

# WORKPLACE RELIGIOUS EQUITY DIVERSITY & INCLUSION (REDI)

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

## GOALS



### KNOWLEDGE

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



### SKILLS

What are the best mindsets and practices to foster workplace REDI?



### ACTION

What strategies, policies, and programs foster REDI in companies and societies?

## APPROACH

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



RELIGIOUS FREEDOM &  
BUSINESS FOUNDATION

FAITH & BUSINESS BUILD A BETTER WORLD

## OFFERINGS

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

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

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

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

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

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

### 4. ACTION: EMPLOYEE AND COMPANY ENGAGEMENT

Top companies around the world are promoting faith-and-belief employee resource groups (ERGs) that allow people to bring this important part of their authentic selves to the workplace. It results in better retention and increased revenue, as well as adds powerful resources and motivation for increased activities around Corporate Social Responsibility. We can help your company succeed in such endeavors.

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

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

## CONTACT

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## ABOUT

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

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