entry into the workforce?

Only answer this question if the following conditions are met:

Answer was 'No' at question '51 [returnwork]' (In the last 10 years (since 2009), did you stop working for a period longer than three months and then return to the workforce? If you stopped working before 2009 but started working after, select "yes")

Please choose the appropriate response for each item:

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limited professional network</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of recent references</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of access to mentoring</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of access to career guidance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revising your resume</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of experience with new technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lack of experience with new practices in your field</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Limited access to training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

[ ] Which of the following challenges, if any, did you face upon entering the workforce? (Select all that apply)
Only answer this question if the following conditions are met: enterworkforce.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3197/qid/72098) == 1 and parentstatus.NAOK (/index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/71939) == 3

Check all that apply

Please choose all that apply:

- The cost of childcare
- The availability of childcare
- Lack of flexible schedule
- Limited accommodations for breastfeeding/pumping
- Other
- None of the above

**Discrimination and Harassment**

**[] In the last 10 years (since 2009) have you done any of the following to avoid possible harassment, discrimination, or unfair or disrespectful treatment at work? (Select all that apply)**

Check all that apply

Please choose all that apply:

- Not applied for or taken a particular employment position
- Not applied for or taken a promotion at your place of employment
- Left an employment position
- Not presented your question, idea, or opinion at your place of employment
- Not attended social events at work or at conferences
- None of the above

**[] In the last 10 years (since 2009) did any of the following happen to you at work (whether at your current or a former workplace)? (Select all that apply)**

Check all that apply

Please choose all that apply:

- Been denied a promotion because of your gender
- Earned less than a man who was doing the same job
- Felt isolated in your workplace because of your gender
- Received less support from senior leaders than a man who was doing the same job
- Had someone treat you as if you were not competent because of your gender
- Been passed over for the most important assignments because of your gender
- Experienced repeated, small slights because of your gender
Had your commitment to your career questioned because you are a parent

- None of the above

In the last 10 years (since 2009) did you experience any of the following at work (whether at your current or a former workplace)? (Select all that apply)

- Unwanted touching
- Verbal remarks of a sexual nature (including jokes) directed towards you or in your presence
- Gestures of a sexual nature, including exposure of any private parts
- Staring at you or a part of your body
- Messages of a sexual nature sent to you
- Obscene images in the workplace
- Persistent and unwanted invitations of a sexual nature

Did you report any of these incidents of discrimination or harassment to human resources or a supervisor?

Only answer this question if the following conditions are met:


Choose one of the following answers

Please choose only one of the following:

- All of them
Some of them
None of them

[ ] How satisfied were you with the outcome of your complaints?

Only answer this question if the following conditions are met:

Choose one of the following answers

Please choose only one of the following:

- Very dissatisfied
- Somewhat dissatisfied
- Somewhat satisfied
- Very satisfied

[ ] What are the reasons you did not make a report to human resources or a supervisor? (Select all that apply)

Only answer this question if the following conditions are met:

Check all that apply

Please choose all that apply:

- Didn't know who the right person was
- Didn't know how to report it
- Were concerned the situation would not be kept confidential
- Did not need/want any assistance or any action taken
- Were concerned the process would be too difficult
- Were concerned about retribution from the person who did it
- Were concerned about losing your job
- Were concerned about being seen as a “trouble maker”
- None of the above

[ ] Did any of these experiences of discrimination or harassment lead to you to... (Select all that apply)
Only answer this question if the following conditions are met:

discrimination_1.NAOK (/index.php?
\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72122) == "Y" or discrimination_2.NAOK
(/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72122) == "Y" or
discrimination_3.NAOK (/index.php?
\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72122) == "Y" or
discrimination_4.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72122) == "Y" or
discrimination_5.NAOK (/index.php?
\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72122) == "Y" or
discrimination_6.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72122) == "Y" or
discrimination_7.NAOK (/index.php?
\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72122) == "Y" or
discrimination_8.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72122) == "Y" or
harassment_1.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72123) == "Y" or
harassment_2.NAOK (/index.php?
\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72123) == "Y" or
harassment_3.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72123) == "Y" or
harassment_4.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72123) == "Y" or
harassment_5.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72123) == "Y" or
harassment_6.NAOK (/index.php?
\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72123) == "Y" or
harassment_7.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3198/qid/72123) == "Y"

Check all that apply

Please choose all that apply:

- Consider transferring from a project, department, unit or team
- Be less productive or effective in your work
- Consider leaving your place of employment
- Take leave, sick time, or miss work
- Consider leaving your field of employment
- Lose your job
- Be asked to transfer to another department, project, unit or team
- Leave your field of employment
- Leave your job
- None of the above

Financial

[] Overall, how confident are you that you have enough money to provide higher education for your children?

Only answer this question if the following conditions are met:

parentstatus.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3193/qid/71939) ==
3 or parentyes.NAOK (/index.php?\r=\admin\questions\sa\view\surveyid/945367/gid/3193/qid/72460) == 1
Choose one of the following answers

Please choose only one of the following:

- Very confident
- Somewhat confident
- Uncertain
- Not very confident
- Not at all confident

Overall, how confident are you that you {if((relationship.NAOK == 1 or relationship.NAOK == 3 or livingstatus.NAOK == 1), 'and your spouse or partner', '')} will have enough money to live comfortably throughout your retirement years?

Choose one of the following answers

Please choose only one of the following:

- Very confident
- Somewhat confident
- Uncertain
- Not very confident
- Not at all confident

Which of the following words or phrases best describes your household’s standard of living?

Choose one of the following answers

Please choose only one of the following:

- Prosperous
- Living very comfortably
- Living reasonably comfortably
- Just getting along
- Nearly poor
- Poor

Do you earn more or less than your spouse or partner?

Only answer this question if the following conditions are met:


Choose one of the following answers

Please choose only one of the following:
Was your household income in 2018...

Choose one of the following answers

Please choose only one of the following:

- Less than $50,000
- $50,000 to $99,999
- $100,000 to $149,999
- $150,000 to $199,999
- $200,000 or more
- You prefer not to answer

How confident are you that your family could maintain its current standard of living for six months if you could not rely on your spouse or partner’s income?

Only answer this question if the following conditions are met:
spousework.NAOK (index.php?r=admin/questions/sa/view/surveyid/945367/gid/3193/qid/71938) == 1

Choose one of the following answers

Please choose only one of the following:

- Very confident
- Somewhat confident
- Uncertain
- Not very confident
- Not at all confident

In the past year, did you experience economic hardship because of a change in... (Select all that apply)

Check all that apply

Please choose all that apply:

- Employment (e.g., lost a job, pay reduced, returned to school, etc.)
- Housing (e.g., received a foreclosure, new mortgage, etc.)
- Health (e.g., illness, medical emergency, etc.)
- Family structure (e.g., death of a relative, divorce, new child, etc.)
- Something else
- Did not experience economic hardship in the last year

Has your household set aside an emergency or rainy day fund that could cover three months of expenses?
Choose one of the following answers

Please choose only one of the following:

☐ Yes
☐ No

[] Would your household be able to pay an unexpected $400 emergency expense with cash, money currently in a bank account, or on a credit card you could pay in full?

Choose one of the following answers

Please choose only one of the following:

☐ Yes
☐ No

Demographics

[] How old are you?

Only numbers may be entered in this field.

Please write your answer here:

[] Do you consider yourself Jewish in any way?

Choose one of the following answers

Please choose only one of the following:

☐ Yes
☐ No

[] What is the highest level of schooling you have completed?

Choose one of the following answers

Please choose only one of the following:

☐ High school diploma or less
☐ Some college or technical school
☐ Associate's or technical degree
☐ Bachelor's degree
☐ Graduate degree (e.g., MA, MS, JD, MD, PhD)
☐ Other

[] What is your spouse or partner’s gender?
Only answer this question if the following conditions are met:

Choose one of the following answers

Please choose only one of the following:

- Male
- Female
- Another gender identity

[ ] How old is your spouse or partner?

Only answer this question if the following conditions are met:

Only numbers may be entered in this field.

Please write your answer here:

[ ] Does your spouse or partner consider themselves Jewish in any way?

Only answer this question if the following conditions are met:

Choose one of the following answers

Please choose only one of the following:

- Yes
- No

Follow Up

[ ] The Cohen Center is also seeking to conduct phone interviews with Jewish women. The interview would take approximately one hour and we would be happy to find a time that works best for you. If you are interested, please enter your name and email address below, and one of our researchers will contact you for scheduling.

Please write your answer(s) here:
Name:

Email:

07-08-2019 – 09:36

Submit your survey.
Thank you for completing this survey.
Introduction

- Thank you for taking the time to speak today. Our conversation is confidential. Your views will be combined with those of others. Nothing will be reported that identifies an individual. We do not use names of individuals or individual organizations/programs in any of our reports.
- We will be recording our conversation to assure that I accurately capture your views. The recording is for the purposes of the research team only and will not be shared with anyone outside of the research team.

1. Let’s look first at your work life. What has your career path been?
   - Starting point
   - Changes in career and why
   - Changes in career goals and why
   - What is your current work situation

2. What have been the breaks in your career? Times when you were not working for more than 3 months or more?
   - Cause of the break
   - Issues you encountered returning to work
   - Return at similar or different position/pay?
   - Return at similar or different level of responsibility?

3. What does it mean to you to be successful at work?
   - Career goals?

4. Who else comprises your immediate family?

5. [if children] How did/do you navigate raising children and working?
   - Childcare issues?
   - How have children affected your career decisions?

6. How have your responsibilities for other family members (partners, elders) impacted your ability to achieve work goals?

7. How did you find your current job?
   - How long did it take you?
   - Access to networking, career guidance
8. In the survey, you listed three (or the number from their responses) challenges to your success in the areas of work and career. We’d like to learn more about that. The first challenge you listed was [challenge #1]:
   - Can you tell me more about that issue?
   - Can you give me an example of a time that you encountered that issue?
   - Where did you find help or resources to deal with that issue?
   - What forms of support or resources would have been helpful?
   - What resources did you look for but were unable to find or access?
   - What communities or groups did you find helpful/supportive as you dealt with that issue?
   - Did you find any Jewish organizations or groups helpful?

9. Have you faced any other issues barriers in your work experience?
   - Pay equity or gender discrimination issues?
   - Sexual harassment issues?
   - Access to mentoring?
   - Being seen as a serious professional?
   - Career advancement/access to career development opportunities?
   - Stress of balancing work and home life

10. What barriers or issues have you encountered in achieving your vision of what you want for your personal life?

11. When you need help or resources to overcome barriers to your personal life, where do you find them or to whom do you turn for help?
   - [Probe] What communities or groups have been supportive to you?
   - [Probe] Any groups or resources through the Jewish community?

12. Thinking of all the issues we have discussed, which issues do you wish the Jewish community understood better or did more to address?