



# Interfaith



# Interfaith Journey

**2001-2007**

**Dell Connected in Christ**

Formed in 2001  
Pursued formal ERG approval

**April 2017**

**Merger Collaboration**

EMC Faith Group and Dell  
Connected in Christ started the  
integration discussion

**May 7, 2019**

**Interfaith Relaunch**

ERG Relaunch with new  
mission statement, logo, and  
leadership team

**2014-2015**

**EMC Faith Group**

Faith Group proposed.  
Faith Group approved May 2015

**September 2018**

**ERG Approval**

Interfaith ERG is officially  
approved by D&I Leadership, with  
the support of our ELT



# Interfaith

*Our faith is reflected in the work we do, the markets we serve and the talent we attract. Faith is central to our authentic self; it impacts our thoughts, actions, and daily life. Representing many faiths, we are one Interfaith family – open to all faiths, always. Our mission is to drive awareness, promote understanding, and foster camaraderie within our workplace and communities. We find strength in our differences and are better together.*

## Our Mission

Interfaith Executive Sponsor

Global Interfaith Leads

Events

Finance

Communications

Data Analytics &  
Reporting

Business Innovation

Professional  
Development

Team Member  
Experience

Community Impact

Faith Leads



Buddhist



Christian



Hindu



Jewish



Muslim

# Initiative for Freedom – A21

3

Live Events

1.7K+

Participants

48

Global watch parties

\$10K

Raised to support A21

5 / 7

SAB Participants

29

Countries

**Hyderabad, India** “..this is so unknown to most of us is criminal” “Thank you!! This enables me to look for the signs“

**Panama City, Panama** “Very impactful, facts were eye-openers.”

**Santa Clara, CA** “It was a sobering, solemn and deeply moving event that left us changed forever”

**Cherrywood, Ireland** “Incredibly powerful event and cause. Unbelievable what's happening on our doorstep. We can make a difference”

**London, UK** “Thank you for making this happen and bringing this incredibly important message to the workplace. I’ve never been more proud of the company I work for.”







# Stronger Together Conversation Series

Our Stronger Together conversation series will **highlight stories** of people who have faced religious persecution because of their faith. Throughout each session we hope to:



**Create a space for dialogue** to expand understanding



**Learn to be allies** for members of our diverse faith family at Dell Technologies and our local communities

# Jewish Fact Sheet



## Beliefs:

Judaism is the system of beliefs, practices, and laws which G-d gave to the Children of Israel on Mount Sinai. This teaching is called the “Torah” (the first five books of The Old Testament). Jews believe that there is only one G-d who does not have a physical or human form. Judaism also believes that the Messiah (called “Moshiach”) has not yet arrived.

There are several movements within Judaism. The three most common include: Orthodox, Conservative, and Reform.

## Additional Facts, Holidays & Festivals:

- **Sabbath (Shabbat)** - <https://en.wikipedia.org/wiki/Shabbat>
- **Rosh Hashanah** – [https://en.wikipedia.org/wiki/Rosh\\_Hashanah](https://en.wikipedia.org/wiki/Rosh_Hashanah)
- **Yom Kippur** – [https://en.wikipedia.org/wiki/Yom\\_Kippur](https://en.wikipedia.org/wiki/Yom_Kippur)
- **Passover**– <https://en.wikipedia.org/wiki/Passover>

## How can we best support people of the Jewish faith in the workplace?

- Provide flexibility for those observing Sabbath (Shabbat) which starts Friday at sundown and concludes Saturday at sundown. Ask if Jewish members of your teams observe in this way.
- Be inclusive during the holiday season by honoring holidays of all faiths, i.e. Chanukah.
- Try to avoid mandatory meetings, calls or business travel on Yom Kippur, the Day of Atonement and Rosh Hashanah, the Jewish New Year. These days are usually the most attended at synagogues around the world.
- When Jews experience a death, it is customary not to send flowers. Rather, consider planting a tree in memorial, sending a card, or making a charitable contribution in a multiple of \$18 (i.e. \$36, \$54, etc). The number 18 is significant since the Hebrew word for “life” has the 10<sup>th</sup> and 8<sup>th</sup> letters of the Hebrew alphabet. “Shiva” is the week-long mourning period in Judaism. The ritual is referred to as “sitting Shiva.”
- An important rite of passage is a child’s Bar (boy) / Bat (girl) Mitzvah. This joyful event typically occurs between the ages of 12 and 13 for girls, and at age 13 or after for boys. Acknowledge the importance and provide flexibility during the planning and celebratory time period.





# Hindu

## Fact Sheet

### Beliefs:

Hinduism or *Sanatana Dharma* is a system of spiritual and cultural beliefs that originated in the Indian subcontinent millennia ago. There are many branches, some being monotheistic and some polytheistic. Major branches include worship of Lord Vishnu (*Vaishnavism*), worship of the Goddess (*Shaktism*) and worship of Lord Shiva (*Shaivism*). Some of the common teachings of all branches of Hinduism include *karma* (action), *dharma* (duty), *seva* (service), *jnana* (knowledge) and *bhakti* (devotion). Principal scriptures include Vedas, Upanishads, Puranas and Bhagavad Gita.

### Additional Facts, Holidays & Festivals:

- **Maha Shivratri** - [https://en.wikipedia.org/wiki/Maha\\_Shivaratri](https://en.wikipedia.org/wiki/Maha_Shivaratri)
- **Holi** - <https://en.wikipedia.org/wiki/Holi>
- **Rama Navami** - [https://en.wikipedia.org/wiki/Rama\\_Navami](https://en.wikipedia.org/wiki/Rama_Navami)
- **Krishna Janmashtami** - [https://en.wikipedia.org/wiki/Krishna\\_Janmashtami](https://en.wikipedia.org/wiki/Krishna_Janmashtami)
- **Ganesha Chaturthi** - [https://en.wikipedia.org/wiki/Ganesh\\_Chaturthi](https://en.wikipedia.org/wiki/Ganesh_Chaturthi)
- **Navratri** - <https://en.wikipedia.org/wiki/Navaratri>
- **Dussehra** - <https://en.wikipedia.org/wiki/Vijayadashami>
- **Diwali** - <https://en.wikipedia.org/wiki/Diwali>

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### How can we best support people of the Hindu Faith in the workplace?

- Most Hindus consider cows as sacred and don't consume beef. Many Hindus are also vegetarian.
- Depending on branch of Hinduism, they might have to fast on certain days of the week.
- Some Hindus like to pray and maybe put a mark of prayer, like ash or vermillion on their forehead.
- There are other religions which originated from Hinduism but are very different – Buddhism, Jainism, Sikhism. Knowing the differences, can help us interact with our team better.





# Muslim

## Fact Sheet



### Beliefs:

Islam's primary message, as understood by the overwhelming majority of Muslims, is the continuation of the Abrahamic monotheistic tradition's belief in the Oneness of God. The primary sources of knowledge about Islam is the Qur'an, which Muslims believe is the divinely revealed Word of God, and the teachings of Prophet Muhammad, peace be upon him. A Muslim is required to believe in Adam, Noah, Abraham, Moses, David, Joseph, Jesus, and Muhammad peace be upon all of them. Muslims believe they all came with the same message, to worship One God, and not associate any partners with Him.

### Additional Facts, Holidays & Festivals:

- Ramadan – [Holiest Month of Year, Season of Fasting](#)
- Eid al-Fitr – [Festival of the Breaking of the Fast](#)
- Eid al-Adha – [Festival of Sacrifice](#)

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### How can we best support people of the Muslim Faith in the workplace?

- **Fasting** – during month of Ramadan, able Muslims observe fasting by refraining from food and drink from pre-dawn to sunset each day, typically celebrated with a festive meal shared between family, friends, & community.
- **Daily Prayers** – Muslims pray 5x a day and may choose to pray throughout the day for 5 -10 mins each time.
- **Weekly (Friday) Prayer** - congregational prayers are held every Friday, attended by Muslims at their local mosque.
- **Dietary Restrictions** – Muslims consume 'halal' meats and do not consume alcohol or pork.

# Christian +

## Fact Sheet

### Beliefs:

Christianity is based on the birth, life, death, resurrection, and teachings of Jesus Christ as documented in the New Testament. Followers, known as Christians, believe that Jesus is the Son of God and savior of all people, whose coming as the Messiah was prophesied in the Old Testament.

God created man in His own image to be in intimate fellowship with and worship of Him. Man rebelled against God by sinning, causing separation from God. Now everyone is born sinful, falling short of God's glorious standard, and is in need of salvation. (Gen. 1:26-28, 3:1-24, Rom. 5:12, Eph. 2:1-3)

Jesus was incarnated, born as a human baby, so that He might pay the penalty of our sins, redeem us, and restore our relationship with God. Salvation can be found only through Him. All who call on Jesus as Lord and Savior will be saved from death and separation from God. One day Jesus is coming back to judge the earth in righteousness, bringing the redeemed into eternal union with Him. (Jn. 1:14, 8:58, Acts 4:12, Col. 1:15-17, 1 Tim. 1:15)

### Additional Facts, Holidays & Festivals:

- **Lent** - <https://en.wikipedia.org/wiki/Lent>
- **Palm Sunday** – [https://en.wikipedia.org/wiki/Palm\\_Sunday](https://en.wikipedia.org/wiki/Palm_Sunday)
- **Good Friday** – [https://en.wikipedia.org/wiki/Good\\_Friday](https://en.wikipedia.org/wiki/Good_Friday)
- **Easter** – <https://en.wikipedia.org/wiki/Easter>
- **Advent** - <https://en.wikipedia.org/wiki/Advent>
- **Christmas** – <https://en.wikipedia.org/wiki/Christmas>

### How can we best support people of the Christian Faith in the workplace?

- Provide flexibility for those observing Lent. Many Christians commit to fasting and giving up certain luxuries in order to replicate the account of the sacrifice of Jesus Christ's journey into the desert for 40 days. This is known as one's Lenten sacrifice and can encompass no meat on Fridays.
- Be aware that many Christians add spiritual disciplines, such as reading a daily devotional or praying throughout the Lenten and/or Advent calendars, to draw themselves closer to God.
- Allow for week-day services such as Ash Wednesday.
- Be sensitive to requiring employees to travel on Sunday.





# Buddhist

## Fact Sheet



### Beliefs:

Followers of Buddhism don't believe or acknowledge a supreme god or deity. They instead focus on achieving enlightenment—a state of inner peace and wisdom. When followers reach this spiritual echelon, they're said to have experienced nirvana. The path to enlightenment is attained by utilizing morality, meditation and wisdom. Buddhists often meditate because they believe it helps awaken truth. Some scholars don't recognize Buddhism as an organized religion, but rather, a “way of life” or a “spiritual tradition.” Buddha's most important teachings, known as The Four Noble Truths, are essential to understanding the religion. The three common types of Buddhism in the world are Theravada Buddhism, Mahayana Buddhism and Tibetan Buddhism.

### Additional Facts, Holidays & Festivals:

- **Loy Krathong** - [https://en.wikipedia.org/wiki/Loi\\_Krathong](https://en.wikipedia.org/wiki/Loi_Krathong)
- **Songkran** - [https://en.wikipedia.org/wiki/Songkran\\_\(Thailand\)](https://en.wikipedia.org/wiki/Songkran_(Thailand))

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### How can we best support people of the Buddhism Faith in the workplace?

- Most people that follow Buddhism consider killing living things to be a sin and would avoid killing any living animals no matter how small.
- Depending on branch of Buddhism, they might consider to meditation throughout the day to be a way to relieve stress.
- Most people that follow Buddhism practice consider lying to be a sin and in most cases would try to avoid it at all cost.
- In many religions followers usually believe in some type of god. Buddhism founder Buddha is considered an extraordinary man but not a god. The word Buddha means “enlightened.”



# Interfaith

#interfaithfamily

#legacyofgood

#strongertogether

#judgementfreezone

#iwork4dell

#diversityandinclusion