



REDI Index

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX

RELIGIOUS FREEDOM & BUSINESS FOUNDATION

10-question survey (max. 10 points each), plus bonus*
ReligiousFreedomAndBusiness.org/REDI-Survey



1. Religion is featured on company's main diversity page



2. Company sponsors faith and belief employee resource groups (ERGs)



3. Company shares best practices with other organizations



4. Religion is clearly addressed in diversity training



5. Company provides chaplains or other spiritual care

6. Attentive to how religion impacts stakeholders



7. Accommodates religious needs of employees



8. Clear procedures for reporting discrimination



9. Employees attend religious diversity conferences



10. Company matches employee donations to religious charities



BONUS

*Additional ways company promotes and supports religious diversity, equity and inclusion in workplaces & communities.

If the [REDI Index question summary](#) image does not display (or to download), [click here](#).

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The Corporate Religious Equity, Diversity & Inclusion (REDI) Index is a benchmarking measure of a company's commitment to including religion as part of its overall diversity initiatives.

HISTORY: This is the Religious Freedom & Business Foundation's¹ third annual [REDI Index](#). The 2022 edition is the first time to be offered as an opt-in survey. In previous years, the research staff of the Religious Freedom & Business Foundation scored companies only in three areas:

1. content analysis of the company's main diversity landing page for religion-related content,
2. acknowledgement on company websites of faith-oriented ERGs, and
3. verified external training efforts/workshops in which companies share their best practices related to faith-oriented ERGs with other companies.

2022 Version: The REDI Index now offers companies an alternative: they may complete this straightforward self-report questionnaire. There are 10 questions, each worth 10 points, for a total of 100 points. Scoring for each point will be based on both (a) answering in the affirmative with some evidence (5 points), and (b) demonstrating that the efforts are substantial (up to 5 additional points). Overview of the questions can be seen [here](#).

For example, Question 3 asks: "Has your company described its practices related to faith-oriented ERGs or other faith-oriented activities to other companies through individual consultations, diversity conferences or otherwise in the past 12 months? If yes, please describe the topics, participants, impact, etc." The more detail of the impact provided in the description, the more chance to earn the additional 5 points. This will not be a fine-tooth assessment, but one where a point is added if some meaningful information is provided, up to three added if there is evidence of real impact, and all 5 points if the impact is extensive.

The questionnaire also has an optional 11th question, which can add up to an additional 10 bonus points: "Please add any other information about how your company promotes and supports religious diversity, equity and inclusion in your workplace and/or communities, including such things as how your faith ERGs or activities are allies of others. Additional information can contribute to your score." The 11th question also recognizes that companies may be doing other religiously inclusive activities that are not covered in the survey and worthy of recognition.

BENEFITS: Doing well on the REDI Index provides companies with a competitive advantage in recruiting new staff, and arguably in retaining them once on board because the items on the REDI Index measure best practices for creating a workplace that is inclusive of all faiths and beliefs and is at the same time nurturing and supportive of teammates in this important area. This all benefits the bottom line and positively impacts the communities and societies in which companies operate.

Companies participating in the index will be recognized at [Dare to Overcome](#), May 23-25, 2022, in Washington, DC, a national and international conference where Fortune 500 faith-and-belief employee resource groups (ERGs) and corporate chaplains come together as allies of others, including those with disabilities/differing abilities, to share best practices and build stronger networks among the faith-and-belief ERG community in the U.S. and worldwide.

Dare to Overcome's 2022 theme is "Better Together," reflecting an emphasis being strong allies of others and the critical value of face-to-face meetings coming out of the pandemic. American Airlines is the global partner and

¹ The [Religious Freedom & Business Foundation](#) (RFBF) is the preeminent organization dedicated to educating the global business community, policymakers, non-government organizations and consumers about the positive power that faith — and religious freedom for all (including those with no religious faith) — has on business and the economy. RFBF is a non-partisan, nonpolitical, registered 501(c)3 non-profit organization in the United States. It does not take a position on current political debates.

official airline of Dare to Overcome, and numerous other Fortune 500 companies are sponsors. [Registration](#) for Dare to Overcome (which is not required to submit a REDI Index entry) is open now.

The deadline for completion is March 15, 2022. The survey asks about activities occurring in calendar year 2021 and inclusive through March 1, 2022. The survey allows text answers as well as the possibility to upload documents that provide evidence of the company's work. Companies not completing a survey will be scored only in the only in three areas mentioned at the top, which puts them at a disadvantage but still allows us to monitor the state of religious inclusion in corporations.

By clicking **BEGIN SURVEY**, you agree to have your score be reported in the Religious Freedom & Business Foundation's REDI Index report. The report will summarize the numeric scores as well as highlight selected examples illustrating the numeric data.

BEGIN SURVEY

* * *

- * **Consent to quote supporting materials:** The Religious Freedom & Business Foundation (RFBF) will produce a [2022 REDI Index](#) report based on responses from companies to this survey. The report will summarize the numeric scores as well as selected examples from supporting materials supplied by companies to illustrate best practices.

Do you consent to RFBF using the supporting materials you provide as part of the report's narrative for the purpose of illustrating the numeric data and best practices?

YES/NO

(Note: Consenting to allowing your supporting materials to be used in the 2022 REDI Index report is not required to complete this survey and have your score be part of the report.)

* * *

- 1. Does your company's main diversity landing page mention religion and/or describe how religion is part of your diversity, equity, and inclusion commitments? (5 points)**

YES/NO

1a. If yes, provide the link to your company's main diversity landing page where religion is specifically mentioned as a diversity category. (The more detail on religious inclusion on your website, the more chance to earn an additional 5 points for this question.)

* * *

- 2. Does your company have formally approved, faith-and-belief-oriented employee resource groups (ERGs) or other such voluntary, employee-led groups whose aim is to foster a diverse, religiously inclusive workplace aligned with your company's purpose? (5 points)**

YES/NO

2a. If yes, list the groups and provide any details on their activities, members, impact, etc. (The more detail provided, the more chance to earn an additional 5 points for this question.)

* * *

- 3. Has your company described its practices related to faith-oriented ERGs or other faith-oriented activities to other companies through individual consultations, diversity conferences or otherwise during the period January 1, 2021 - March 15, 2022? (5 points)**

YES/NO

3a. If yes, describe what your company shared with other companies, who participated, and what impact you believe that it had. (The more detail provided, the more chance to earn an additional 5 points for this question.)

* * *

- 4. Has your company specifically addressed faith and belief as a topic in your internal diversity and inclusion training during the period January 1, 2021 - March 15, 2022? (5 points)**

YES/NO

4a. If yes, describe how you addressed faith and belief in your diversity training, who participated, and what impact you believe that it had. (The more detail provided, the more chance to earn an additional 5 points for this question.)

* * *

- 5. Does your company provide chaplaincy* services to serve its employees? (5 points)**

* Chaplains are pastoral/spiritual practitioners (of any faith or belief) who seek to build a relationship of trust through compassionate presence and thereby offer help and support to a wide range of people.

YES/NO

5a. If yes, please describe your chaplaincy program and its impact. (The more detail provided, the more chance to earn an additional 5 points for this question.)

5b. If you do not provide chaplaincy services, do you provide access to spiritual support services in some other way?

YES/NO

(The more detail provided, the more chance to earn points for this question.)

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- 6. Does your company specifically seek to understand how to serve clients, customers, partners, and stakeholders for whom religion is important? (5 points)**

YES/NO

6a. If yes, please describe how your company seeks to understand how to serve clients, customers, partners, and stakeholders for whom religion is important. (The more detail provided, the more chance to earn an additional 5 points for this question.)

* * *

- 7. Does your company have procedures that are communicated annually to employees about how to request a religious accommodation, such as time off for a religious sabbath, holiday or prayer time? (5 points)**

YES/NO

7a. If yes, please describe the procedures that are communicated annually to employees about how to request a religious accommodation, such as time off for a religious sabbath, holiday or prayer time. (The more detail provided, the more chance to earn an additional 5 points for this question.)

* * *

- 8. Does your company have procedures that are communicated annually to employees about how to report instances of religious discrimination or religious non-accommodation? (5 points)**

YES/NO

8a. If yes, please describe the procedures that are communicated annually to employees about how to report instances of religious discrimination or religious non-accommodation. (The more detail provided, the more chance to earn an additional 5 points for this question.)

* * *

- 9. Have your employees – in an official capacity – participated in any external religious diversity conferences or faith-related professional events or company-sponsored/approved religious inclusion events between January 1, 2021, and March 1, 2022? (5 points)**

YES/NO

9a. If yes, please select which of the following faith-oriented events/activities employees of your company have participated between January 1, 2021, and March 15, 2022. Details on specific workplace religious inclusion events: [2nd National Faith@Work ERG Conference \(Feb. 9-11, 2021\)](#), [Dare to Overcome \(Aug. 22-24, 2021\)](#), [RFBF's Monthly Faith ERG Community Calls](#)

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- Dare to Overcome (Aug. 22-24, 2021)
- RFBF's Monthly Faith ERG Community Calls
- Company-facilitated volunteer time or social outreach with faith-based initiatives
- Other activities promoting religious inclusion or religious literacy (describe below):

If you select "Other," you must describe in the comment section (if nothing, enter NA).

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- 10. Does your company currently match employee donations to faith-based and religious organizations? (5 points)**

YES/NO

10a. If yes, please describe your employee donation-matching program; you may indicate examples of faith-based charities included in your program. (The more detail provided, the more chance to earn an additional 5 points for this question.)

* * *

11. BONUS: Please feel free to add any other information about how your company promotes and supports religious diversity, equity, and inclusion in your workplace and/or communities. (Additional information can contribute up to 10 bonus points to your score.)

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SUBMIT (Warning: Only submit after all 10 Questions + Bonus are answered)

Direct any questions to:

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