

# Corporate Religious Diversity Assessment

## WELCOME:

Today's Diversity and Inclusion (D&I) professionals have many tools for measuring success as they pursue more respectful, inclusive, diverse workplaces. Until now, there has been no public tool for companies to specifically measure the success of their D&I efforts as they relate to religion.

Tanenbaum and the Religious Freedom & Business Foundation therefore collaborated to create the Corporate Religious Diversity Assessment (CRDA), an internal, qualitative tool for companies to self-evaluate their religious diversity efforts. Using four criteria, this tool provides a solid framework for your company to evaluate its religious D&I efforts on a global scale, and then identify and initiate next steps in your D&I journey. With the CRDA, you can now move your company's religious D&I efforts from vision to action in a way that can be measured and tracked internally. The CRDA can be found at [crdatool.com](http://crdatool.com).

## WHAT IS THE CRDA?

The Corporate Religious Diversity Assessment (CDA) is an internal, qualitative assessment tool that allows companies to self-evaluate their religious diversity efforts. Reviewing the four broad criteria of the CRDA allows companies to evaluate their current religious diversity practices and policies, and consider potential opportunities to expand and improve upon their efforts.

Each of the four CRDA criteria offers concrete examples of better practices and policies that can be institutionalized within a company. Companies will assess and assign scores for each practice or policy it has already implemented based on the criteria provided (or not). Completing the self-assessment specified in the four criteria results in a thorough evaluation of the most important components for fostering an inclusive work environment for employees of all faiths and none.

The CRDA is intended as an opportunity for all companies whether they consider themselves far along in their diversity, inclusion, and equity journeys, or as just beginning to proactively address the topic of religious diversity and inclusion in the workplace, workforce, and marketplace.

## FOUNDATIONS OF THE CRDA

The CRDA is predicated on protecting religious pluralism and freedom of religion or belief (FoRB), as it is articulated in Article 18 of the United Nations' Universal Declaration of Human Rights (the Declaration):

“Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.”

Efforts around religious diversity and inclusion, both in the workplace and beyond, involves ways to actualize the concepts laid out in the Declaration.

In 2016, the Religious Freedom Business Foundation issued the Corporate Pledge on Religious Diversity & Inclusion (the Pledge) and invited companies to sign on. Drawing on the Declaration, the Pledge outlines aspirational goals for corporate support of freedom of religion or belief within the workforce and in the nations and communities in which the signatories conduct business. Nineteen companies initially signed the Pledge, and the number of signatories continues to grow.

Tanenbaum and the Religious Freedom & Business Foundation partnered to create the Corporate Religious Diversity Assessment in furtherance of our respective and aligned missions. It is our hope that the CRDA will encourage companies, both signatories and non-signatories, to assess their current practices and take concrete steps to create and foster religiously inclusive workplaces, workforces, with a focus on the religious diverse marketplace.

## **THE CRDA IS GOOD FOR BUSINESS**

Promoting religious freedom, diversity, and inclusion is not just the “right thing” to do. It is also good for business. According to [Tanenbaum’s 2013 Survey of American Workers and Religion](#):

- When companies have clear materials explaining policies on religious discrimination, their employees are less likely to be looking for a new job (32% v. 25%).
- Employees at companies that provide flexible hours for religious observance are more than twice as likely to say that they look forward to coming to work.
- 4-in-10 employees at companies without clear processes for handling employee complaints are looking for a new job, compared to 2-in-10 employees at companies with these processes.

In combination with the [body of research](#) from the Religious Freedom & Business Foundation, it’s now clear that religious freedom is good for business.

The CRDA provides companies with a roadmap for reviewing how religious diversity is being addressed by your company. Upon completing the CRDA, Tanenbaum and the Religious Freedom & Business Foundation recommend that companies use the information they learn and then take the next step to develop action plans that further promote religious diversity and inclusion in ways that grow their businesses.

## **WHAT YOUR COMPANY WILL NEED TO COMPLETE THE CRDA**

- Anti-discrimination and equal employment policies and statements
- Records of religious EEO and/or religious discrimination or harassment complaints
- Public statements / statements of values, i.e. Corporate Social Responsibility statements
- Annual reports and public reporting
- Records of corporate philanthropic/social responsibility contributions
- Lists of business partners, suppliers, contractors, and local partners over the past year
- Materials currently used in all onboarding and internal trainings
- Access to, and reports from, existing employee feedback mechanisms