



REDI Index

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX

RELIGIOUS FREEDOM & BUSINESS FOUNDATION

2021



*Measuring corporate America's commitment
to workplace religious inclusion*

Second Annual Report

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FOREWORD

Putting to Practice the Spirit of the Law

In the United States, under the laws¹ enforced by the Equal Employment Opportunity Commission (EEOC):


it is illegal for employers to discriminate against someone (applicant or employee) on the basis of race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age (40 or older), disability or genetic information;

The law requires an employer or other covered entity to reasonably accommodate an employee's religious beliefs or practices, unless doing so would cause more than a minimal burden on the operations of the employer's business. This means an employer may be required to make reasonable adjustments to the work environment that will allow an employee to practice his or her religion. Examples of some common religious accommodations include flexible scheduling, voluntary shift substitutions or swaps, job reassignments, and modifications to workplace policies or practices.

As an indication of the growing importance of workplace religious nondiscrimination and accommodation, on January 15, 2021, the EEOC approved revisions to its guidance on religious discrimination claims.² The updates clarify the legal protections available to employers and employees in light of Supreme Court decisions and legal developments since the previous guidance was issued on July 22, 2008. While the revised Religion Guidance does not have the force and effect of law and is not meant to bind the public in any way, its intent is to provide clarity to the public on existing requirements under the law and how the EEOC will analyze these matters in performing its duties. The Guidance states:

Many employers seek legal guidance in managing equal employment opportunity (“EEO”) issues that arise from religious diversity as well as the demands of the modern American workplace. This document is designed to be a practical resource for employers, employees, practitioners, and EEOC enforcement staff on Title VII’s prohibition against religious discrimination. It explains the variety of issues considered in workplace-related religious discrimination claims, discusses typical scenarios that may arise, and provides guidance to employers on how to balance the rights of individuals in an environment that includes people of varying religious faiths, or no faith.

New EEOC publication provides guidance to employers on how to balance the rights of individuals in an environment that includes people of varying religious faiths, or no faith.



The Society for Human Resource Management (SHRM) states that the new guidance “is useful to provide needed clarity and guidance to employees, human resource professionals, and employers generally with respect to handling of the various unique aspects of requests for accommodations and other issues relating to religious observances and practices and their effect on workplaces.”³

Laws and EEOC guidance concerning accommodation of religion, freedom of speech and protection against oppressive work environments have informed companies’ minimum requirements for accommodation of religion. As

¹ These laws apply to all private sector and state/local government employers with at least 15 employees, see: <https://www.eeoc.gov/prohibited-employment-policiespractices> and <https://www.eeoc.gov/religious-discrimination>. Religious corporations, associations, educational institutions, or societies are exempt from the federal laws that EEOC enforces when it comes to the employment of individuals based on their particular religion <https://www.eeoc.gov/pre-employment-inquiries-and-religious-affiliation-or-beliefs>

² The Compliance Manual on Religious Discrimination was approved by a 3-2 vote of the U.S. Equal Employment Opportunity Commission on January 15, 2021: <https://www.eeoc.gov/laws/guidance/section-12-religious-discrimination/>.

³ EEOC Finalizes Guidance on Workplace Religious Protections, Lisa Nagele-Piazza, J.D., SHRM-SCP, January 21, 2021, SHRM: <https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/eeoc-finalizes-guidance-on-workplace-religious-protections.aspx>.

corporate America has become increasingly focused on creating environments where people can bring their whole selves to work regardless of their backgrounds or abilities, some companies, such as Salesforce, are embracing diversity practices that go beyond the minimum legal requirements for accommodation. For example, Salesforce's commitment to religious inclusion through its interfaith employee resource (equality) group, Faithforce, is a manifestation of their broader belief that businesses can be powerful platforms for social change and have the responsibility to further "Equality for All."⁴

This focus on diversity comes in the wake of overwhelming research and evidence showing that a company's bottom line grows when it values each employee's uniqueness and equitably includes diverse perspectives in the workplace.⁵ Most of America's top Fortune 500 companies have well-developed diversity, equity and inclusion programs and are sometimes headed by a senior C-suite director such as Vernā Myers, VP of Inclusion Strategy at Netflix.⁶ Many also include company-sponsored employee resource groups (ERGs) that support people from these protected categories.

In our 2020 baseline Corporate Religious Equity, Diversity and Inclusion (REDI) Index report, we found that of the identities protected by the EEOC mentioned at the beginning of this foreword, religion stands out as being under-addressed by America's largest companies. Our analysis of the main diversity and inclusion landing pages of Fortune 100 companies showed that religion receives far less attention than all the other major identity categories:

race/ethnicity, women/gender, sexual orientation, veterans/military, (dis)ability, age, and family.⁷ However, as our nation is becoming more religiously diverse with no one religious denomination holding a majority,⁸ including faith and belief are the next big categories for corporate diversity, equity and inclusion programs.

As more companies include faith and belief in diversity and inclusion, corporate America is at a tipping point toward giving religion similar attention to other major diversity categories.



This year, we expand this study's scope to include the top 200 companies on the US Fortune 500 list in addition to tracking change over time among the top 100 companies.⁹ It is important to note what the REDI index does and doesn't measure. It measures the level to which top Fortune 500 companies (a) publicly acknowledged religion as part of the diversity, equity and inclusion efforts, in particular, on their main or most explanatory diversity page, (b) include religious ERGs (including interfaith as well as non-theistic belief groups such as atheists and agnostics) in their public listing of these groups, and (c) whether they are making explicit efforts to share their best practices with other companies and the public.

The REDI Index does not measure such things as the total number of ERG members or breakout faith chapters if they are unreported by the company. The REDI Index also does not measure the internal activities of the groups, such as helping establish prayer/reflection rooms or advocating for inclusive recognition of employees' holy days. It also does not pick up on faith-based programs companies may have such as CVS Health's Faith and Business Advisory Council to help advance their Social Justice and Equity Initiative,¹⁰ unless these programs are featured on

⁴ See: <https://www.salesforce.com/company/equality/>

⁵ The business case for workplace diversity, equity and inclusion: <https://www.weforum.org/agenda/2019/04/business-case-for-diversity-in-the-workplace/>

⁶ See <https://about.netflix.com/en/news/netflix-inclusion-report-2021>

⁷ See Measuring the Fortune 100's commitment to religious inclusion. Religious Freedom & Business Foundation, January 2020: <https://religiousfreedomandbusiness.org/wp-content/uploads/2020/02/REDI-Index-2020-FINAL.pdf>

⁸ See Pew Research: <https://www.pewforum.org/2019/10/17/in-u-s-decline-of-christianity-continues-at-rapid-pace/>

⁹ This study looks at the U.S. Fortune 500 list from the baseline study which used the financial year of 2019 for the list. It considers the companies in two groups: the top 100 (Fortune 100) and then the second 100 on the list (Fortune 200). Companies continue to be tracked if they change Fortune 500 ranking from 2019, such as Texas Instruments, and new companies are added as they enter the Fortune 200, such as Salesforce and PayPal.

¹⁰ In full disclosure, I am a member of this advisory counsel.

their diversity landing page. To pick up the full variety and extent of faith activities within companies is a separate effort, which could be accomplished through the Corporate Religious Diversity Assessment (CRDA) tool the Religious Freedom & Business Foundation has co-developed with the Tanenbaum Center for Interreligious Understanding,¹¹ or some other similar or simpler self-reporting assessment. The advantage of our current methodology is that it has full coverage for companies and equally assesses their public-facing posture on including religion as part of their DEI commitments.

Despite these methodological limitations, there are several signs that – as we suggested in our first report with Walmart now having an interfaith ERG – corporate America is indeed at a tipping point toward giving religion similar attention to that given to the other major diversity categories. For example, the number of Fortune 100 companies earning a score on the Corporate Religious Equity, Diversity and Inclusion (REDI) Index increased from 53 in 2020 to 59 in 2021. Furthermore, a significant number of top companies expanded their public footprint in this area by sharing their experiences of religious inclusion through public training seminars, as described in the report. And, as will be discussed in this report, while Intel overtook Google in the #1 spot because of its public Faith-and-Belief ERG Community ‘Training’ Calls, on the same day this report is being published, Google is already scoring points for next year’s index by keynoting the second national Faith@Work ERG conference.¹²

This is indeed an evolving and growing movement, one which has the potential to help overcome divisions that seem to be growing in America society.

Brian Grim, Ph.D.
President
Religious Freedom & Business Foundation

¹¹ See Corporate Religious Diversity Assessment (CRDA) tool: <https://religiousfreedomandbusiness.org/crda-tool>.

¹² (WASHINGTON, D.C.) The Second National Faith@Work Employee Resource Group (ERG) Conference will bring together representatives of Fortune 500 companies who are members of faith-and-belief ERGs Feb. 9-11, 2021. The conference supports the growing movement of top companies that are making their workplaces religiously inclusive, and is a national convening point for workplace chaplains and those interested in faith, ethics and technology. The conference, hosted by the Religious Freedom & Business Foundation and the Busch School of Business at The Catholic University of America in Washington, D.C., will be held virtually this year. It features best practices on religious inclusion in the workplace, shared by representatives of organizations including: the Intel Corporation, American Express, Tyson Foods, Accenture, Salesforce, SAP, and Equinix.

Sharon Fast Gustafson, general counsel of the U.S. Equal Employment Opportunity Commission (EEOC), will deliver a keynote presentation unpacking the EEOC’s new Religion Guidance. Tomas Flier, Google’s Global Diversity and Inclusion lead, will deliver a keynote presentation on how building a culture of belonging for all at Google includes religious inclusion. At the conference, Flier will premier Google’s Inter Belief Network video. Other speakers include Juliet Funt, CEO of WhiteSpace at Work; Rear Admiral (ret.) Margaret Grun Kibben, chaplain of the US House of Representatives and retired chief of chaplains for the US Navy and Marine Corp; Chaplain Karen Diefendorf (Tyson Foods); Chaplain and Chief Flight Controller Fr. Greg McBryer (American Airlines). The conference also features panels on faith, ethics and technology, and remarks by Frank Torres, director of public policy in Microsoft’s Office of Responsible AI, part of the company’s Technology and Corporate Responsibility group.

The conference will kick off with the results of the Second Annual Corporate Religious Equity, Diversity and Inclusion (REDI) Index being revealed. The REDI Index is the Religious Freedom & Business Foundation’s annual benchmark of the state of Corporate America’s inclusion of religion as an integral part of its diversity, equity and inclusion initiatives. Major conference sponsors include American Airlines, PayPal, Texas Instruments, Dell Technologies, the Global Leadership Network and the BYU Marriott School of Business. To register, visit <https://event.vconferenceonline.com/microsite/html/event.aspx?id=1941>. A schedule is available at <https://religiousfreedomandbusiness.org/2021-program>.

EXECUTIVE SUMMARY

Main Findings on Corporate America's Commitment to Religious Inclusion¹³

Intel and Texas Instruments are the most faith-and-belief friendly corporate workplaces among the 200 largest companies in America as measured by the 2021 *Corporate Religious Equity, Diversity and Inclusion (REDI) Index*.



Fortune 100

▲ 1 intel	▲ 6 DELL Technologies
▲ 2 American Airlines	7 TARGET
Tie	Tie
▲ 2 AMERICAN EXPRESS	★ 7 Cigna
Tie	Tie
4 Google	9 facebook
5 Tyson	★ 10 Fannie Mae
	Tie
	10 Apple
	Tie

Fortune 200

★ 1 TEXAS INSTRUMENTS
★ 2 PayPal
★ 3 salesforce
★ 4 aramark
★ 5 NETFLIX

Key: Top companies in 2021

▲ Increase in rank from 2020

★ 2021 is first time in Top 10

Also among the top 100 companies on the U.S. Fortune 500 list, American Airlines, American Express, Google, Tyson Foods, Dell Technologies, Target, Cigna and Facebook take the second through ninth spots with Fannie Mae and Apple tying for the tenth spot to round out the top companies. Texas Instruments takes the top spot among the Fortune 200 companies for including faith and belief as part of their overall efforts to support equality and inclusion in their workplace, with PayPal and Salesforce also earning very high marks. Aramark and Netflix have the next highest scores among the Fortune 200 group of companies.

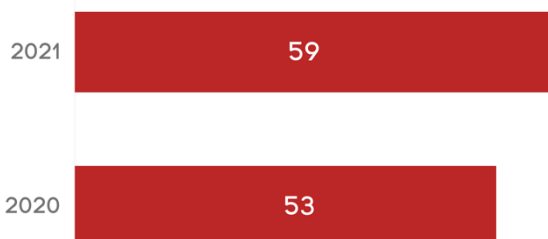
This is the Religious Freedom & Business Foundation's (RFBF) second annual benchmark assessment of the state of corporate America's inclusion of religion as an integral part of its diversity, equity and inclusion initiatives.

Companies earn scores on the REDI Index based on a careful content analysis of faith-related information on the company's main diversity and inclusion web landing page – the public face of the company's diversity and inclusion initiatives. This includes weighted scores for the number and variety of faith-and belief-based Employee Resource Groups (including atheist/agnostic ERGs) mentioned on the company's website, as well as weighted scores for public

¹³ See footnote 9 and Methodology for information on which companies are analyzed.

training programs they offer to help other companies embrace workplace religious inclusion. (See Methodology and Topline for fuller discussion and notes on the development of the index.)

Fortune 100 Companies Earning a REDI Index Score 2021 vs. 2020



Corporate Religious Equity, Diversity & Inclusion (REDI) Index
Religious Freedom & Business Foundation, 2/9/2021



The 2021 REDI Index breaks new ground in three ways:

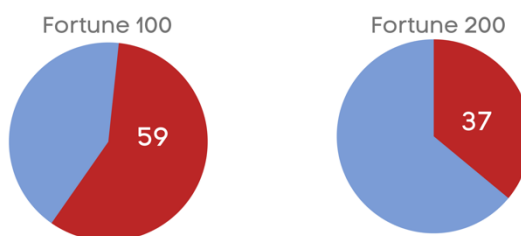
First, it shows change over time among the Fortune 100 companies measured on the REDI Index in the 2020 baseline study. A sign that corporate America may be moving toward giving religion similar attention to that given to the other major diversity categories is that the number of Fortune 100 companies earning a score on the index increased from 53 in 2020 to 59 in 2021.

Second, the index now provides a baseline measure for what we refer to as the Fortune 200; these are the next largest group of companies ranking between 101 and 200 on the Fortune 500 list. This expands the coverage of the index and allows comparisons between different company sizes.

The study finds that company size does not necessarily make a difference in the degree to which a company is religiously inclusive. The REDI Index score for Texas Instruments (the Fortune 200 company with the highest score) is the same as the score for Intel (the highest scoring Fortune 100 company). And the scores for PayPal and Salesforce (the second and third highest-scoring Fortune 200 companies) would also put them in the top 10 Fortune 100 companies.

While this shows that company size may not necessarily make a difference, overall, fewer companies in the Fortune 200 earned a REDI Index score (37 companies) than among the Fortune 100, where 59 companies earned a score. Also, the average REDI score for the Fortune 100 companies is nearly 2.5 times that of the Fortune 200 companies.

Fortune 100 vs. Fortune 200 Companies Earning a REDI Index Score in 2021



Corporate Religious Equity, Diversity & Inclusion (REDI) Index
Religious Freedom & Business Foundation, 2/9/2021



It may be that as the activities around religious inclusion in the Fortune 100 companies become better known, more Fortune 200 will follow suit. There is anecdotal evidence suggesting this may be the case as companies outside the Fortune 100 and 200, such as Equinix and SAP, have set up faith-and-belief ERGs in the past year.

And **third**, the 2021 REDI Index breaks new ground by incorporating a major development that occurred during 2020: **Faith-and-Belief ERG Community ‘Training’ Calls**. The pandemic year of 2020 was the first time that a range of America’s top companies from multiple industries made systematic and publicly available presentations on best practices to improve workplace religious inclusion. During the shutdowns due to the covid-19 pandemic, faith-

oriented ERGs in many companies were called upon to be part of the compassionate response within their companies as well as *share their experiences with other companies*. Such sharing of best practices is usually done privately or at professional conferences, but as the world learned to replace in-person meetings with video conferencing, the faith-and-belief groups within companies stepped forward.

These video conferences were open to the public and scores of companies freely joined in. During the calls, companies discussed their experiences and their strategies for recognizing religious diversity and creating an inclusive space within their respective corporate cultures. The topics covered in these calls (see below) ranged from faith-oriented ERGs' responses to COVID-19 to the role and structure of interfaith ERGs in the workplace.

- **American Airlines:** Faith-Oriented ERGs' Response at American Airlines to Covid-19 (6/2/20)
- **American Express:** Faith-Oriented ERGs' Response to COVID-19 (5/5/20)
- **Dell Technologies:** An Interfaith Journey (8/4/20)
- **Intel Corporation:** Authenticity, Transparency and Trust in the Age of Covid-19 (4/3/20)
- **PayPal:** Fostering an Inclusive Culture for All Faiths and Worldviews (9/1/20)
- **Salesforce:** Growing Faith-Oriented ERGs at Home and Abroad (7/7/20)
- **Texas Instruments:** Bridge-building and Goodwill Across Diversity Groups (10/6/20)

Each company's willingness to participate in meaningful conversation regarding religious inclusivity in the workplace served as a model for other companies to embrace a dialogue on religion in the workplace. For an example of content shared, see **Appendix: Dell Technologies Interfaith Journey Presentation**.

Faith-and-Belief ERG Community Calls are an indication that faith-and-belief-friendly workplaces are on the rise across industries and corporate cultures. As these programs continue into 2021, the opportunity for more companies to enter this dialogue and begin sharing their own experience can further contribute to a robust and innovative community of corporations dedicated to improving religious inclusion in the workplace.

TOP SCORING COMPANIES

From Among the Fortune 100 and Fortune 200

Fortune 100

Top Fortune 100* ▶ 2021 Corporate Religious Equity, Diversity & Inclusion (REDI) Index

REDI Rank	Fortune 100 Companies	REDI Index		Diversity Landing Page (1pt each)			Faith-and-Belief Employee Resource Groups (3 pt. each)								Training** (10 pt.)
		2020	2021	Video	Image	Mentions	Interfaith	Christian	Muslim	Jewish	Buddhists	Hindu	Sikhs	Other Faiths	Training
▲ 1	Intel	16	29		1			1	1	1			1	2	1
▲ 2	American Airlines Group	13	22	1	1	1		1	1	1					1
▲ 2	American Express	9	22			3		1	1	1					1
4	Alphabet/Google	19	19			1	1	1	1	1	1			1	
5	Tyson Foods***	16	17	1		10		1	1						
▲ 6	Dell Technologies~	11	15	1	1		1								1
▲ 7	Cigna	1	13			10	1								
7	Target	14	13	1	1	2		1	1	1					
9	Facebook	13	10		1	6	1								
▲ 10	Fannie Mae	6	9					1	1					1	
10	Apple	12	9	1	1	4			1						

* This study looks at the U.S. Fortune 500 list from the baseline study which used the financial year of 2019 for the list. It considers the companies in two groups: the top 100 (Fortune 100) and then the second 100 on the list (Fortune 200). Companies continue to be tracked if they change Fortune 500 ranking from 2019, such as Texas Instruments, and new companies are added as they enter the Fortune 200, such as Salesforce and PayPal. Web pages last accessed December 30, 2020. For detailed scoring, see Topline.

** Companies expanded their public footprint by sharing experiences of religious inclusion through Faith-and-Belief ERG Community 'Training' Calls, as described in the report.

*** The score for Tyson Foods reflects the landing page for their main workplace religious engagement initiative, Chaplaincy, which is not covered on their diversity landing page.

~ RFBF has external information indicating that some companies may already have or have recently added multiple faith-oriented employee resource groups as part of their interfaith group, as Dell Technologies has. However, a search of their broader websites did not return results for these groups and are therefore uncounted in this analysis of the public diversity and inclusion face of the corporations as represented by their main diversity landing pages and ERG pages.



The Intel Corporation is the most religiously inclusive Fortune 100 company in America, according to the 2021 Corporate Religious Equity, Diversity and Inclusion (REDI) Index. This is due in no small part to the significant investment made by the company to incorporate religious diversity into their overall diversity and inclusion framework. Intel's commitment to religious inclusivity is seen in their willingness to incorporate new employee resource groups (ERGs). Six of the 33 Intel Chartered Employee Resource Groups – or nearly 20% – are specifically faith-or-belief based:

- Agnostics, Atheists, and Allies at Intel
- Baha'i Intel Network
- Intel Bible-Based Christian Network
- Intel Jewish Community
- Intel Muslim Employee Group
- Intel Sikh Employee Group

Intel's inclusion of a resource group dedicated to Bahá'í believers is notable. Across the entire Fortune 200 companies, no other company provides a dedicated community for practitioners of the Bahá'í faith, which globally has 8.5 million followers according to the World Religion Database.¹⁴ By encouraging one of the smallest world religions

¹⁴ Todd M. Johnson and Brian J. Grim, eds. World Religion Database (Leiden/Boston: Brill, 2021): <https://worldreligiondatabase.org>.

to have their own ERG, Intel communicates that it is inclusive of all – including agnostics and atheists. It also draws attention to the fact that these groups emerge from grassroots and can be increased as employee interest warrants. Intel, along with three other Fortune 100 companies, also saw its REDI score increase by hosting public Faith-and-Belief ERG Community ‘Training’ Calls via video conferencing, as described above.

In addition to Intel, American Airlines, American Express and Dell Technologies all moved up in the rankings.¹⁵ As noted in the foreword, while Intel overtook Google in the #1 spot because of its public Faith-and-Belief ERG Community ‘Training’ Calls, on the same day this report is being published, Google is already scoring points for next year’s index by keynoting the second national Faith@Work ERG conference. Indeed, Google is providing an unprecedented look into how and why Google is making inclusion of religion and belief a worldwide diversity objective, as seen through their presentations at the Faith@Work conference as well as an original video introducing IBN, their Inter Belief Network.

Among the top Fortune 100 companies, Tyson Foods and American Airlines both employ chaplains. Tyson Foods, which established its chaplaincy in 2000, employs nearly 100 chaplains to serve the spiritual needs of their employees regardless of religious affiliation or belief. And uniquely, the Chief Flight Dispatcher at American Airlines is also president of the company’s Christian Employee Business Resource Group and company chaplain. Particularly set in the context of health and job insecurities associated with COVID-19 as well as increased remote working, these companies recognize the value of chaplains in providing interpersonal support to sustain healthy working relationships and as central to building faith-friendly workplaces.

The most significant increase in REDI Index rank among the Fortune 100 was Cigna, rising from 29th place (tied) in 2020 to #7 in the 2021 index. The increase was attributable to Cigna’s launch of UpLift, their interfaith ERG that encourages all employees to bring their whole selves to work regardless of religious or non-religious beliefs, practices, or backgrounds. Additionally, their diversity landing page discussed this at length and included 10 or more mentions of religion or faith, matched only by Tyson Foods (see Top Fortune 100 table) and PayPal (see Top Fortune 200 table).

Full results for the Fortune 100 are in the Methodology and Topline section. A description of the faith-oriented diversity programs for each of the top Fortune 100 companies follows the Fortune 200 section.

¹⁵ Dell Technologies has multiple faith-oriented employee resource chapters as part of their interfaith group (see Appendix). However, a search of Dell’s diversity and ERG websites did not return results for these groups and are therefore uncounted in the Index. See Methodology for a discussion of limitations of this study.

Fortune 200

Top Fortune 200* ▶ 2021 Corporate Religious Equity, Diversity & Inclusion (REDI) Index

REDI Rank	Fortune 200 Companies	Total	Diversity Landing Page (1pt each)			Faith-and-Belief Employee Resource Groups (3 pt. each)								Training** (10 pt.)
		REDI	Video	Image	Mentions	Interfaith	Christian	Muslim	Jewish	Buddhists	Hindu	Sikhs	Other Faiths	Training
1	Texas Instruments	29		1	9		1	1	1					1
2	PayPal	22		1	10	1								1
3	Salesforce	16	1	1	1	1								1
4	Aramark	8			5	1								
5	Netflix	5	1		1				1					
6	PNC Financial Services	4			1	1								
7	Sherwin-Williams	3		1	2									
7	XPO Logistics	3	1		2									
7	International Paper	3			3									
10	Hartford Financial Services	2	1	1										
10	Abbott Laboratories	2			2									
10	Travelers	2	1		1									
10	Northwestern Mutual	2			2									
10	NextEra Energy	2			2									

* This study looks at the U.S. Fortune 500 list from the baseline study which used the financial year of 2019 for the list. It considers the companies in two groups: the top 100 (Fortune 100) and then the second 100 on the list (Fortune 200). Companies continue to be tracked if they change Fortune 500 ranking from 2019, such as Texas Instruments, and new companies are added as they enter the Fortune 200, such as Salesforce and PayPal. Web pages last accessed December 30, 2020. For detailed scoring, see Topline.

** Companies expanded their public footprint by sharing experiences of religious inclusion through Faith-and-Belief ERG Community 'Training' Calls, as described in the report.

~ RFBF has external information indicating that some companies may already have or have recently added multiple faith-oriented employee resource groups as part of their interfaith group, as Salesforce's Faithforce has. However, a search of their broader websites did not return results for these groups and are therefore uncounted in this analysis of the public diversity and inclusion face of the corporations as represented by their main diversity landing pages and ERG pages.



Texas Instruments is the most religiously inclusive Fortune 200 company in America, according to the 2021 Corporate Religious Equity, Diversity and Inclusion (REDI) Index. In fact, it's score ties with Intel, making them also tied for #1 among America's largest companies. PayPal and Salesforce also have very high scores, putting their workplace religious inclusion initiatives on par with and even exceeding many of the top Fortune 100 companies.

Texas Instruments is a model for companies that desire to create inclusive spaces for people of all faiths. Ellen Barker, Senior Vice President & CIO, has said, "Ordinary people can do extraordinary things when they can bring their faith into work." TI's pioneering work in religious diversity began in 2001, a time when very few companies had embraced employees' religious/spiritual identity as one of the key components of a diverse and inclusive workforce. Ever since then, the company has helped others along the way. Recent examples include a workshop that they hosted in 2019 in their global headquarters in Dallas Texas, titled "Religious Diversity & Inclusion in the Workplace," an event that attracted leaders from more than 30 companies. In 2020, TI's Muslim, Jewish, and Christian ERG's hosted an event to highlight their values of "Respect, Collaboration, and Inclusion." By entering into public discussion about religious inclusion and sharing useful information about the practices and tools it's used to strengthen inclusive workspaces, Texas Instruments has demonstrated a commendable and impactful commitment to religious inclusion."

PayPal scores as the second most religiously inclusive company in the Fortune 200, according to the REDI Index, having just launched their "Believe" interfaith ERG in 2020. In launching Believe, PayPal stated that "We believe all employees have the right to bring their whole self to work. Faith and worldviews are core to who we are – our values

and beliefs – and to how we conduct business.” And they stated that the “mission of Believe is to foster an inclusive work culture and to promote holistic wellbeing by providing a forum to openly exercise and celebrate all faiths and worldviews while working. Believe exists to create awareness and understanding of faith, hope, love, empathy, respect for one another and service toward our customers, communities and co-workers.”

One of the newest and the fastest growing Equality Groups at Salesforce is Faithforce. Faithforce is the interfaith employee resource group at Salesforce focused on celebrating, supporting and fostering understanding of its global faith and spiritual diversity through inclusive and educational events and initiatives.

Founded in 2017, Faithforce has thousands of members in 12 regional hubs across 5 continents and is growing fast.

"We believe all employees have the right to bring their whole self to work. Faith and worldviews are core to who we are – our values and beliefs – and to how we conduct business." - PayPal



Companies are finding that the value of faith-based ERGs in the workplace is far more than purely optical or statistical. In the case of Salesforce, the role and presence of a community of faith within their corporate culture allowed for tangible community building and support during a time of tremendous emotional vulnerability. Following



the 2019 Easter Bombings in Sri Lanka, Salesforce CEO Marc Benioff utilized the resources and language of Faithforce to put out a substantive message of support and host a religious vigil in memorial of family members of Salesforce staff that had been lost in the tragedy. This moment, despite being a moment of extreme loss, provided an opportunity for Salesforce to exist as more than simply a workplace, but as a source of human empathy and support. Particularly in the context of 2020, the volatile and traumatic events of this year demonstrate the value of faith ERGs to respond to crises in a way that companies may otherwise not be adept to do.

Indeed, as Faithforce shows, including faith-oriented ERGs is much more than ticking another box for diversity – it is a substantial contribution to a company’s resiliency in times of uncertainty.

In the Companies’ Own Words

To demonstrate how each company frames the importance of faith in their workplace environment, the following text is taken directly from company sources (with some light editing). Links are provided to the company pages.

Fortune 100

1.) [Intel](#): “Intel strives to provide an environment where employees from diverse backgrounds are valued, respected, challenged, acknowledged, and rewarded so they can achieve their potential and fulfill their career aspirations. We encourage employee connection through our network of Intel Chartered Employee Resource Groups. These groups unite around a significant common affinity or element of their personal identity and are focused on internal and external activities that build an environment of inclusion. Through recruiting, networking, mentoring, resource sharing and sponsored development events, our Employee Resource Groups are an important part of our culture and reinforce that Intel as a great place to work.”

- 2.) [American Airlines](#): “From the team members we hire to the customers we serve, inclusion and diversity is a way of life at American Airlines. Every day, our team members work to make American a place where people of all generations, races, ethnicities, genders, sexual orientations, gender identity, disabilities, religious affiliations and backgrounds feel welcome and valued.”
- 3.) [American Express](#): “We are committed to making sure our colleagues are as diverse as our customers and communities. We value and embrace differences and believe unique perspectives, backgrounds and experiences are critical to our success. By fostering an inclusive culture, we maintain an environment where all colleagues are engaged, have a voice and can thrive. We want to ensure that American Express continues to be a global leader in inclusivity and a company where being yourself matters... Since 1987, our Colleague Networks have provided opportunities to support personal and professional development, skill building and career growth. These organizations play a huge role in creating an inclusive culture where all colleagues can thrive. Today, we have 16 Colleague Networks with more than 100 chapters globally.” (Including CHAI: Jewish Network, PEACE: Muslim Network, and SALT: Christian Network)
- 4.) [Alphabet Google](#): “Promoting inclusion at work and in Google's products for a diversity of belief-based or belief-related communities The Inter Belief Network (IBN) aims to create a culture of inclusion, tolerance, and mutual understanding at Google for a diversity of beliefs, where Googlers of all beliefs feel welcome, included, and supported. IBN also aims to ensure that the voices of belief-based communities are represented in Google's products. IBN consists of multiple member chapters representing specific communities of interest, including but not limited to: Buddhists, Christians, Jewglers, Muslims.”
- 5.) [Tyson Foods](#): “Our culture is what we call, “faith-friendly.” Many of our team members come to work with a set of beliefs about themselves, their world and how they should live in it. We welcome the whole person, when it comes to matters of faith, even those who don't identify as "religious." Our team members' beliefs matter and their respectful expressions are welcomed.”
- 6.) [Dell Technologies](#): “When we welcome and empower team members to show up at work as their true selves, the results are amazing. Our Employee Resource Groups (ERGs) help us create that sense of inclusion for all. Our award-winning ERGs are communities within Dell Technologies in which team members with common interests or backgrounds can come together to connect, learn and develop new skills, and impact the business. Including Dell's Interfaith ERG”
- 7.) [Target](#): “For us, diversity is about recognizing that our dimensions of difference are actually our greatest strength, and then building an inclusive environment in which everyone feels welcome, valued, respected, and free to bring their full selves... whether that's to work, to a shopping experience... or to their communities. We strive for parity and to give everyone equitable access to opportunities. Including Christian Network, Jewish Network, and Muslim Network ERGs.”
- 8.) [Cigna](#): “In 2019, Cigna launched UpLift, an interfaith ERG that encourages all employees to bring their whole selves to work regardless of religious or non-religious beliefs, practices, or backgrounds. In 2019, UpLift hosted celebrations in observance of Ramadan and Eid al-Fitr in several locations. UpLift partnered with D&I to establish quiet rooms in multiple locations. These quiet rooms provide employees with a place for quiet meditation, prayer, and reflection in accordance with their faith and/or belief systems.”

9.) [Facebook](#): “We welcome employees from all faiths and spiritual groups to practice and celebrate their beliefs. We believe that enabling an open dialog to foster understanding of different belief systems creates an environment that is truly open and inclusive.”

10.) [Fannie Mae](#): “An inclusive culture where employees feel respected and valued for who we are enables us to do our best work as we contribute to Fannie Mae's vision to be America's most valued housing partner. Employee Resource Groups offer employees of all backgrounds and interests a chance to connect, learn, develop, and serve... Including Christian Salt & Light, INDUS, and Muslim Employee Resource Groups.”

10.) [Apple](#): “For more than 30 years, Apple employees have found community and connection in Apple’s Diversity Network Associations, employee-led groups that foster a culture of belonging through education, leadership programs, and networking. Today over 25,000 Apple employees belong to groups like Accessibility@Apple, Amigos@Apple, Black@Apple, Pride@Apple, and Women@Apple, and a range of faith-based groups.”

Fortune 200

Texas Instruments takes the top spot among the Fortune 200 companies for including faith and belief as part of their overall efforts to support equality and inclusion in their workplace, with Salesforce also earning a very high mark. Aramark and Netflix have next highest scores among the Fortune 200 group of companies.

1.) [Texas Instruments](#): “The TIDN includes three faith-based ERGs: Muslim Employee Initiative, Christian Values Initiative, and Jewish Initiative. As a global company, the TI workforce represents a wide range of diverse worldviews. For many employees, their faith is the foundation of their core values and self-identity.”

2.) [PayPal](#): “Fostering an Inclusive Workplace for All Faiths and Worldviews We believe all employees have the right to bring their whole self to work. Faith and worldviews are core to who we are – our values and beliefs – and to how we conduct business. The mission of Believe is to foster an inclusive work culture and to promote holistic wellbeing by providing a forum to openly exercise and celebrate all faiths and worldviews while working. Believe exists to create awareness and understanding of faith, hope, love, empathy, respect for one another and service toward our customers, communities and co-workers. We will: • Embrace – Create a safe environment where our faith and worldviews are intrinsically valued and supported. • Transcend – Increase understanding, awareness and cultural sensitivity to our diverse faiths and worldviews. • Celebrate – Share our traditions and holidays in a fun and engaging way. • Open to All – Welcome people of all faiths and worldviews, including all interested in experiencing or learning, so employees can bring their whole self to work.”

3.) [Salesforce](#): “Faithforce is the Interfaith employee resource group at Salesforce focused on celebrating, supporting and fostering understanding of our global faith and spiritual diversity through inclusive and educational events and initiatives. We champion faith diversity & inclusion, interfaith & intersectional collaboration and allyship across the company. Our goal is to cultivate a culture of empathy, respect and belonging at Salesforce for people from all faiths, backgrounds, traditions and worldviews. All are welcome.”

4.) [Aramark](#): (discussion of ERG Aramark Synergy) “Aramark Synergy - Synergy is dedicated to the interest of employees, clients, customers, vendors, and suppliers who have a religious or faith-based focus to their work. It creates an environment for those who want to learn more about how religion, faith, and spirituality impacts the workplace.”

5.) [Netflix](#): “We want employees to feel like they have a home here. That they belong. And that’s possible when they feel reflected at work. One way to feel reflected is for people to see themselves represented at different levels of the company, in different hallways and virtual meeting rooms. Our Employee Resource Groups (ERGs) are vital to creating this sense of inclusion and belonging. ERGs are communities of employees who create space to connect on their shared experiences, including L’Chaim: Culturally Jewish Employees and Allies.”

APPENDIX

Dell Technologies Interfaith Journey Presentation



At Dell Technologies, the [Interfaith ERG](#) represents many faiths as one family. At the August 4, 2020 **Faith-and-Belief ERG Community ‘Training’ Call**, Dell’s Interfaith leaders shared how Dell’s corporate vision aligns with and empowers the interfaith ERG in their commitment to drive awareness, promote understanding, and foster camaraderie. Speakers included: Joe Pacheco, Marketing Director & Interfaith Business Innovation Co-Lead; and Steve Helms, Global Alliance Sales Manager & Interfaith Business Innovation Co-Lead. Also see [Dell Technologies 2020 Diversity & Inclusion Report](#) and [Dell Technologies Corporate Resource Groups](#).

The following are the slides from their presentation (used with permission).



Interfaith

DELL Technologies



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

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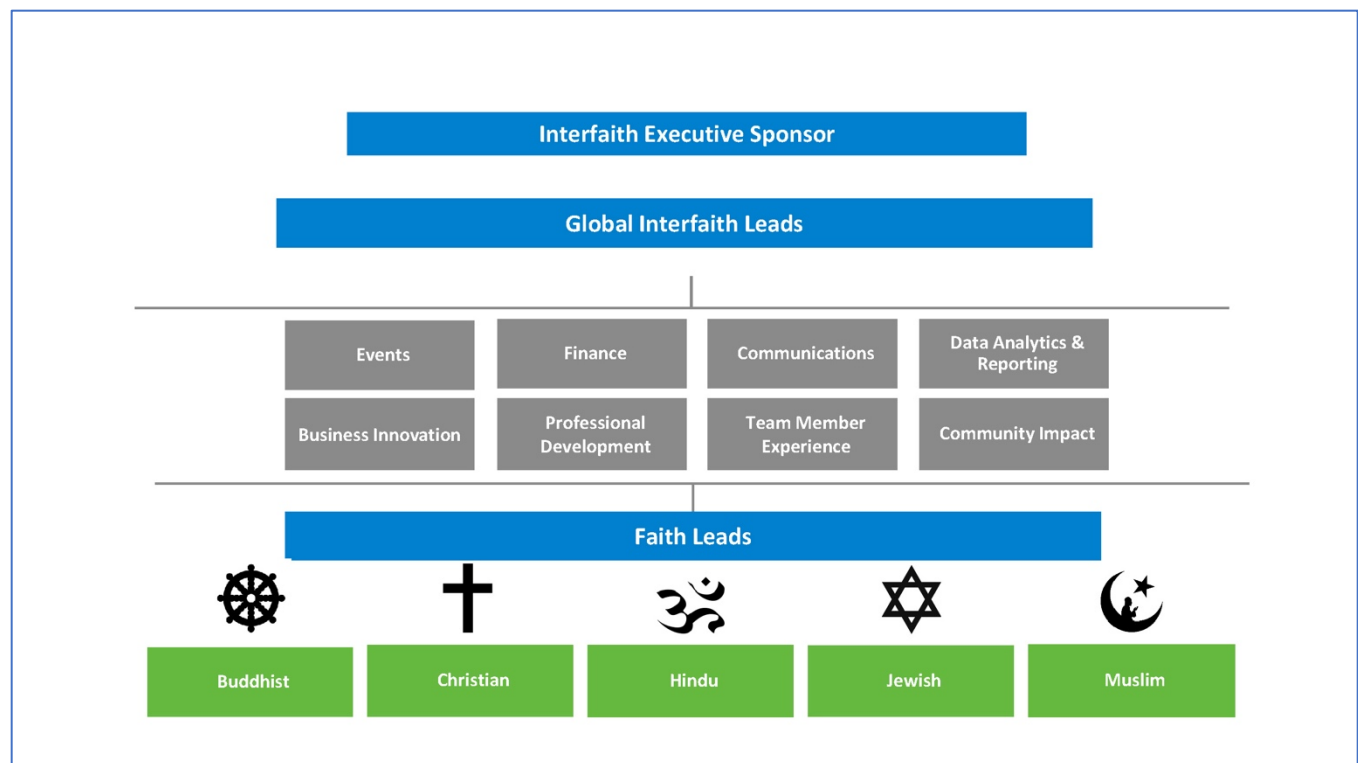


Interfaith

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

DELLTechnologies



Initiative for Freedom – A21

3	1.7K+	48
Live Events	Participants	Global watch parties
\$10K	5 / 7	29
Raised to support A21	SAB Participants	Countries

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

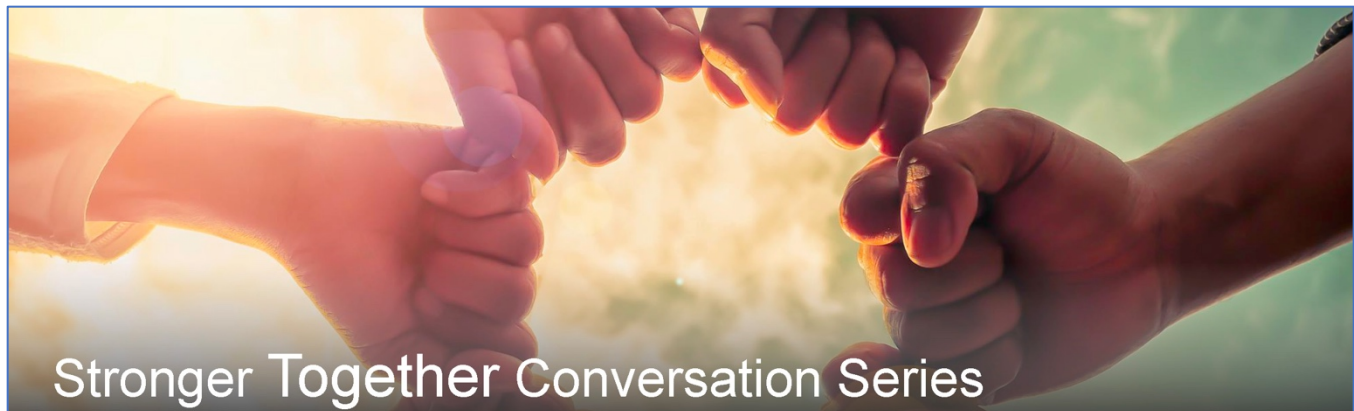
Panama City, Panama "Very impactful, facts were eye-openers."

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

Interfaith



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
- **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 10th and 8th 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.

Interfaith



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 Shivaratri** - https://en.wikipedia.org/wiki/Maha_Shivaratri
- **Holi** - <https://en.wikipedia.org/wiki/Holi>
- **Rama Navami** - https://en.wikipedia.org/wiki/Rama_Navami
- **Krishna Janmashtami** - https://en.wikipedia.org/wiki/Krishna_Janmashtami
- **Ganesha Chaturthi** - https://en.wikipedia.org/wiki/Ganesh_Chaturthi
- **Navratri** - <https://en.wikipedia.org/wiki/Navratri>
- **Dussehra** - <https://en.wikipedia.org/wiki/Vijayadashami>
- **Diwali** - <https://en.wikipedia.org/wiki/Diwali>

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 vermilion 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.

DELL Technologies

Interfaith



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](#)

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.

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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
- **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/Loy_Krathong
- **Songkran** - [https://en.wikipedia.org/wiki/Songkran_\(Thailand\)](https://en.wikipedia.org/wiki/Songkran_(Thailand))

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 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

DELL Technologies

METHODOLOGY AND TOPLINE

Summary of Methods, Results and Sources

The Religious Freedom & Business Foundation (RFBF) had a dedicated researchers code, i.e., categorize and count, mentions of religion referred to on the main workplace diversity and inclusion landing pages of the largest 200 companies on the U.S. Fortune 500 list. We also identified employee resource groups (ERGs) in each of these companies based on information from their websites and coded them according to the same categories. The following pages contain the topline results and sources (links to the webpages pages coded). Web pages were coded in summer/fall 2020. For reliability, we double-blind coded every company with separate coders. Inter-rater reliability was high.

RFBF calculates the total Corporate Religious Equity, Diversity & Inclusion (REDI) Index for a company by adding together the three weighted measures shown in the table below.

REDI Rank	Fortune 100 or Fortune 200 Companies	Total	Diversity Landing Page (1pt each)			Faith-and-Belief Employee Resource Groups (3 pt. each)								Training (10 pt.)
		REDI	Video	Image	Mentions	Interfaith	Christian	Muslim	Jewish	Buddhists	Hindu	Sikhs	Other Faiths	Training

1. **Diversity Landing Pages:** This category is a content analysis of the company's main diversity and inclusion web landing page. For comparability across companies, only the religion-related information on the main landing page, and not linked pages, is 'coded,' i.e., counted and categorized. This way we are comparing what the company puts forth as its main message(s) on diversity, equity and inclusion. In counting "mentions," the wording had to be explicitly understood as relating to religion; a "mention" may range from merely mentioning religion in boilerplate nondiscrimination language to more substantive discussions, such as on Cigna's webpage. This section has a maximum of 12 points: one point if a video features religion, faith and/or belief as a diversity area; one point if there is an explicitly religious picture or image on the page; and a point for every other mention of religion, faith or belief, with a cap of 10 points for these mentions.
2. **Faith-and-Belief Employee Resource Groups:** Each faith-and belief-based Employee Resource Group (ERG) mentioned on the company's main public diversity and inclusion landing page or a separate ERG page is counted and weighted to be three points each (including atheist/agnostic ERGs).
3. **Faith-and-Belief ERG Community 'Training' Calls:** The pandemic year of 2020 was the first time that a range of America's top companies from multiple industries made systematic and publicly available presentations on best practices to improve workplace religious inclusion. During the shutdowns due to the covid-19 pandemic, faith-oriented ERGs in many companies were called upon to be part of the compassionate response within their companies as well as share their experiences with other companies. Such sharing of best practices is usually done privately or at professional conferences, but as the world learned to replace in-person meetings with video conferencing, the faith-and-belief groups within companies stepped forward. Companies that took the step to publicly share their work received 10 points.

Notes:

- This year, we expand this study's scope to include the top 200 companies on the US Fortune 500 list in addition to tracking change over time among the top 100 companies. Specifically, this study looks at the U.S. Fortune 500 list from the baseline study which used the financial year of 2019 for the list. It considers the

companies in two groups: the top 100 (Fortune 100) and then the second 100 on the list (Fortune 200). Companies continue to be tracked if they change Fortune 500 ranking from 2019, such as Texas Instruments, and new companies are added as they enter the Fortune 200, such as Salesforce and PayPal.

- It is important to note what the REDI index does and doesn't measure. It measures the level to which top Fortune 500 companies (a) publicly acknowledged religion as part of the diversity, equity and inclusion efforts, in particular, on their main or most explanatory diversity page, (b) include religious ERGs (including interfaith as well as non-theistic belief groups such as atheists and agnostics) in their public listing of these groups, and (c) whether they are making explicit efforts to share their best practices with other companies and the public.
- However, the REDI Index does not measure such things as the total number of ERG members or breakout faith chapters if they are unreported by the company. The REDI Index also does not measure the internal activities of the groups, such as helping establish prayer/reflection rooms or advocating for inclusive recognition of employees' holy days. It also does not pick up on faith-based programs companies may have such as CVS Health's Faith and Business Advisory Council to help advance their Social Justice and Equity Initiative, unless these programs are featured on their diversity landing page. To pick up the full variety and extent of faith activities within companies is a separate effort, which could be accomplished through the Corporate Religious Diversity Assessment (CRDA) tool the Religious Freedom & Business Foundation has co-developed with the Tanenbaum Center for Interreligious Understanding,¹⁶ or some other similar or simpler self-reporting assessment. The advantage of our current methodology is that it has full coverage for companies and equally assesses their public-facing posture on including religion as part of their DEI commitments
- Web pages last accessed December 30, 2020.
- Between 2019 and 2020, some companies have merged. For example, Express Scripts Holding was coded in our first report, but not in the current report because it is now part of Cigna. Similarly, United Technologies is not counted in the current report because it merged with Raytheon Technologies. Dow and DuPont have merged, however, as of this analysis, they still maintain separate diversity and inclusion pages, so each was coded separately.
- The scores for Tyson Foods reflect the landing page for their main workplace religious engagement initiative, Chaplaincy, which is not covered on their diversity landing page.
- Companies on this list may already have or have recently added faith as one of their ERGs. However, if a search of their broader websites did not return results for these groups, they are uncounted in this analysis of the public diversity and inclusion face of the corporations as represented by their diversity landing pages.
- Some companies may have engaged in faith-related initiatives, such as Disney cosponsoring annual religious diversity leadership summits, or CVS Health which has a faith advisory board. However, for purposes of coding the company's public face on workplace religious diversity and inclusion, if their corporate diversity landing page makes no mention of such initiative, they are not registered in the scoring.

¹⁶ See Corporate Religious Diversity Assessment (CRDA) tool: <https://religiousfreedomandbusiness.org/crda-tool>.

TOPLINE

2021														
REDI Rank	Fortune 100 Companies*	Total	Diversity Landing Page (1pt each)			Faith-and-Belief Employee Resource Groups (3 pt. each)								Training (10 pt.)
		REDI	Video	Image	Mentions	Interfaith	Christian	Muslim	Jewish	Buddhists	Hindu	Sikhs	Other Faiths	Training
1	Intel	29		1			1	1	1			1	2	1
2	American Express	22			3		1	1	1					1
2	American Airlines Group	22	1	1	1		1	1	1					1
4	Alphabet/Google	19			1	1	1	1	1	1			1	
5	Tyson Foods	17	1		10		1	1						
6	Dell Technologies	15	1	1		1								1
7	Cigna	13			10	1								
7	Target	13	1	1	2		1	1	1					
9	Facebook	10		1	6	1								
10	Apple	9	1	1	4			1						
10	Fannie Mae	9					1	1					1	
12	Boeing	5	1	1	3									
12	Goldman Sachs Group	5			2	1								
12	AIG	5		1	1	1								
15	Ford Motor	4	1			1								
17	Cisco Systems	3				1								
17	CVS Health	3				1								
17	Merck	3				1								
17	Aetna	3					1							
17	General Motors	3											1	
17	Walmart	3				1								
22	World Fuel Services	2			2									
22	Tech Data	2			2									
22	Allstate	2			2									
22	Wells Fargo	2			2									
22	HP	2			2									
22	TIAA	2			2									
22	Oracle	2		1	1									
22	Exelon	2		1	1									
30	MetLife	1			1									
30	Rite Aid	1			1									
30	Albertsons Cos.	1			1									
30	UPS	1			1									
30	Verizon	1			1									
30	Dow (DuPont)	1			1									
30	General Electric	1			1									
30	Humana	1			1									
30	McKesson	1			1									
30	Prudential Financial	1			1									
30	Mass. Mutual Life Insurance	1			1									
30	Nationwide	1			1									
30	TJX	1			1									
30	3M	1			1									
30	United Continental Holdings	1			1									
30	Lowe's	1			1									
30	Costco	1			1									
30	UnitedHealth Group	1			1									
30	CHS	1			1									
30	HCA Healthcare	1			1									
30	USAA	1			1									
30	ConocoPhillips	1		1										
30	Delta Air Lines	1		1										
30	Exxon Mobil	1		1										
30	Amazon.com	1		1										
30	Procter & Gamble	1		1										
30	Johnson & Johnson	1		1										
30	Phillips 66	1	1											
30	Chevron	1	1											

[illegible]

* More than 100 due to changes in company Fortune 500 rankings across the years of the study.

2020													
Fortune 100 Companies	Total	Diversity Landing Page (1pt each)			Faith-and-Belief Employee Resource Groups (3 pt. each)								Training (10 pt.)
	REDI	Video	Image	Mentions	Interfaith	Christian	Muslim	Jewish	Buddhists	Hindu	Sikhs	Other Faiths	Training
Intel	16		1			1	1	1			1	1	
American Express	9					1	1	1					
American Airlines Group	13	2	1	1		1	1	1					
Alphabet/Google	19			1	1	1	1	1	1			1	
Tyson Foods	16			10		1	1						
Dell Technologies	11	1	1	6	1								
Cigna	1			1									
Target	14			5		1	1	1					
Facebook	13			10	1								
Apple	12	1	1	4			1					1	
Fannie Mae	6					1	1						
Boeing	4			4									
Goldman Sachs Group	9			3								2	
ALG	5			2	1								
Ford Motor	6	1	1	1	1								
Cisco Systems	3				1								
CVS Health	3				1								
Merck	5			2	1								
Aetna	3					1							
General Motors	1			1									
Walmart													
World Fuel Services													
Tech Data	1			1									
Allstate	2			2									
Wells Fargo	2			2									
HP	3			3									
TIAA	4			4									
Oracle	2	1		1									
Exelon	2		1	1									
MetLife													
Rite Aid													
Albertsons Cos.	1			1									
UPS	1			1									
Verizon	1			1									
Dow (DuPont)	1			1									
General Electric	1			1									
Humana	1			1									
McKesson	1			1									
Prudential Financial	1			1									
Mass. Mutual Life Insurance	1			1									
Nationwide	1			1									
TJX	1			1									
3M	2			2									
United Continental Holdings	3			3									
Lowe's													
Costco	1			1									
UnitedHealth Group	1			1									
CHS	1			1									
HCA Healthcare	1			1									
USAA	2			2									
ConocoPhillips													
Delta Air Lines													

Exxon Mobil														
Amazon.com	1		1											
Procter & Gamble	1		1											
Johnson & Johnson	1			1										
Phillips 66	1	1												
Chevron														
AmerisourceBergen														
AT&T														
Bank of America Corp.														
Berkshire Hathaway														
Best Buy														
Caterpillar														
Centene														
Citigroup														
Comcast														
DuPont (Dow)														
Energy Transfer Equity														
Freddie Mac														
Home Depot														
Honeywell International														
IBM														
JPMorgan Chase & Co.														
Liberty Mutual Insurance														
Lockheed Martin														
Microsoft														
Morgan Stanley														
New York Life Insurance														
PepsiCo														
Pfizer														
Publix Super Markets														
State Farm Insurance Cos.														
Sysco														
Time Warner (WarnerMedia)														
Valero Energy														
Walgreens Boots Alliance														
Coca-Cola	1		1											
Anthem														
Cardinal Health	1			1										
Nike	1			1										
Archer Daniels Midland														
Charter Communications														
Disney														
FedEx														
General Dynamics														
Kroger														
Marathon Petroleum														
Express Scripts Holding~	8			2	1								1	
United Technologies~														

~ Express Scripts Holding is now part of Cigna; United Technologies merged with Raytheon Technologies.

2021 Diversity Landing Pages Used for Coding	
Company	Diversity Landing Page With Most Relevant Information
Intel	https://www.intel.com/content/www/us/en/diversity/diversity-at-intel.html
American Express	https://www.americanexpress.com/us/global-diversity-and-inclusion/
American Airlines Group	https://www.aa.com/i18n/customer-service/about-us/diversity/inclusion-and-diversity.jsp
Alphabet/Google	https://diversity.google/
Tyson Foods	https://www.tysonfoods.com/sustainability/workplace/faith-workplace
Dell Technologies	https://www.dell.com/learn/us/en/uscorp1/diversity-delivering-success
Cigna	https://www.cigna.com/about-us/corporate-responsibility/report/our-people/diversity-and-inclusion
Target	https://corporate.target.com/corporate-responsibility/diversity-inclusion
Facebook	https://www.facebook.com/careers/facebook-life/diversity
Apple	https://www.apple.com/diversity/
Fannie Mae	http://fanniemae.com/diversity
Boeing	https://www.boeing.com/principles/diversity.page
Goldman Sachs Group	https://www.goldmansachs.com/our-firm/people-and-culture/index.html
AIG	https://www.aig.com/about-us/diversity-and-inclusion
Ford Motor	https://corporate.ford.com/careers/diversity.html
Cisco Systems	https://www.cisco.com/c/en/us/about/inclusion-diversity/us.html
CVS Health	https://cvshealth.com/about/diversity
Merck	https://www.merck.com/company-overview/diversity-and-inclusion/
Aetna	https://www.aetna.com/about-us/diversity-inclusion.html
General Motors	https://search-careers.gm.com/diversityandinclusion
Walmart	https://corporate.walmart.com/global-responsibility/opportunity/diversity-and-inclusion
World Fuel Services	https://www.wfscorp.com/en/Careers
Tech Data	https://www.techdata.com/diversity.html
Allstate	https://www.allstate.com/diversity.aspx
Wells Fargo	https://www.wellsfargo.com/about/diversity/diversity-and-inclusion/
HP	https://www8.hp.com/us/en/hp-information/about-hp/diversity/index.html
TIAA	https://www.tiaa.org/public/about-tiaa/diversity-inclusion
Oracle	https://www.oracle.com/corporate/careers/culture/diversity.html
Exelon	http://www.exeloncorp.com/careers/diversity-and-culture
MetLife	https://www.metlife.com/about-us/global-diversity-inclusion/our-workplace/
Rite Aid	https://www.riteaid.com/about-us/workplace-diversity
Albertsons Cos.	https://www.albertsonscorporations.com/our-values/diversityandinclusion.html
UPS	https://sustainability.ups.com/committed-to-more/diversity-and-inclusion/
Verizon	https://www.verizon.com/about/our-company/diversity-and-inclusion
DowDuPont	https://corporate.dow.com/en-us/careers/work-at-dow/diversity
General Electric	https://jobs.gecareers.com/global/en/diversity-at-ge
Humana	https://www.humana.com/careers/inclusion-diversity
McKesson	https://www.mckesson.com/about-mckesson/corporate-citizenship/diversity-and-inclusion/
Prudential Financial	https://www.prudential.com/links/about/diversity-employees
Massachusetts Mutual Life Insurance	https://www.massmutual.com/about-us/diversity-and-inclusion
Nationwide	https://www.nationwide.com/about-us/diversity-inclusion-overview.jsp
TJX	https://www.tjx.com/responsibility/workplace/inclusion-and-diversity

3M	https://www.3m.com/3M/en_US/careers-us/working-at-3m/diversity-and-inclusion/#mmmAccordion1904
United Continental Holdings	https://www.united.com/web/en-US/content/company/globalcitizenship/diversity.aspx
Lowe's	https://corporate.lowes.com/our-responsibilities/our-people
Costco	https://www.costco.com/inclusion.html
UnitedHealth Group	https://careers.unitedhealthgroup.com/why-work-here/diversity
CHS	http://www.chs.net/serving-communities/serving-communitiesdiversity/
HCA Healthcare	https://hcahealthcare.com/about/inclusion-compassion-and-respect.dot
USAA	https://www.usaa.com/inet/wc/about_usaa_corporate_diversity_main
ConocoPhillips	http://www.conocophillips.com/about-us/diversity-inclusion/
Delta Air Lines	https://news.delta.com/category/diversity-inclusion
Exxon Mobil	https://corporate.exxonmobil.com/community-engagement/sustainability-report/safety-health-and-the-w
Amazon.com	https://www.aboutamazon.com/working-at-amazon/diversity-and-inclusion
Procter & Gamble	https://us.pg.com/diversity-and-inclusion/
Johnson & Johnson	https://www.jnj.com/about-jnj/diversity
Phillips 66	https://phillips66.jobs/inclusion-diversity/
Chevron	https://www.chevron.com/sustainability/performance/diversity-inclusion
AmerisourceBergen	https://www.amerisourcebergen.com/abcnew/careers-life-at-abc/diversity
AT&T	https://about.att.com/pages/diversity
Bank of America Corp.	https://about.bankofamerica.com/en-us/what-guides-us/diversity-and-inclusion.html
Berkshire Hathaway	http://www.berkshirehathaway.com/
Best Buy	http://www.bestbuy-jobs.com/diversity/
Caterpillar	https://www.caterpillar.com/en/careers/why-caterpillar/diversity-inclusion.html
Centene	https://www.centene.com/who-we-are/diversity-and-inclusion.html
Citigroup	https://www.citigroup.com/citi/diversity/our-approach.html
Comcast	https://jobs.comcast.com/meet-comcast/diversity-inclusion
DowDuPont	http://www.dupont.com/corporate-functions/careers/why-dupont/articles/diversity.html
Energy Transfer Equity	https://www.energytransfer.com/corporate-responsibility
Freddie Mac	http://www.freddiemac.com/careers-blog/diversity/
Home Depot	https://corporate.homedepot.com/responsibility/people/diversity-and-inclusion
Honeywell International	https://www.honeywell.com/en-us/company/inclusion-and-diversity
IBM	https://www-03.ibm.com/employment/inclusion/?lnk=fab
JPMorgan Chase & Co.	https://www.jpmorganchase.com/corporate/About-JPMC/diversity.htm
Liberty Mutual Insurance Group	https://www.libertymutualgroup.com/about-lm/corporate-information/diversity-inclusion/our-commitme
Lockheed Martin	https://www.lockheedmartin.com/en-us/who-we-are/global-diversity-inclusion.html
Microsoft	https://www.microsoft.com/en-us/diversity/inside-microsoft/default.aspx
Morgan Stanley	https://www.morganstanley.com/about-us/diversity
New York Life Insurance	https://www.newyorklife.com/careers/diversity
PepsiCo	https://www.pepsico.com/about/diversity-and-engagement
Pfizer	http://www.pfizer.com/careers/en/diversity-inclusion
Publix Super Markets	https://corporate.publix.com/about-publix/culture/committed-to-diversity
State Farm Insurance Cos.	https://www.statefarm.com/about-us/diversity-inclusion
Sysco	https://www.sysco.com/About/Our-People/Diversity-and-Inclusion.html
Time Warner (WarnerMedia)	https://www.warnermediacareers.com/diversity-equity-inclusion
Valero Energy	https://www.valero.com/en-us/Documents/Careers/Diversity_Flyer.pdf
Walgreens Boots Alliance	https://www.walgreens.com/topic/sr/sr_awards_and_recognition.jsp
Coca-Cola	https://www.coca-colacompany.com/diversity-and-inclusion
Anthem	http://www.anthemcorporateresponsibility.com/diversity-and-inclusion
Cardinal Health	https://www.cardinalhealth.com/en/about-us/our-people/diversity-and-inclusion.html
Nike	https://jobs.nike.com/inclusion
Archer Daniels Midland	https://www.adm.com/careers/including-you
Charter Communications	https://policy.charter.com/priority/building-a-highly-skilled-and-diverse-workforce/
Disney	https://thewaltdisneycompany.com/diversity-inclusion/
FedEx	https://about.van.fedex.com/our-people/diversity-inclusion/
General Dynamics	https://www.gd.com/careers/diversity
Kroger	https://www.thekrogerco.com/about-kroger/
Marathon Petroleum	https://www.marathonpetroleum.com/Sustainability/Diversity-and-Inclusion/

2021 Pages With ERG Information Used for Coding

Company	Diversity Landing Page With Most Relevant Information
Intel	https://www.intel.com/content/www/us/en/diversity/diversity-employee-groups.html
American Express	https://www.americanexpress.com/us/company/global-diversity-and-inclusion.html
American Airlines Group	https://www.aa.com/i18n/customer-service/about-us/diversity/employee-diversity.jsp
Alphabet/Google	https://diversity.google/commitments/

Tyson Foods	https://www.tysonfoods.com/who-we-are/our-people/inclusion-diversity
Dell Technologies	https://www.dell.com/learn/us/en/uscorp1/diversity-resource-groups
Cigna	https://www.cigna.com/about-us/corporate-responsibility/report/#!/people/diversity
Target	https://corporate.target.com/corporate-responsibility/diversity-inclusion
Facebook	https://diversity.fb.com/initiative/facebook-resource-groups/
Apple	https://www.apple.com/diversity/
Fannie Mae	http://www.fanniemae.com/portal/about-fm/employee-resource-groups.html
Boeing	https://www.boeing.com/principles/diversity.page
Goldman Sachs Group	https://www.goldmansachs.com/our-firm/people-and-culture/index.html
AIG	https://www.aig.com/about-us/diversity-and-inclusion
Ford Motor	https://corporate.ford.com/careers/culture/employee-resource-groups.html
Cisco Systems	https://www.cisco.com/c/en/us/about/inclusion-diversity/employee-resource-organizations.html
CVS Health	https://cvshealth.com/about/diversity/making-connections-through-colleague-resource-groups
Merck	https://www.msdrresponsibility.com/employees/global-diversity-inclusion/
Aetna	https://www.aetna.com/about-us/diversity-inclusion/employee-resource-groups-profiles.html
General Motors	https://search-careers.gm.com/diversityandinclusion
Walmart	https://careers.walmart.com/diversity-inclusion
World Fuel Services	Nothing found
Tech Data	https://www.techdata.com/diversity.html
Allstate	https://www.allstate.com/diversity/employee-resource-groups.aspx
Wells Fargo	https://www.wellsfargo.com/about/diversity/diversity-and-inclusion/
HP	http://explorehp.com/business-impact-networks-employees-reinventing-the-standard-for-diversity/
TIAA	https://www.tiaa.org/public/about-tiaa/diversity-inclusion
Oracle	https://www.oracle.com/corporate/careers/diversity/employee-resource-groups.html
Exelon	https://www.exeloncorp.com/careers/diversity-and-culture
MetLife	https://www.metlife.com/about-us/global-diversity-inclusion/our-workplace/
Rite Aid	Nothing found
Albertsons Cos.	https://www.albertsoncompanies.com/our-values/diversityandinclusion.html
UPS	https://sustainability.ups.com/committed-to-more/diversity-and-inclusion/
Verizon	https://www.verizon.com/about/sites/default/files/corporate-responsibility-report/2018/vTeam/resource
DowDuPont	https://corporate.dow.com/en-us/about/beliefs-and-culture/diversity
General Electric	https://jobs.gecareers.com/global/en/diversity-at-ge
Humana	https://www.humana.com/careers/inclusion-diversity/strategic-partnerships
McKesson	https://www.mckesson.com/careers/workplace-diversity/
Prudential Financial	https://www.prudential.com/links/about/diversity-resource-groups
Massachusetts Mutual Life Insurance	https://www.massmutual.com/static/path/media/files/brg_flyer.pdf
Nationwide	https://www.nationwide.com/about-us/diversity-workplace.jsp
TIJX	https://www.tijx.com/responsibility/workplace/associate-groups
3M	https://www.3m.com/3M/en_US/careers-us/working-at-3m/diversity-and-inclusion/
United Continental Holdings	https://www.united.com/web/en-US/content/company/globalcitizenship/diversity-initiatives.aspx
Lowe's	https://corporate.lowes.com/our-responsibilities/our-people
Costco	Nothing found
UnitedHealth Group	Nothing found
CHS	Nothing found
HCA Healthcare	Nothing found
USAA	https://www.usaa.com/inet/wc/about-usaa-corporate-diversity-main?SearchRanking=1&SearchLinkPhra
ConocoPhillips	http://www.conocophillips.com/about-us/diversity-inclusion/employee-networks/
Delta Air Lines	https://www.ceoaction.com/actions/promoting-inclusion-through-business-resource-groups/#::~text=Our
Exxon Mobil	https://corporate.exxonmobil.com/Community-engagement/Sustainability-Report/Social/Healthy-and-eng
Amazon.com	https://www.aboutamazon.com/working-at-amazon/diversity-and-inclusion/affinity-groups
Procter & Gamble	https://us.pg.com/diversity-and-inclusion/
Johnson & Johnson	https://www.jnj.com/employee-resource-groups
Phillips 66	https://phillips66.jobs/inclusion-diversity/
Chevron	https://www.chevron.com/sustainability/performance/diversity-inclusion
AmerisourceBergen	https://www.amerisourcebergen.com/abcnew/careers-life-at-abc/diversity
AT&T	https://about.att.com/pages/diversity/employee_groups
Bank of America Corp.	https://about.bankofamerica.com/en-us/what-guides-us/employee-networks.html
Berkshire Hathaway	Nothing found
Best Buy	http://www.bestbuy-jobs.com/diversity/
Caterpillar	https://www.caterpillar.com/en/careers/why-caterpillar/employee-resource-groups.html
Centene	https://www.centene.com/who-we-are/diversity-and-inclusion/employee-inclusion.html
Citigroup	https://www.citigroup.com/citi/diversity/our-approach.html
Comcast	https://jobs.comcast.com/diversity-and-inclusion/resource-groups
DowDuPont	http://www.dupont.com/corporate-functions/careers/why-dupont/articles/diversity.html

Energy Transfer Equity	Nothing found
Freddie Mac	http://www.freddiemac.com/about/people/employee-resource-groups.html
Home Depot	https://corporate.homedepot.com/responsibility/people/diversity-and-inclusion/associate-resource-group
Honeywell International	https://www.businessroundtable.org/policy-perspectives/diversity/honeywell
IBM	https://www-03.ibm.com/employment/inclusion/inclusive-ibm.html
JPMorgan Chase & Co.	https://www.jpmorganchase.com/corporate/About-JPMC/ab-employee-programs.htm
Liberty Mutual Insurance Group	https://www.libertymutualgroup.com/about-lm/corporate-information/diversity-inclusion/employee-reso
Lockheed Martin	https://www.lockheedmartin.com/content/dam/lockheed-martin/eo/documents/globaldiversityinclusion/
Microsoft	https://www.microsoft.com/en-us/diversity/inside-microsoft/default.aspx
Morgan Stanley	https://www.morganstanley.com/people-opportunities/enetworking.html
New York Life Insurance	https://www.newyorklife.com/careers/diversity
PepsiCo	https://www.pepsico.com/about/diversity-and-engagement
Pfizer	http://www.pfizer.com/careers/en/diversity-inclusion
Publix Super Markets	Nothing found
State Farm Insurance Cos.	https://www.statefarm.com/about-us/diversity-inclusion/workplace
Sysco	https://www.sysco.com/About/Our-People/Diversity-and-Inclusion.html
Time Warner (WarnerMedia)	http://origin-www.timewarner.com/careers/working-with-us/diversity
Valero Energy	https://www.valero.com/careers/working-valero/diversity-inclusion
Walgreens Boots Alliance	https://www.walgreens.com/topic/sr/sr_business-resource-groups.jsp
Coca-Cola	https://www.coca-colacompany.com/shared-future/diversity-and-inclusion/employee-groups
Anthem	https://careers.antheminc.com/diversity-and-inclusion
Cardinal Health	https://www.cardinalhealth.com/en/about-us/our-people/diversity-and-inclusion/employee-resource-gro
Nike	https://purpose.nike.com/employee-networks
Archer Daniels Midland	https://www.adm.com/careers/including-you
Charter Communications	Nothing found
Disney	https://thewaltdisneycompany.com/app/uploads/2019/09/DiversityAndInclusionCommitment.pdf
FedEx	Nothing found
General Dynamics	Nothing found
Kroger	Nothing found
Marathon Petroleum	Nothing found

2021														
REDI Rank	Fortune 200 Companies*****	Total	Diversity Landing Page (1pt each)			Faith-and-Belief Employee Resource Groups (3 pt. each)								Training (10 pt.)
		REDI	Video	Image	Mentions	Interfaith	Christian	Muslim	Jewish	Buddhists	Hindu	Sikhs	Other Faiths	Training
1	Texas Instruments	29		1	9		1	1	1					1
2	PayPal	22		1	10	1								1
3	Salesforce	16	1	1	1	1								1
4	Aramark	8			5	1								
5	Netflix	5	1		1				1					
6	PNC Financial Services	4			1	1								
7	Sherwin-Williams	3		1	2									
7	XPO Logistics	3	1		2									
7	International Paper	3			3									
10	Hartford Financial Services	2	1	1										
10	Abbott Laboratories	2			2									
10	Travelers	2	1		1									
10	Northwestern Mutual	2			2									
10	NextEra Energy	2			2									
15	Micron Technology	1		1										
15	Starbucks	1		1										
15	Tesla	1		1										
15	Visa	1		1										
15	American Electric Power	1		1										
15	Lumen Tech (acq. CenturyLink)	1			1									
15	Bristol-Myers Squibb	1			1									
15	Gilead Sciences	1			1									
15	CBRE Group	1			1									
15	McDonald's	1			1									
15	Occidental Petroleum	1			1									
15	Genuine Parts	1			1									
15	Kimberly-Clark	1			1									
15	Tenet Healthcare	1			1									
15	HollyFrontier	1			1									
15	Performance Food Group	1			1									
15	Applied Materials	1			1									
15	Gap	1			1									
15	Jones Lang LaSalle	1			1									
15	Hewlett Packard Enterprise	1			1									
15	Philip Morris International	1			1									
15	Macy's	1			1									
15	Broadcom	1			1									
-	Northrop Grumman													
-	Arrow Electronics													
-	INTL FCStone													
-	PBF Energy													
-	Raytheon													
-	Kraft Heinz													
-	Mondelez International													
-	U.S. Bancorp													
-	Dollar General													
-	Nucor													
-	DXC Technology													
-	Eli Lilly													
-	Thermo Fisher Scientific													
-	US Foods Holding													
-	Duke Energy													
-	Cummins													
-	Amgen													
-	Paccar													
-	Union Pacific													
-	Dollar Tree													
-	Penske Automotive Group													
-	Qualcomm													

-	ManpowerGroup																		
-	Southwest Airlines																		
-	Aflac																		
-	AutoNation																		
-	Lear																		
-	Whirlpool																		
-	Western Digital																		
-	Lennar																		
-	Centene																		
-	Kohl's																		
-	Synnex																		
-	Danaher																		
-	Altria Group																		
-	Bank of New York Mellon																		
-	Fluor																		
-	Avnet																		
-	Icahn Enterprises																		
-	Molina Healthcare																		
-	Freeport-McMoRan																		
-	Synchrony Financial																		
-	CarMax																		
-	Emerson Electric																		
-	NGL Energy Partners																		
-	EOG Resources																		
-	PG&E																		
-	C.H. Robinson Worldwide																		
-	Lincoln National																		
-	DaVita																		
-	WestRock																		
-	CDW																		
-	Cognizant Technology Solutions																		
-	D.R. Horton																		
-	Becton Dickinson																		
-	Nordstrom																		
-	General Mills																		
-	Supervalu																		
-	Halliburton																		
-	Southern																		
-	Jabil																		
-	Marriott International																		
-	AECOM																		
-	0																		

2021 Diversity Landing Pages Used for Coding

Company	Diversity Landing Page With Most Relevant Information
Texas Instruments	https://www.ti.com/lit/ml/szzo007/szzo007.pdf?ts=1603982766080&ref_url=https%253A%252F%252Fwww.ti.com
PayPal	https://www.paypal.com/us/webapps/mpp/jobs/culture
Salesforce	https://www.salesforce.com/company/equality/
Aramark	https://careers.aramark.com/page/show/diversity-and-inclusion
Netflix	https://jobs.netflix.com/diversity
PNC Financial Services	https://www.pnc.com/en/about-pnc/corporate-responsibility/diversity-and-inclusion.html
Sherwin-Williams	https://careers.sherwin-williams.com/work-with-us
XPO Logistics	https://belong.xpo.com/
International Paper	http://www.internationalpaper.com/careers/diversity-inclusion
Hartford Financial Services	https://www.thehartford.com/about-us/corporate-diversity
Abbott Laboratories	https://www.abbott.com/careers/diversity-and-inclusion.html
Travelers	https://www.travelers.com/about-travelers/diversity
Northwestern Mutual	https://www.northwesternmutual.com/our-commitment-to-diversity/
NextEra Energy	http://www.nexteraenergy.com/sustainability/employees/diversity.html
Micron Technology	https://www.micron.com/about/our-commitment/empowering-people/diversity-and-inclusion
Starbucks	https://www.starbucks.com/responsibility/community/diversity-and-inclusion/aspirations
Tesla	https://www.tesla.com/sites/default/files/downloads/2020-DEI-impact-report.pdf
Visa	https://usa.visa.com/about-visa/diversity-inclusion.html

American Electric Power	https://www.aep.com/careers/diversity
Lumen Tech (acquired: CenturyLink)	https://jobs.lumen.com/global/en/diversity-inclusion-belonging
Bristol-Myers Squibb	https://www.bms.com/about-us/global-diversity-and-inclusion.html
Gilead Sciences	https://www.gilead.com/careers/diversity-and-inclusion
CBRE Group	https://www.cbre.us/global/about/corporate-responsibility/pillars/people-and-culture
McDonald's	https://corporate.mcdonalds.com/corpmcd/about-us/diversity-and-inclusion.html
Occidental Petroleum	https://www.oxy.com/Careers/Life/Pages/default.aspx
Genuine Parts	http://jobs.genpt.com/why-choose-gpc/diversity-inclusion/
Kimberly-Clark	https://www.kimberly-clark.com/en/responsibility/diversity-and-inclusion
Tenet Healthcare	https://www.tenethealth.com/careers/our-culture
HollyFrontier	https://www.hollyfrontier.com/Careers/Career-Profile/
Performance Food Group	http://www.pfmc.com/Careers.aspx#search
Applied Materials	http://www.appliedmaterials.com/company/careers/diversity
Gap	https://corporate.gapinc.com/en-us/about/diversity-inclusion
Jones Lang LaSalle	https://www.us.jll.com/en/careers/diversity-inclusion
Hewlett Packard Enterprise	https://www.hpe.com/us/en/about/diversity/why-matters.html
Philip Morris International	https://www.pmi.com/who-we-are/inclusion-and-diversity
Macy's	https://www.macysinc.com/sustainability/diversity-inclusion
Broadcom	https://www.broadcom.com/company/citizenship/corporate-culture
Northrop Grumman	https://www.northropgrumman.com/CorporateResponsibility/Diversity/Pages/DiversityPrograms.aspx
Arrow Electronics	https://www.arrow.com/en/careers/careers-at-arrow
INTL FCStone	https://www.intlfcstone.com/About/
PBF Energy	https://www.pbfenergy.com/corporate-citizenship/
Raytheon	https://www.raytheon.com/diversity
Kraft Heinz	https://www.kraftheinzcompany.com/esg/diversity-inclusion.html
Mondelez International	https://www.mondelezinternational.com/About-Us/Diversity-and-Inclusion
U.S. Bancorp	https://www.usbank.com/corporate-responsibility/annual-report/2018/diversity-and-inclusion.html
Dollar General	https://careers.dollargeneral.com/diversity-inclusion/
Nucor	https://nucor.com/our-culture
DXC Technology	https://www.dxc.technology/about_us/ahp/97733-inclusion_and_diversity
Eli Lilly	https://www.lilly.com/who-we-are/diversity-and-inclusion
Thermo Fisher Scientific	https://www.thermofisher.com/us/en/home/about-us/corporate-social-responsibility/colleagues/diversity
US Foods Holding	https://www.usfoods.com/careers/diversity.html
Duke Energy	https://www.duke-energy.com/our-company/about-us/diversity
Cummins	https://www.cummins.com/company/global-impact/diversity/business-case
Amgen	https://www.amgen.com/responsibility/diversity-and-inclusion/
Paccar	https://jobs.paccar.com/content/Diversity-and-Inclusion-in-Action/?locale=en_US
Union Pacific	https://www.up.com/aboutup/corporate_info/diversity/supportingdiversity/index.htm
Dollar Tree	https://www.dollartree.com/mission-statement
Penske Automotive Group	https://www.gopenske.com/our-company/diversity-and-inclusion/
Qualcomm	https://www.qualcomm.com/company/sustainability/priorities/diversity-inclusion
ManpowerGroup	https://www.manpowergroup.com/sustainability/our-foundation/libraries/diversity
Southwest Airlines	https://careers.southwestair.com/diversity
Aflac	https://www.aflac.com/about-aflac/corporate-citizenship/corporate-social-responsibility-report/default.aspx
AutoNation	Nothing Found
Lear	https://www.lear.com/Site/Careers/Workforce-Diversity.aspx
Whirlpool	https://www.whirlpoolcorp.com/inclusion-diversity/
Western Digital	https://www.westerndigital.com/company/diversity-inclusion
Lennar	https://careers.lennar.com/en-US/page/diversity
Centene	https://www.centene.com/who-we-are/diversity-and-inclusion/employee-inclusion.html
Kohl's	https://corporate.kohls.com/company/diversity---inclusion
Synnex	https://www.synnecorp.com/careers/diversity-inclusion/
Danaher	https://www.danaher.com/who-we-are/diversity-inclusion
Altria Group	https://www.altria.com/people-and-careers/people-and-culture/promoting-a-vibrant-inclusive-workplace
Bank of New York Mellon	https://www.bnymellon.com/us/en/who-we-are/diversity-inclusion/index.jsp
Fluor	https://www.fluor.com/sustainability/diversity-inclusion/incorporating-diversity-inclusion
Avnet	https://www.avnet.com/wps/portal/us/about-avnet/diversity-and-inclusion/
Icahn Enterprises	https://www.ielp.com/corporate-governance
Molina Healthcare	https://www.molinahealthcare.com/members/common/en-US/abtmolina/compinfo/corpsoc/charity.aspx
Freeport-McMoRan	https://www.fcx.com/sustainability/people/diversity
Synchrony Financial	https://www.synchrony.com/diversity.html
CarMax	https://jobs.carmax.com/about-carmax/our-diversity/#toggle-id-2
Emerson Electric	https://www.emerson.com/en-us/careers/diversity-and-inclusion
NGL Energy Partners	Nothing Found

EOG Resources	https://www.eogresources.com/sustainability/
PG&E	https://www.pge.com/en_US/about-pge/company-information/diversity-and-inclusion/our-workforce/ou
C.H. Robinson Worldwide	https://www.chrobinson.com/en-us/about-us/corporate-responsibility/diversity/
Lincoln National	https://www.lfg.com/public/aboutus/companyoverview/diversityinclusion/ourcommitment
DaVita	https://careers.davita.com/diversityandbelonging
WestRock	https://jobs.westrock.com/page/diversity-and-inclusion#/
CDW	https://www.cdwjobs.com/pages/life-at-cdw?bid=45
Cognizant Technology Solutions	https://www.cognizant.com/about-cognizant/diversity-and-inclusion
D.R. Horton	https://www.drhorton.com/careers
Becton Dickinson	https://www.bd.com/en-us/company/careers/inclusion-and-diversity
Nordstrom	https://www.nordstrom.com/browse/diversity-at-nordstrom
General Mills	https://www.generalmills.com/en/Responsibility/Global%20Inclusion
Supervalu	https://www.supervalufoodstores.com/about-us.html
Halliburton	https://jobs.halliburton.com/content/diversity/
Southern	https://www.southerncompany.com/corporate-responsibility/community/diversity.html
Jabil	https://www.jabil.com/about-us/careers/diversity-and-inclusion.html
Marriott International	https://www.marriott.com/diversity/diversity-and-inclusion.mi
AECOM	https://www.aecom.com/careers/diversity-inclusion/

2021 Pages With ERG Information Used for Coding	
Company	Diversity Landing Page With Most Relevant Information
Texas Instruments	https://www.ti.com/lit/ml/sz0007/sz0007.pdf?ts=1603982766080&ref_url=https%253A%252F%252Fwww.ti.com
PayPal	https://www.paypal.com/us/webapps/mpp/jobs/culture
Salesforce	https://www.salesforce.com/company/equality/equality-groups/#eq-sf-earth
Aramark	https://careers.aramark.com/page/show/diversity-and-inclusion
Netflix	https://jobs.netflix.com/diversity
PNC Financial Services	https://www.pnc.com/en/about-pnc/corporate-responsibility/diversity-and-inclusion/employee-business-
Sherwin-Williams	https://sustainability.sherwin-williams.com/doc/Corporate_Social_Responsibility_Report
XPO Logistics	https://belong.xpo.com/
International Paper	Nothing Found
Hartford Financial Services	https://www.thehartford.com/about-us/corporate-diversity
Abbott Laboratories	https://www.abbott.com/careers/diversity-and-inclusion/employee-networks.html
Travelers	https://www.travelers.com/about-travelers/diversity
Northwestern Mutual	https://www.northwesternmutual.com/our-commitment-to-diversity/
NextEra Energy	http://nexteraenergy.com/careers/message.shtml
Micron Technology	https://www.micron.com/about/our-commitment/empowering-people/diversity-and-inclusion
Starbucks	https://www.starbucks.com/responsibility/community/diversity-and-inclusion/culture
Tesla	https://www.indeed.com/cmp/Tesla/about
Visa	https://usa.visa.com/about-visa/diversity-inclusion.html
American Electric Power	https://www.aep.com/careers/diversity
CenturyLink	https://inclusion.centurylink.com/
Bristol-Myers Squibb	https://www.bms.com/about-us/global-diversity-and-inclusion/people-and-business-resource-groups.htm
Gilead Sciences	https://www.gilead.com/careers/diversity-and-inclusion
CBRE Group	https://www.cbre.us/about/careers/diversity
McDonald's	https://corporate.mcdonalds.com/corpmcd/about-us/diversity-and-inclusion.html
Occidental Petroleum	https://www.oxy.com/Careers/development/resourcegroups/Pages/default.aspx
Genuine Parts	Nothing Found
Kimberly-Clark	http://www.careersatkc.com/culture-and-value/north-america.aspx
Tenet Healthcare	Nothing Found
HollyFrontier	Nothing Found
Performance Food Group	Nothing Found
Applied Materials	http://www.appliedmaterials.com/company/careers/diversity
Gap	https://corporate.gapinc.com/en-us/about/diversity-inclusion/brg
Jones Lang LaSalle	https://www.us.jll.com/en/careers/diversity-inclusion
Hewlett Packard Enterprise	https://www.hpe.com/us/en/about/diversity/why-matters.html
Philip Morris International	https://www.pmi.com/who-we-are/inclusion-and-diversity
Macy's	https://www.macysinc.com/sustainability/diversity-inclusion
Broadcom	Nothing Found
Northrop Grumman	https://www.northropgrumman.com/corporate-responsibility/employee-resource-groups-at-northrop-gru
Arrow Electronics	file:///Users/brianjgrim/Downloads/Arrow-CSR-Sustainability-Report-2017.pdf
INTL FCStone	https://chm.tb.taleo.net/chm04/ats/careers/jobSearch.jsp?org=INTLFCSTONE&cws=1
PBF Energy	https://www.pbfenergy.com/careers
Raytheon	https://www.raytheon.com/diversity/erg

Kraft Heinz	https://www.kraftheinzcompany.com/esg/diversity-inclusion.html
Mondelez International	Nothing Found
U.S. Bancorp	https://www.usbank.com/corporate-responsibility/annual-report/2018/employee-engagement.html
Dollar General	https://careers.dollargeneral.com/diversity-inclusion/
Nucor	Nothing Found
DXC Technology	https://www.dxc.technology/about_us/ds/78731/100845-employee_resource_groups
Eli Lilly	https://careers.lilly.com/diversity
Thermo Fisher Scientific	https://www.thermofisher.com/us/en/home/about-us/corporate-social-responsibility/colleagues/diversity
US Foods Holding	https://www.usfoods.com/careers/diversity/associate-experience.html
Duke Energy	https://www.duke-energy.com/our-company/about-us/diversity/employee-resource-groups
Cummins	https://careers.cummins.com/us-canada/diversity-inclusion/affinity-groups-and-local-diversity-councils
Amgen	https://www.amgen.com/responsibility/diversity-and-inclusion/
Paccar	https://jobs.paccar.com/content/Diversity-and-Inclusion-in-Action/?locale=en_US
Union Pacific	https://www.up.com/aboutup/corporate_info/diversity/supportingdiversity/index.htm#
Dollar Tree	Nothing Found
Penske Automotive Group	https://www.gopenske.com/our-company/diversity-and-inclusion/initiatives/
Qualcomm	https://www.qualcomm.com/company/sustainability/priorities/diversity-inclusion
ManpowerGroup	https://www.manpowergroup.com/job-opportunities
Southwest Airlines	https://www.southwest.com/citizenship/
Aflac	Nothing Found
AutoNation	Nothing Found
Lear	Couldn't Find a Page
Whirlpool	https://whirlpoolcareers.com/get-to-know-whirlpool-corporation/#ourculturemore
Western Digital	https://www.westerndigital.com/company/diversity-inclusion
Lennar	Nothing Found
Centene	https://www.centene.com/who-we-are/diversity-and-inclusion/employee-inclusion.html
Kohl's	https://corporate.kohls.com/company/diversity---inclusion
Synnex	https://www.synnecorp.com/about-synnex/corporate-social-responsibility/living/
Danaher	https://www.danaher.com/who-we-are/diversity-inclusion
Altria Group	https://www.altria.com/people-and-careers/people-and-culture/employee-resource-groups
Bank of New York Mellon	https://www.bnymellon.com/us/en/about-us/diversity-inclusion.html
Fluor	https://www.fluor.com/sustainability/diversity-inclusion/incorporating-diversity-inclusion
Avnet	https://www.avnet.com/wps/portal/us/about-avnet/careers/culture-diversity/
Icahn Enterprises	Nothing Found
Molina Healthcare	Nothing Found
Freepoint-McMoRan	Nothing Found
Synchrony Financial	https://www.synchrony.com/diversity.html
CarMax	Nothing Found
Emerson Electric	https://www.emerson.com/en-us/about-us/corporate-social-responsibility/people-workplace
NGL Energy Partners	Nothing Found
EOG Resources	https://www.eogresources.com/wp-content/uploads/2020/09/EOG_2019_Sustainability_Report.pdf
PG&E	https://www.pge.com/en_US/about-pge/company-information/diversity-and-inclusion/our-workforce/our
C.H. Robinson Worldwide	https://www.chrobinson.com/en-us/about-us/corporate-responsibility/diversity/
Lincoln National	https://www.lfg.com/public/public/aboutus/companyoverview/diversityinclusion/promotingtheneedsfordi
DaVita	Nothing Found
WestRock	https://jobs.westrock.com/page/diversity-and-inclusion#/
CDW	https://www.cdwjobs.com/pages/life-at-cdw?bid=45
Cognizant Technology Solutions	https://careers.cognizant.com/global/en/diversity-and-inclusion
D.R. Horton	Nothing Found
Becton Dickinson	https://www.bd.com/en-us/company/careers/inclusion-and-diversity
Nordstrom	https://www.nordstrom.com/browse/diversity-at-nordstrom
General Mills	https://www.generalmills.com/en/Responsibility/Global%20Inclusion
Supervalu	https://www.supervalufoodstores.com/about-us.html
Halliburton	Nothing Found
Southern	Nothing Found
Jabil	Nothing Found
Marriott International	Nothing Found
AECOM	Nothing Found

The following companies entered the Fortune 200 in 2020: PayPal, Supervalu Foods, Dominion Energy, Marsh and McLennan, Mastercard, Tenneco, United Natural Foods, Baker Hughes, and ViacomCBS. Only PayPal earned scores on the REDI Index, as reported above.