



Measuring the Fortune 500's Commitment to Workplace Religious Inclusion

Third Annual Report

Washington, DC: May 23, 2022



Among US Fortune 500

- 1 American Airlines
- 2 intel
- 3 DELL Technologies
- 3 PayPal
- 5 TEXAS INSTRUMENTS
- 6 EQUINIX
- 7 TARGET
- 7 Tyson
- 9 tie AIG

- 9 tie Google
- 11 AMERICAN EXPRESS
- 11 Ford
- 11 intuit

Outside US Fortune 500

- 1 accenture
- 2 SAP
- 3 qualtrics^{XM}
- 3 YOGI TEA

* Global Fortune 500

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ABOUT

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) have on workplaces and the economy.

RFBF is a non-partisan, nonpolitical, multi-faith registered 501(c)3 non-profit organization in the United States with work worldwide. It does not take a position on current political debates. See our [Guide to Religion in the Workplace here](#). Our approach is to build religious freedom for all by expanding the space where faith is welcome in business, society, and the world.

EXECUTIVE SUMMARY

American Airlines is the most faith-friendly corporate workplace among the 500 largest companies in America, according to the 2022 Corporate Religious Equity, Diversity & Inclusion (REDI) Index.

The other top faith-and-belief friendly companies among the U.S. Fortune 500 include the Intel Corporation, Dell Technologies, PayPal, and Texas Instruments, taking the second through fifth spots. Equinix, Target, Tyson Foods, AIG, and Alphabet/Google round out the top ten. Other top faith-and-belief friendly companies are American Express, the Ford Motor Company, and Intuit, tying for the eleventh spot in the latest edition of the annual REDI Index.

Among the U.S. Fortune 500, Ameriprise Financial Group, Cigna, Meta Platforms (Facebook), Securix Financial, CVS Health, Goldman Sachs, Aramark, Clorox, and Salesforce scored in the top 25 on the REDI Index.

Global Fortune 500 companies also opted in to the REDI Index survey this year, including SAP and Accenture, both making the Top Faith Friendly list, with Accenture scoring within the top 10 companies overall. Also, smaller companies including Italy-based TeaPak, a Yogi Tea partner, and Utah-based Qualtrics both opted in to the survey and scored highly on the REDI Index, showing that companies of all sizes are joining this workplace religious inclusion benchmarking initiative.

This is the Religious Freedom & Business Foundation's third annual benchmark assessment of corporate America's inclusion of religion as an integral part of diversity, equity, and inclusion (DEI) initiatives. It is the most comprehensive report on the state of religious inclusion in U.S. and global corporations, and it provides specific information about religious DEI practices being implemented in companies today.

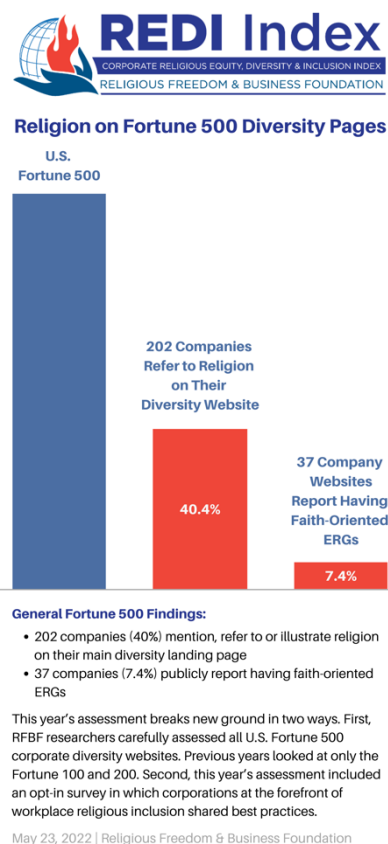
This year's assessment breaks new ground in two ways. First, RFBF researchers carefully assessed all U.S. Fortune 500 corporate diversity websites. Previous years looked at the Fortune 100 and 200. Second, this year's assessment included an opt-in survey in which corporations at the forefront of workplace religious inclusion shared best practices.

General Fortune 500 Findings

- 202 companies (40%) mention, refer to or illustrate religion on their main diversity landing page
- 37 companies (7.4%) publicly report having faith-oriented ERGs

Key Survey Findings Among Top Faith-Friendly Fortune 500 Companies

- Company-sponsored, employee-led, faith-oriented employee resource groups (ERGs) give religious employees an official voice in the company
- Companies with such ERGs commonly encourage and support ERG chapters worldwide
- These ERGs often lead strategic company & community allyship and service initiatives
- Companies enthusiastically share best faith@work practices with other companies (incl. competitors) through direct consultations, seminars, roundtables, and/or conferences
- Literacy training on religious DEI is seen as a benefit to a wide range of stakeholders, contributing to positive workplace cultures and a better understanding of customers & markets
- Companies commonly provide staff access to company chaplains or other forms of spiritual care
- Companies embracing religious DEI have clear procedures for requesting religious accommodations and for reporting instances of religious discrimination
- Companies often match employee donations to faith-based charities



ABOUT THE REDI INDEX

The Corporate Religious Equity, Diversity & Inclusion (REDI) Index developed by the Religious Freedom & Business Foundation (RFBF) is a benchmarking measure of a company's commitment to including religion as part of its overall diversity initiatives. The 2022 REDI Index breaks new ground in two important ways.

First, we assessed the entire Fortune 500. In 2020 we assessed only the largest 100 companies on the U.S. Fortune 500 list, and in 2021 the largest 200. RFBF researchers conducted a careful content analysis of faith-related information on each company's main diversity and inclusion web landing page, i.e., the public face of the company's diversity and inclusion initiatives. Researchers also looked at other corporate webpages to discover the number and variety of faith-and-belief employee resource groups (ERGs), including atheist/agnostic ERGs.

Second, companies were offered an opt-in survey, providing an alternative to a purely external assessment of publicly available information on corporate webpages, which was the primary source of information used in previous editions.

The survey was developed in consultation with a focus group of leaders from Fortune 500 faith-and-belief oriented ERGs conducted in the spring of 2021. The questions spotlight key indicators identified by practitioners of the degree to which a company has embraced religious inclusion in their workplaces.

The opt-in survey allows companies of any size (and location) to participate. It also provides companies an optional opportunity to provide more details about their faith-oriented policies and programs. This optional sharing can further distinguish a company's accomplishments and identify best practices that others might adopt.

A full list of the REDI Index survey questions is available [here](#).



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

	<p>1. Religion is featured on company's main diversity page</p>		<p>2. Company sponsors faith and belief employee resource groups (ERGs)</p>
	<p>3. Company shares best practices with other organizations</p>		<p>4. Religion is clearly addressed in diversity training</p>
	<p>5. Company provides chaplains or other spiritual care</p>		<p>6. Attentive to how religion impacts stakeholders</p>
	<p>7. Accommodates religious needs of employees</p>		<p>8. Clear procedures for reporting discrimination</p>
	<p>9. Employees attend religious diversity conferences</p>		<p>10. Company matches employee donations to religious charities</p>
<div style="display: flex; align-items: center; justify-content: center;"> <div style="background-color: red; color: white; padding: 5px 10px; font-weight: bold; margin-right: 10px;">BONUS</div> <div> <p>Additional ways company promotes and supports religious diversity, equity and inclusion in workplaces & communities.</p> </div> </div>			

OVERVIEW OF FINDINGS & RANKINGS

2022 REDI Index Scores Based on Completing the Survey



Companies completing the 2022 REDI Survey

Top Companies on the REDI Index (Among the U.S. Fortune 500)	REDI Index Score	Q1 Diversity Website	Q2 Faith ERGs	Q3 Shares Practices	Q4 Incl. in Training	Q5 Chaplain Care	Q6 Stake-Holders	Q7 Accommodations	Q8 Clear Reporting	Q9 Attends Conf's.	Q10 Matches Contrib.	Bonus Other Activities	Fortune 500 Rank*
1 American Airlines	103	8	8	9	10	9	10	10	9	10	10	10	174
2 Intel	102	6	10	10	9	9	10	10	10	10	10	8	40
3 Dell Technologies	100	7	10	9	9	8	10	9	10	9	9	10	28
3 PayPal	100	10	9	10	7	8	10	10	9	9	10	8	134
5 Texas Instruments	96	10	9	8	8	8	8	10	8	7	10	10	210
6 Equinix	92	7	8	8	6	8	8	10	10	10	10	7	461
7 Target	86	6	8	8	10	8	10	10	10	7	0	9	30
7 Tyson Foods	86	9	0	10	9	10	0	10	10	8	10	10	73
9 AIG	83	7	8	7	6	7	6	8	10	8	7	9	72
9 Alphabet/Google	83	10	6	7	9	7	6	8	7	9	8	6	9
11 American Express	81	7	9	8	6	0	6	10	8	9	8	10	83
11 Ford Motor Company	81	7	7	7	6	8	8	8	8	10	6	6	21
11 Intuit	81	7	9	7	7	8	0	10	9	8	8	8	380
Other Companies													
1 Accenture**	91	7	10	9	8	7	5	10	8	9	10	8	NA
2 SAP**	77	10	8	9	8	8	0	6	10	9	9	0	NA
3 Qualtrics	62	1	8	8	9	7	7	6	9	7	0	0	NA
3 TeaPak (Yogi Tea affl.)	62	8	7	8	8	2	6	9	8	0	0	6	NA

* Rank on the 2021 U.S. Fortune 500 List.

** Accenture and SAP are Global Fortune 500 Companies but not on the U.S. Fortune 500 List.

American Airlines is the most faith-friendly corporate workplace among the 500 largest companies in America, according to the 2022 Corporate Religious Equity, Diversity & Inclusion (REDI) Index.

The other top faith-and-belief friendly companies among the U.S. Fortune 500 include the Intel Corporation, Dell Technologies, PayPal, and Texas Instruments, taking the second through fifth spots. Equinix, Target, Tyson Foods, AIG, and Alphabet/Google round out the top ten. Other top faith-and-belief friendly companies are American Express, the Ford Motor Company, and Intuit, tying for the eleventh spot in the latest edition of the annual REDI Index.

Companies outside of the U.S. Fortune 500 list also opted in to the REDI Index survey this year. Accenture (a Global Fortune 500 company) not only scored in the top position for this group of companies, but it scored within the top 10 companies overall. Italy-based TeaPak, a Yogi Tea partner, is the first company solely based in Europe to participate.

Methodology Note: The REDI Index Survey is a 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 praiseworthy (up to 5 additional points). The questionnaire also has an optional 11th question, which can add up to an additional 10 bonus points. 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. See Methodology for more details.

2022 REDI Index Scores Based on Website Analysis


2022 REDI Index Scores Based on Website Analysis
 (click to see entire list of companies)

REDI Index Rank among the companies not completing the survey	Total	Main Diversity Webpage			Webpage with ERG information								Fortune 500 Rank**
	REDI Index Score	Mentions of Religion	Religion in Images	DEI Page Score	Christian?	Multiple Christian?	Muslim?	Jewish?	Interfaith?	Other*	Religious ERGs	ERG Score	
14 Ameriprise Financial	18	5	1	10	1		1	1			3	8	253
15 Cigna	16	10	0	10					1		1	6	13
15 Meta Platforms	16	6	1	10					1		1	6	34
15 Securian Financial	16	3	0	7		2				2	4	9	421
18 CVS Health	15	5	0	9					1		1	6	4
19 Goldman Sachs	14	3	1	8					1		1	6	59
19 IQVIA Holdings	14	3	1	8					1		1	6	216
19 Qurate Retail	14	3	1	8					1		1	6	275
22 Aramark	13	3	0	7					1		1	6	217
22 Wayfair	13	2	0	6			1	1			2	7	235
24 Clorox	12	2	0	6					1		1	6	137
24 Salesforce	12	1	1	6					1		1	6	281
24 Uber Technologies	12	2	0	6					1		1	6	427
27 Netflix	11	1	0	5				1			1	6	115
27 PNC Financial Services	11	1	0	5					1		1	6	120

* Other includes: Hindu, Buddhist, Sikh, Bhail, Atheist/Agnostic, etc.

** Rank on the 2021 U.S. Fortune 500 List.

Web pages last accessed in early spring 2022.

Among the U.S. Fortune 500, Ameriprise Financial Group, Cigna, Meta Platforms (Facebook), Securian Financial, CVS Health, Goldman Sachs, Aramark, Clorox, and Salesforce all scored within the top 25 on the REDI Index. Among these companies, some have well-developed faith engagement initiatives. For example, CVS Health has had partnerships with faith-based organizations for more than a decade, ranging from faith partnerships on workforce development to a national second chance initiative. Full Fortune 500 results available [here](#).

In future years, we anticipate more companies will participate in the benchmarking survey. This will allow the scope of their faith initiatives to be better represented in this benchmarking initiative. For instance, the Salesforce website doesn't reveal the depth and breadth of Faithforce, one of their fastest growing Equality Groups. Founded in 2017, Faithforce now has thousands of members in more than a dozen regional hubs across 5 continents.

Methodology Note: All U.S. Fortune 500 companies not participating in the 2022 REDI Survey were rated based on publicly available information on their main diversity webpage and their webpage with information on their Employee Resource Groups (ERGs). Religious Freedom & Business Foundation research staff double blind coded each webpage, counting the number of mentions of religion-related terms and images. If religion was mentioned, they received 5 points, plus 1 point for each mention after the first, with a maximum of 10 points. If they report having a faith-or-belief ERG, they received 5 additional points, plus 1 point for each faith-or-belief ERG mentioned. This scoring roughly approximates the REDI Survey scoring for questions 1 and 2.

DISCUSSION OF FINDINGS

The first two questions apply to all companies on the U.S. Fortune 500 List as well as companies opting in to the REDI Index survey.

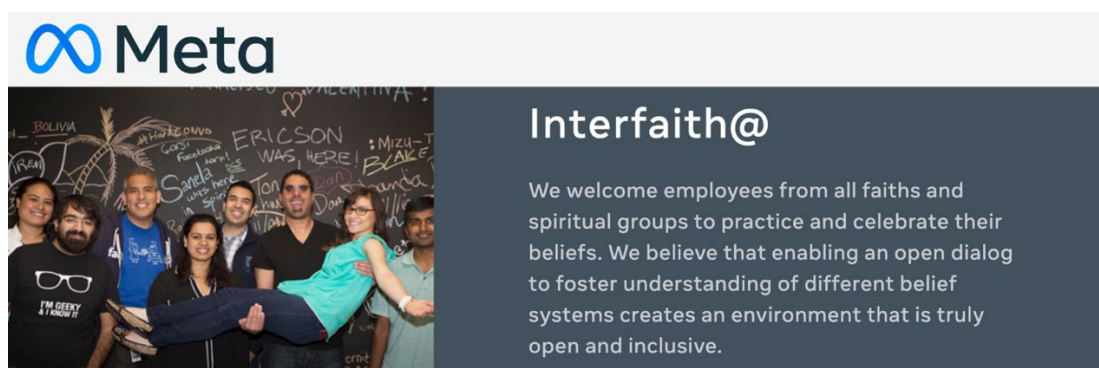


1. Religion is featured on company's main diversity page

Among the Fortune 500, 202 companies (40%) mention, refer to or illustrate religion on their main diversity landing page. Many of those companies, such as [Costco Wholesale](#), only mention religion as part of their general non-discrimination statement.

A much smaller number of companies spell out their approach to workplace religious inclusion explicitly. For instance, [Meta \(Facebook\)](#), which ranked #15 on this year's Fortune 500 REDI Index (they did not opt-in to the survey), shared the following:

"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."



Another example comes from Cigna, who, on their main diversity page, highlights recent awards and recognitions for their DEI program, including the **Corporate Religious Equity, Diversity and Inclusion (REDI) Index Top 10 – 2021**. They also describe the work of their Interfaith ERG as follows:

- In 2020, UpLift implemented celebrations to highlight many holidays and days of observance, including Ramadan and Eid al-Fitr in June, the Jewish High Holy Days in September, Native American spirituality in November, and Hanukkah, Bodhi Day, Kwanzaa, Yule, Ghambar Maidyarem, and Christmas in December.
- In response to the events of 2020, UpLift launched Moments of Hope, a virtual quiet room that incorporated silent reflection, prayer, and wisdom sharing. This platform enabled the ERG to support all employees while working virtually and provided a safe space for employees to engage on various topics, such as racial injustice, and focus on togetherness and healing.

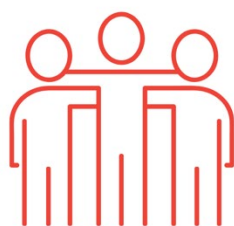
Companies Opting-In to the Survey

PayPal, which opted-in to the REDI survey, had a robust statement of support for workplace religious inclusion on their diversity page in 2021, highlighting the work of their faith-and-belief ERG Believe.¹ Their diversity website had the following in 2021:

“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.”*



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

This question also applies to companies opting in for the REDI Index survey as well as the entire Fortune 500. Among the Fortune 500, 37 companies (7.4%) publicly report having faith-oriented ERGs.

Some companies which did not opt-in to the survey nonetheless earned a fairly high ranking among the Fortune 500. An example is [Fannie Mae](#), which tied for 31st spot by indicating specifically on their website that two of their eleven ERGs are devoted to faith.

Nearly a quarter (3 of 13) of Ameriprise Financial Group’s employee business resource networks are faith-oriented: CHAI (Jewish Interest Network), MECCA (Muslim Employees Connecting and Contributing to

¹ Companies that opted in to the REDI Survey could score additional points based on the amount of detail on workplace religious diversity and inclusion on their main diversity website. Additional details include such things as mentioning or describing faith/belief ERGs, rationale for including faith/belief as part of their DEI focus, business case for faith/belief, multiple faiths/beliefs, images of faith/belief-oriented activities or accommodations, faith/belief highlighted in video, REDI Index ranking/participation, etc.

Ameriprise), and SALT (Christian Employee Network). Ameriprise Financial is ranked #14 on the REDI index, scoring highest among companies not taking the REDI index survey.

The [Intel Corporation](#), which opted in to the survey, reports having eight faith, belief and religion based groups.²

- 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 Hindu Network
- and an Alliance group consisting of cross site leaders of each of the above

Cumulatively, these Intel groups have over 7,000 members worldwide and held over 100 events from January 1, 2021, to March 15, 2022 (primarily virtual, due to the pandemic). The events covered a wide spectrum of faith-and-belief-oriented activities, including learning opportunities, career help, social activities and altruistic endeavors.

- Learning opportunities included expert guest speakers covering such diverse topics as the impact of racism, the meaning of Ramadan, and Yoga classes.
- Career-related activities included an author's introduction of a new book covering how to be purposeful, present and wildly productive.
- Social events included celebrations of various faith and religious commemorations such as Hanukkah, Maha Shivratri, Vijaya Dashami, Christmas, and Ramadan.
- Altruistic endeavors included food drives for the hungry.

Examples of events by Intel ERGs include:

- Agnostics, Atheists, and Allies ERG chapter supported several cross-ERG events including a series of Leadership Lessons and Mental Health Wellness events
- Baha'i Intel Network held prayer sessions, discussions about unity in diversity, and book studies
- Intel Bible-based Christian Network continued their long-held Bible study and prayer time meetings
- Intel Jewish Community held prayer meetings and hosted employee/family events, a yearly Holocaust survivor speaker, Virtual Guest Speakers and Classes
- Muslim Employee Group held multiple anti-racism discussion groups and classes on life passions
- Sikh Employee Group held a series of talks on professional development
- Hindu Network had Bhagavad Gita study groups and daily Surya Namaskar practice sessions
- The Alliance group forged trust among the diverse groups resulting in friendships and cross-faith activities, such as inter-belief devotionals and inter-belief open panels discussing Intel's culture and "bringing our whole selves to work"

Collectively, these faith-and-belief-oriented groups spearheaded Intel's annual well-attended and publicized Rev. Dr. Martin Luther King Jr. Day celebrations, which is also part of a live virtual event remembering the importance of Dr. King's historic work and discussing how we can serve our community and each other in his honor.

² Companies that opted in could score additional points based on the amount of detail provided about their ERGs and their work. Additional details include such things as mentioning or featuring multiple faith ERGs or formal sub-groups, numbers of chapters and/or members, focus and/or aims of groups, ERG activities, collaboration with other DEI groups, etc.

The remaining questions apply only to companies opting in to the REDI Index survey. To see the full 2022 survey and question wording, [click here](#).



3. Company shares best practices with other organizations

All the companies that completed the REDI Index survey reported that they share their best practices on workplace religious inclusion with other companies and organizations (see the first chart in this report). Such benchmarking and sharing of best practices encourages and enables recipient companies to advance the art. For example, Dell Technologies' Interfaith ERG has collaborated directly with the following companies: General Electric, Aetna/CVS, Texas Instruments, Salesforce, the Intel Corporation, Target, AIG, Intuit, VMWare, Boomi, and SecureWorks.³

SAP, another leader in faith and belief DEI, reported the following:

"Two of our Employee Network Group (ENG) leaders were panelists at the Religious Freedom and Business conference along with PayPal and Dell in Feb. 2021. We also had one of our ENG leaders attend and share best practices with others during the RFBF Interfaith ERG meeting in Jan. 2022. Currently, we are working with AT&T and Qualtrics to do a joint event in May 2022. We have been meeting weekly to organize the event, share our ENG event format and are learning about how each group is serving their respective companies and the programs that each of are doing to help employees and others during the Ukrainian crisis, too."

Come Celebrate the Diversity of Faith at Work!

Join Us Live: Wednesday, May 18, 2022

Time: 1 PM – 2 PM ET

Everyone Welcome!

[Click Here to Register](#)

Featuring Members:



Abhi Ingle
COO Revenue Operations, Qualtrics



Stacey Chosed
Director Market Development, AT&T



Pat Bresnan
VP Chief Customer Office, SAP



qualtricsSM



Does bringing your whole self to work include your belief identity whether you are religious, spiritual, agnostic, atheist, or however you believe?

Hear leaders from different organizations share their journeys and participate in an interactive discussion on faith at work!

³ On the REDI Index, companies scored additional points based on the amount of detail provided about their how their company shares best practices with other companies and organizations. Additional details include such things as citing other companies they've helped; describing activities and/or impact/outcomes; speaking to media on the issue; making consultations open to the public; expresses commitment to helping other companies.



4. Religion is clearly addressed in diversity training

All companies participating in the REDI Index survey said that they address religion as part of their DEI training and communication (see first chart in this report). Some have been doing so for many years.

For example, American Airlines reports that it “has recognized the importance of faith and belief for decades. That fact is reflected in the company’s commitment to providing regular training to all team members on the importance of faith diversity, equity, and inclusion to meet the needs of our team members and our customers. Faith and belief are regular topics in our DEI training modules.”⁴

Target provided the following description of how they address religion as part of their training:

“As part of Target’s annual Harassment-free Workplace training, a requirement for all team members, the topic of diversity/inclusivity including faith/belief in the workplace is specifically addressed. Specific examples showcase harassment, which behavior is ok/not ok, and how to intervene if you witness potential harassment of someone based on their faith/beliefs.”



5. Company provides chaplains or other spiritual care

The [Tyson Foods diversity page](#) has a very clear statement regarding both religious inclusion and being a faith-friendly company, with a strong commitment to spiritual care through its chaplaincy program:

“At Tyson Foods, we celebrate the diversity of our team members, customers, stakeholders and consumers and are proud to have built a culture where everyone is valued for their unique backgrounds, experience, thoughts and talents. We also welcome respectful religious expressions and are proud to be a faith-friendly workplace – because our team members’ beliefs matter. Tyson’s chaplaincy program makes dedicated chaplains from a wide array of faiths and religions available at our plants and facilities to listen, offer support, and talk to team members about daily life.”

Tyson has 100 chaplains.

- It is a 22-year program
- Available to all team members 7/24/365

⁴ Companies scored additional points based on how their company addressed faith and belief in diversity training. Additional points were given on a scale as follows (low to high): completely optional, optional but highly recommended, required for some employees or in some circumstances, required for all but as a component in overall DEI training, required for all either as a stand-alone unit or with additional training resources available for leaders and staff.

- 70% full-time chaplains
- 74% have graduate degrees
- 50% have clinical pastoral education (CPE) training
- Geographical coverage of 150+ facilities across 25 states
- Ethnically diverse – Hispanic/Latino, Black/African American, Asian, and Indian
- Religiously diverse – Muslim and a wide variety of Christian traditions
- Robust internal training program for industrial chaplaincy; chaplains also meet in-person annually for a week-long training conference at the world headquarters
- Competitive wage and benefits
- Strong shared value reporting metrics to help leadership assess risk and investment opportunities

Chaplain-like Spiritual Care

Companies earned additional points on the REDI Index based on the amount of detail provided about their how their company provides access to spiritual support services if they do not provide chaplaincy services.⁵

While Texas Instruments doesn't have a formal chaplaincy program, their Christian Employee Network leads a grief support group that is available to people from all faiths and backgrounds. The network has dealt with topics such as how to minister to someone who is grieving, Alzheimer's, and dealing with sudden death. Employees have various options when they call TI's Work-life resources, a short-term counseling service including on-demand resources, to find a provider based on their religious preference. including:

- Christian Counseling
- Hindu Counseling
- Jewish Counseling
- Muslim Counseling

Texas Instruments provides serenity rooms at several of their campuses, including their headquarters in Dallas. Serenity rooms are open 24 hours a day, 7 days a week to any employee and serve as a quiet space for prayer or meditation. Our Christian Employee Network hosts monthly prayer meetings – which were adapted to virtual prayer meetings when the pandemic began.



6. Attentive to how religion impacts stakeholders

In a variety of ways, companies are attentive to how religion impacts both internal and external stakeholders.⁶ For example, Dell Technologies shared the following:

⁵ Additional points were given on a scale based on the following (low to high): spiritual counseling available as a limited benefit, faith-based counselors available through employee assistance programs, pastoral leaders (or ERG leaders acting as pastors) are welcome to engage with the workforce, chaplain on staff available in-person to some employees, chaplains on full-time staff available in-person to all employees

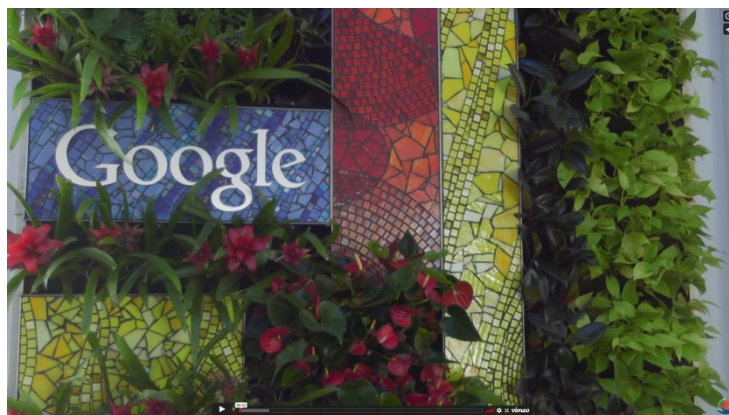
⁶ Companies score additional points based on the detail provided about their how they seek to understand how to serve clients, customers, partners, and stakeholders for whom religion is important. Additional details include such things as mentioning to understanding how to serve: clients, customers, employees, other stakeholders beyond employees and all of the above.

"Dell Interfaith has events and resources that provide a place to discuss, learn, and ask questions about the faiths represented by our Interfaith ERG. On a reoccurring schedule, events such as, Muslim Faith Connection, Hindu Dharma Dialogue, Christian Conversations, Jewish Faith Dialogue, Buddhist Faith Connections invite all to attend their faith gatherings.

Interfaith ERG has created Faith Fact Sheets to help team members better understand components of faith that should be considered when engaging with others. These fact sheets can help individuals better understand the practices of faiths (such as fasting, food restrictions, significant events) and adequately accommodate the faith diversity of customers, partners, stakeholders and coworkers [see [2021 REDI Index Report Appendix](#) for details].

Dell's "Be the Change" learning module, required for all team members, includes faith as a topic. Be the Change provides self-guided, on-demand learning that deepens understanding about unconscious bias, intersectionality, in-groups and out-groups, equity and microaggressions - and how these can show up in the workplace."

Although not mentioned in their REDI index survey, another example of how companies are attentive to how religion impacts both internal and external stakeholders is seen in the [video](#) by Google's Inter Belief Network (IBN). In it, they describe why a faith-friendly workplace is important for Googlers, workplace culture, and the billions of customers they serve every day.





7. Accommodates religious needs of employees

Companies accommodate the religious needs of employees in a variety of ways.⁷ For example, Intuit shared the following:

⁷ Companies score additional points based on the amount of detail provided about their company's 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. Additional details include such things as: procedure mentioned, procedure described, few details provided, some detail provided, significant detail provided, etc.

"Intuit has a resource called HR Connect where any employee can open a live-chat to ask any HR related question and connect with a live specialist to answer their questions. This offers an opportunity for anyone with a religious accommodation need or question to access help understanding our policies in full. Instructions on how to request a religious accommodation are available on Intuit's benefit page on the companywide intranet for all current employees. While there are no annual reminders, we often point employees to our internal benefit pages and the many resources available to support our diverse workforce. Additionally, we have a process that references the religious accommodation process when we communicate with candidates who are considering roles at Intuit."

On this topic, Accenture shared the following:

"Since 2015, Accenture has formalized the process of promoting 'I&D moments' which are inclusive of Faith holidays. Communications to support the I&D moments include guidance on holiday / religious accommodations - in addition to creating awareness for people who do not celebrate the holiday. Effective 2022, Accenture has also introduced 'Culture Days' which are intended to support employees to celebrate holidays not already accounted for in the standard holiday calendar. Finally, religious literacy training includes specific guidance on requesting accommodations (food, time off, prayer space)."



8. Clear procedures for reporting discrimination

Corporate procedures for reporting religious discrimination are often part of overall procedures for reporting any type of discrimination.⁸ For example, AIG shared the following:

"AIG has a Discriminatory Harassment and Bullying policy featured in our Employee Handbook which is available for all colleagues. Included in the policy are clear instructions on how to report discrimination, harassment or bullying that includes race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or any other characteristic protected by statute. Multiple reporting options are included, including reporting to an immediate manager or a senior department manager, an Employee Relations Manager, Global Compliance Group, Compliance Help Line (which may be made anonymously, subject to local laws), or the Office of the General Counsel."

On this topic Dell Technologies shared the following:

"Dell Technologies is committed to diversity, equality, and providing a safe and productive work environment that fosters open dialogue and the free expression of ideas, free of harassment, discrimination and hostile conduct. All team members are expected to report suspected discrimination promptly and never retaliate against anyone who raises a good faith concern that unlawful discrimination has occurred. Team members can

⁸ Companies score additional points based on the amount of detail provided about their company's procedures that are communicated annually to employees about how to report instances of religious discrimination or religious non-accommodation. Additional details include such things as: procedure mentioned, procedure described, few details provided, some detail provided, significant detail provided, etc.

report concerns to a member of management, Human Resources, Global Ethics and Compliance, Dell Ethics Helpline (phone-based) or Ethics Web Form (online web form) which are confidential reporting methods to assist Dell team members in raising concerns, issues or questions related to misconduct and discrimination.”



9. Employees attend religious diversity conferences

Nearly all the companies completing the REDI Index survey report that their employees attend religious diversity professional conferences.⁹ For instance, Ford employees participated in the following in the past 12 months:

- 2nd National Faith@Work ERG Conference (Feb. 9-11, 2021)
- 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
- Company-wide webinar on religiously inclusive workplaces hosted by the Ford Interfaith Network (FIN)
- Other activities promoting religious inclusion or religious literacy: the [Annual Day of Prayer](#) event is held in partnership with the DEI Office and FIN ERG.



⁹ Companies score additional points based on the amount of detail provided about their company's employees – in an official capacity – participation in any external religious diversity conferences or faith-related professional events or company-sponsored/approved religious inclusion events between January 1, 2021, and March 15, 2022.



10. Company matches employee donations to religious charities

Many companies match employee donations to religious charities.¹⁰

On this topic, Equinix shared the following:

"Equinix makes a 1:1 company match to eligible employee donations up to US \$1000 or local currency equivalent annually. We have many faith-based and religious organizations that are eligible, and employees can apply to include organizations of their choice. As a matter of fact in 2021, employees donated \$42,000 and supported 71 different religious organizations. Each October is Impact Month, Equinix's annual month-long campaign to encourage employees to give back to communities and initiatives through awareness, service, donating, volunteering, and more. During Impact Month, the Community Impact team partners with EECNs including FaithConnect to help drive awareness and participation for the causes that help improve the communities in which we live and work."

During Impact month in October 2021, the ECCN leads created a little friendly competition through a community clean-up challenge. FaithConnect won the award for the highest number of participants. FaithConnect decided to donate its \$600 prize to Oceana, the world's largest ocean advocacy organization."

Dell has a non-profit giving program (vetted by a third party) available for its team members which offers matching of donations of up to \$10,000 per year, which includes many faith-based organizations.

PayPal shared the following:

"PayPal's Community Impact Hub operating on Benevity enables employees to record volunteer time, make donations and request company matching for both volunteer time and donations. Causes eligible to receive donations must be verified charities that are in good standing with their governing tax body. Causes additionally eligible for company matching are subject to the Company's Charitable Contributions Policy, which states: 'Contributions may only be used for charitable purposes and should not support or involve:

- *Organizations that discriminate based on age, ancestry, color, disability, marital status, medical condition, national origin, pregnancy, race, religion, gender, gender identity, sexual orientation or veteran's status.*
- *Religious programs or organizations whose principal purpose is propagating religious faith, creed, or doctrine (e.g. missions, religious orders, etc.).*
- *Contributions to houses of worship (e.g., churches, synagogues, etc.), unless for a specific charitable program they are managing ...' For example, the Salvation Army is eligible to receive both employee*

¹⁰ Companies score additional points based on the amount of detail provided about their company's employee donation-matching program and could indicate examples of faith-based charities included in their program. Additional details include such things as: description only, description with details about procedures, all of above with amounts and/or various ways of contributing mentioned, e.g., volunteer time converted to cash, all of above with one concrete example, all of above with multiple examples, etc.

donations and company match, while a church, synagogue, mosque, etc. is only eligible to receive employee donations on the Community Impact Hub.

A search of [PayPal's Community Impact Hub] for the top 5 world religions yielded the following number of causes eligible for donation:

- *Christian - 227,527*
- *Jewish - 12,505*
- *Muslim - 4,930*
- *Hindu - 2,421*
- *Sikh - 815*

In February 2022 PayPal began tracking PayPal employee volunteer hours by majority beneficiary. For the month of February 2022, PayPal employees logged 1,113 volunteer hours on Benevity where a specific religious community was the majority beneficiary."



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

The REDI Index questionnaire includes an optional 11th question providing companies an opportunity to share any other information about how they promote and support religious diversity, equity and inclusion in their workplaces and/or communities. This question also recognizes that companies may be doing other religiously inclusive activities that are not covered in the survey and worthy of recognition.

For example, American Airlines shared the following:

"American Airlines has recognized the importance of faith and belief for decades. That fact is reflected in the company's commitment to providing regular training to all team members on the importance of faith diversity, equity, and inclusion to meet the needs of our team members and our customers. Faith and belief are regular topics in our DEI training modules, and it's always focused on at our quarterly Abrahams Tent Events. These Abrahams Tent Events highlight the importance of understanding and respecting everyone's faiths and beliefs. The guest speakers at these well-attended gatherings are often Clerics who teach and educate all team members on the importance of our various faiths and beliefs. Then they will field questions from those attending. These well-attended events bring down siloes and misunderstandings of different faiths, which produces a healthier, more productive work environment. Last year at one of our most highly attended Abraham Tent Events, we had three of our Senior VPs speak specifically on the importance of their faith and belief and its impact and significance in their lives and careers. It was one of our most well attended and memorable Abrahams Tent events.

Last year, the importance of faith and belief and its impact on our team members and customers were fully recognized when the Christian Employee Business Resource Group (EBRG) was presented the EBRG of the Year Award at our Annual EBRG Celebration Dinner. This annual Celebration Event brings together our Executive Leaders, DEI Leaders, all EBRG Global Leads, and numerous members from all different EBRGs worldwide. It was the first time one of our faith-based EBRGs was awarded the prestigious honor. Our Christian EBRG and all of our Faith EBRGs rejoiced together. It was also a tremendous honor and accomplishment for all our Faith-based EBRG's to be recognized on the REDI Index ranking for the past two years.

We have been deeply involved with and are currently the Official Airline of the Faith at Work National and International ERG Conference, Dare to Overcome.

Last year we hosted a Dallas Area Faith ERG Roundtable that had several outside corporations attend. We also hosted and were involved with numerous Zoom and Teams meetings with other corporations. Our Senior Chaplain and Christian Global Lead also spoke at several Corporations, Universities, and Seminaries about our Faith-Based EBRGs and Corporate Chaplaincy at American Airlines."

METHODOLOGY

METHODOLOGY

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's third annual [REDI Index](#). However, this 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 a straightforward self-report questionnaire. There are 10 questions, each worth 10 points, for a total of 100 points. Scoring for each point are based on both (a) answering in the affirmative with some evidence (5 points), and (b) demonstrating that the efforts are praiseworthy (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 is 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. Footnotes in this report describe the criteria staff used to assign additional points for each question.

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.

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

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.

The deadline for completion was March 2022

The survey asks about activities occurring in calendar year 2021 and up to submission. The survey allows text answers as well as the possibility to provide additional evidence of the company's work.