

# WORKPLACE RELIGIOUS DIVERSITY & INCLUSION (RD&I)

Growing the Bottom Line Through Market Understanding, Client Satisfaction, Employee Retention and Respectful Communication

## GOALS



### KNOWLEDGE

How does religion impact markets, clients and co-workers?



### SKILLS

What are the best mindsets and practices to foster workplace RD&I?



### ACTION

What strategies, policies, and programs foster RD&I in companies and societies?

## APPROACH

The Religious Freedom Center, in collaboration with the Religious Freedom & Business Foundation, has developed education programs for businesses and organizations across the globe, including full and half-day seminars focused on middle management and executives. Through analytical skills practice and building the knowledge necessary to operate in a religiously diverse context, the RD&I training will enable people to gain an inclusive mindset that creates a workplace where employees can bring their whole selves to work. The seminar includes pre- and post-tests, interactive exercises and concrete tools for actively fostering RD&I in the workplace and religious understanding for success in the marketplace.

**RELIGIOUS FREEDOM CENTER**  
FREEDOM FORUM INSTITUTE

 **RELIGIOUS FREEDOM & BUSINESS FOUNDATION**  
FAITH & BUSINESS BUILD A BETTER WORLD

## OFFERINGS

### 1. KNOWLEDGE: THE CASE FOR CHANGE, A BUSINESS IMPERATIVE

Demographers project that the world's religiously affiliated population will outgrow the religiously unaffiliated population by a factor of 23-1. This means that religion will be increasingly important for employees and potential customers in the global marketplace. How is your company positioning itself for success?

### 2. SKILL SET A: BEST ACCOMMODATION POLICIES AND PRACTICES

36 percent of American workers have experienced or witnessed workplace discrimination or non-accommodation according to Tanenbaum, leading to low morale and retention. How is your organization responding to this trend?

### 3. SKILL SET B: NONDISCRIMINATION AND NAVIGATING TRICKY ISSUES

Complaints of workplace religious discrimination to the Equal Employment Opportunity Commission were twice as high as complaints based on sexual orientation. How can organizations avoid discrimination in both areas?

### 4. ACTION: EMPLOYEE AND COMPANY ENGAGEMENT

CEOs around the world are signing and implementing the Corporate Pledge on Freedom of Religion or Belief (FoRB), signaling to the marketplace and potential employees their commitment to diversity and inclusion. In addition to the FoRB Pledge, find out what other employee tools are available for your organization.

### 5. CUSTOM SEMINARS: ZEROING IN ON YOUR COMPANY'S ISSUES

Each company has a unique position in the marketplace and is made up of a uniquely diverse workforce. To best meet the specific needs of each company or organization, we offer a tailored program design to help you achieve market success and develop an environment of RD&I. One of our faculty will work with you to ensure the training curriculum is reflective of your specific circumstances and context.

## CONTACT

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## ABOUT

The Religious Freedom & Business Foundation works worldwide to help businesses promote and practice religious inclusion in the workplace and in their societies.

[religiousfreedomandbusiness.org/training](https://religiousfreedomandbusiness.org/training)

The Religious Freedom Center of the Freedom Forum Institute is a nonpartisan national initiative focused on educating the public about the religious liberty principles of the First Amendment.

[religiousfreedomcenter.org/business](https://religiousfreedomcenter.org/business)