

The background features a collage of business-related images: a hand typing on a laptop, a hand holding a dollar sign, a magnifying glass over a document, a bar chart, and a low-angle shot of a modern glass skyscraper against a blue sky with clouds.

REDI Index Report

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4th Annual Report

ABOUT THE INDEX

The Corporate Religious Equity, Diversity & Inclusion (REDI) Index is a benchmarking tool that measures a company's progress in including religion and belief as an integral part of its overall commitment to workplace diversity, equity and inclusion.



REDI Index

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX

RELIGIOUS FREEDOM & BUSINESS FOUNDATION

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ABOUT US

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.

Lead researchers: Brian Grim, Ph.D., Melissa Grim, J.D., M.T.S. (father-daughter team)

<https://religiousfreedomandbusiness.org/redi>

EXECUTIVE SUMMARY

The Intel Corporation is the most faith-friendly corporate workplace among the 500 largest companies in America, according to the 2023 Corporate Religious Equity, Diversity & Inclusion (REDI) Index and Monitor. The other top faith-and-belief friendly companies among the U.S. Fortune 500 include American Airlines (#2), which was #1 last year, Equinix (#3), PayPal and Salesforce (tied for #4), Dell Technologies (#6), AIG (#7), Tyson Foods, (#8), and Google and Texas Instruments (tied for #9). Intuit, American Express, Target, CMS Energy, the Ford Motor Company and NextEra Energy also take top spots among the Fortune 500, according to the 2023 REDI Index.

On the 2023 REDI Monitor, which tracks trends among U.S. Fortune 500 companies not yet participating in the REDI Index opt-in survey, the top scorer was Wayfair. Other top-scorers include: Ameriprise Financial, Aramark, Block, Cigna, IQVIA Holdings, KeyCorp, MGM Resorts International, Netflix, Northern Trust, PNC Financial Services Group, Qurate Retail, Securian Financial Group, and Uber Technologies.

Global Fortune 500 companies also opted in to the REDI Index survey for a second year, including Accenture, SAP and Bosch, with Accenture scoring within the top 10 companies overall. Also, smaller companies participated including Qualtrics, ServiceNow, and Kaiser Permanente, becoming the first health system to participate in the REDI Index.

Also for the first time, three European-based companies participated in the REDI Index survey: Italy-based TeaPak (a Yogi Tea partner), UK-based OVO Energy, and NATS (the UK's leading provider of air traffic control services). The UK-based companies will be recognized at an event hosted by No. 10 Downing Street (office/residence of the British Prime Minister) and at Parliament.

This broader corporate involvement in the REDI Index represents a 50% increase in opt-in participation. It demonstrates that the bench-marking metrics apply across industries as well as countries. And, with the new participation of three energy companies (CMS Energy, NextEra Energy and OVO Energy), there's growing power behind this benchmarking initiative.

This is the Religious Freedom & Business Foundation's fourth 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.

EXECUTIVE SUMMARY, cont.

General Fortune 500 Findings (REDI Index + REDI Monitor)

- 219 companies (44%) mention, refer to or illustrate religion on their main diversity landing page, up from 202 (40%) in 2022
- 43 companies (8.6%) publicly report having faith-oriented ERGs, up from 37 companies (7.4%) in 2022

Key Survey Findings Among 25 Top Faith-Friendly Companies (REDI Index)

- 92% featured religion on company's main or other diversity page
- 92% sponsor faith and belief employee resource groups
- 88% share best practices with other companies or organizations
- 96% clearly address religion in diversity training
- 80% provide chaplains or other spiritual care for employees
- 80% are attentive to how religion impacts stakeholders
- 92% accommodate the religious needs of employees
- 96% have clear procedures for reporting religious discrimination
- 92% report that their employees attend religious diversity professional conferences
- 72% match employee donations to religious charities

Other key findings of the overall study:

- The growth in the number of companies embracing religious diversity, equity and inclusion is attributable to companies seeing the success of other companies as well as the efforts of top faith-friendly companies sharing their experiences with others.
- This growth is also reflected in a nearly 50% increase in the number of companies opting in to the REDI Index survey. In 2023, 25 companies opted in; in 2022, 17 did.
- This faith-friendly movement is now impacting the rising generation of business leaders, as was demonstrated by significant participation of top business schools in the first annual case competition on faith and belief at work (see page 25).
- Faith and belief ERGs are having significant social impact both inside their companies and in the communities where they work. For example, Dell Technologies Interfaith ERG was recognized in 2022 with the Á21 Catalyst Award for impact countering human trafficking. In 2023, Equinix's FaithConnect ERG will receive this same award because they replicated Dell's pan-ERG initiative to counter human trafficking. Not only are faith-based ERGs in companies having social impact, but they are also spurring each other on to making a difference in the communities and societies where they work.
- Faith-and-belief ERGs are a practical way that companies across America are building cultures of mutual respect and allyship. ERGs are recognized as an effective way to combat antisemitism and related forms of religious discrimination and bias by the Anti-Defamation League (ADL), the American Jewish Committee (AJC), and the Global Lead for Google's Inter Belief Network ERG (also see appendix).

ABOUT THE INDEX

The Corporate Religious Equity, Diversity & Inclusion (REDI) Index is a benchmarking tool that measures a company's progress in including religion and belief as an integral part of its overall commitment to workplace diversity, equity and inclusion.

The 2023 REDI Index survey asks about activities occurring during the 12 months ending March 31, 2023.

The 2023 survey has the same 10 questions as in the 2022 survey, each worth 10 points, for a total of 100 points. Scoring for each point will be based on (a) answering in the affirmative with some evidence (5 points), and (b) demonstrating that the efforts are substantial (up to 5 additional points). The "b" part of each question in this year's survey offers "tick" lists based on company responses from last year's REDI Index survey, which makes reporting and benchmarking easier. (Full survey question wording available [here](#).)

As in last year's survey, the 2023 edition also has an optional 11th question, which can add up to an additional 10 bonus points. This is because we recognize that companies may be doing other religiously inclusive activities that are not covered in the survey that are worthy of recognition. Evidence for and/or a brief explanation of answers was provided by companies. The deadline for completion was March 31, 2023.

Companies not completing a REDI Index survey were scored separately by our staff in the REDI Monitor (beginning on page 30) based on what is available on their main diversity webpages. The REDI Monitor allows us to assess the state of religious inclusion in all Fortune 500 corporations.



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.

SUMMARY OF RESULTS



US Fortune 500 REDI Index Survey 2023

		1. Religion is featured on company 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 organizations													
Company name:	Total	1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b	Sub	Bonus	Total
Intel Corporation	110	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	100	10	110
American Airlines	107	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	3	98	9	107
Equinix	102	5	4	5	5	5	4	5	4	5	4	5	5	5	5	5	5	5	5	5	4	95	7	102
PayPal Inc.	101	5	5	5	5	5	5	5	5	1	2	5	5	5	5	5	5	5	5	5	5	93	8	101
Salesforce	101	5	5	5	5	5	5	5	4	5	1	5	4	5	5	5	4	5	5	5	4	92	9	101
Dell Technologies	95	5	2	5	5	5	5	5	3	1	2	5	5	5	5	5	5	5	4	5	5	87	8	95
AIG	94	5	2	5	5	5	5	5	5	1	2	5	2	5	5	5	5	5	5	5	5	87	7	94
Tyson Foods	92	5	4	1	0	5	5	5	2	5	5	5	5	5	5	5	5	5	4	5	5	86	6	92
Google	89	1	3	5	5	5	5	5	4	0	0	5	5	5	5	5	5	5	4	5	4	81	8	89
Texas Instruments, Inc.	89	5	4	5	3	5	5	5	2	5	1	5	1	5	5	5	5	5	4	5	1	81	8	89
Intuit	85	5	4	5	5	5	5	5	4	0	0	5	3	5	5	5	5	5	5	5	4	85	0	85
American Express	84	1	1	5	5	5	4	5	5	5	4	5	5	5	5	5	5	5	5	0	0	80	4	84
Target	79	5	1	5	5	5	2	5	2	5	2	5	4	5	5	5	5	5	3	0	0	74	5	79
CMS Energy	59	1	1	5	3	5	3	5	3	1	2	5	1	5	5	5	2	5	2	0	0	59	0	59
Ford Motor Company	55	1	1	5	4	5	2	0	0	5	1	0	0	0	0	5	5	5	1	5	3	48	7	55
NextEra Energy, Inc.	33	0	1	5	4	0	0	5	1	1	1	0	0	1	2	5	4	0	0	0	0	30	3	33

US (Other) REDI Index Survey 2023

Qualtrics	76	1	4	5	4	5	4	5	3	1	2	5	3	5	5	5	5	5	5	0	0	72	4	76
Kaiser Permanente	54	0	0	1	0	0	0	5	2	5	4	5	3	1	3	5	5	0	0	5	2	46	8	54
ServiceNow	51	5	3	5	5	0	0	5	3	0	0	0	0	0	0	5	2	5	1	5	3	47	4	51

Global Fortune 500 REDI Index Survey 2023

Accenture	105	5	2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	97	8	105
SAP America, Inc.	81	1	3	5	4	5	3	5	3	1	1	5	5	5	5	1	4	5	5	5	4	75	6	81
Robert Bosch LLC	70	1	3	5	5	5	5	0	1	0	0	5	2	5	5	5	5	5	5	0	1	63	7	70

Europe (Other) REDI Index Survey 2023

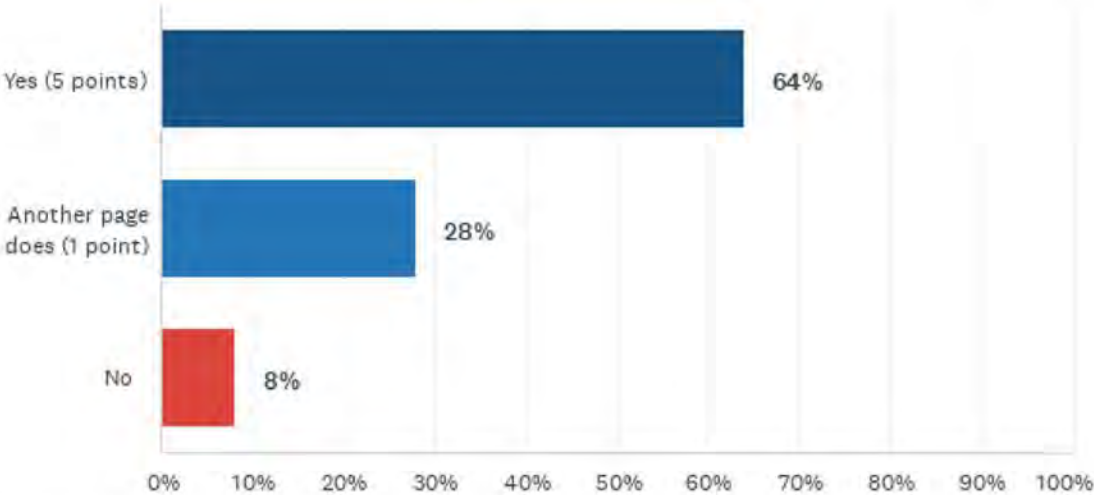
TeaPak s.r.l. SB	90	5	4	5	5	5	4	5	1	1	3	5	4	5	5	5	5	5	3	5	2	82	8	90
OVO Energy	58	5	3	5	4	5	4	5	4	1	0	0	0	5	5	1	4	5	2	0	0	58	0	58
NATS Holdings Limited	45	5	1	5	4	5	3	5	1	0	0	0	0	5	4	0	0	5	2	0	0	45	0	45

See pages 30-34 for the 2023 Fortune 500 REDI Monitor, which tracks trends among U.S. Fortune 500 companies not yet participating in the REDI Index opt-in survey.

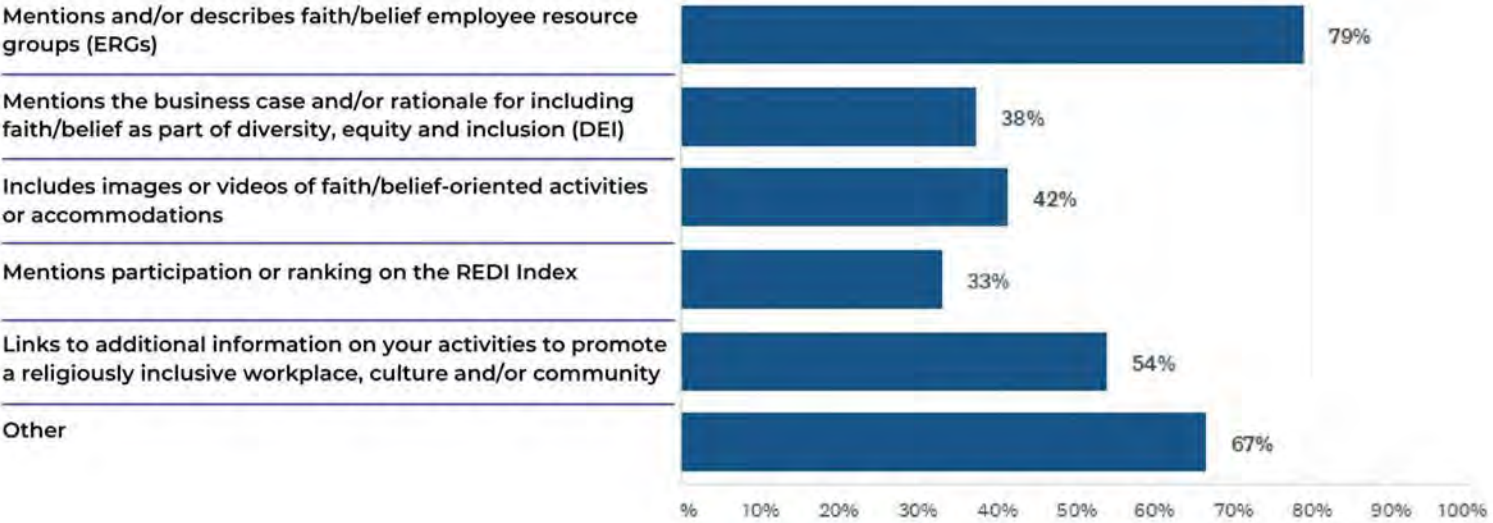


1. Religion is featured on company's main diversity page

Of the companies participating in the REDI Index survey, 64% feature or mention religion on their main public-facing diversity landing page and/or describe how religion is part of their diversity, equity, and inclusion (DEI) commitments. 28%, feature religion on another company webpage. Only 8% do not feature religion on their public webpages.



Of these companies: 79% report that the main or other public company webpage mentions and/or describes faith/belief employee resource groups (ERGs), and 38% mention the business case and/or rationale for including faith/belief as part of diversity, equity and inclusion (DEI). Images or videos of faith/belief-oriented activities or accommodations are on 42% of company webpages, and 33% mention participation or ranking on the REDI Index. 54% link to additional information on their activities to promote a religiously inclusive workplace, culture and/or community, while 67% describe other ways or provide greater detail on how their webpages feature religion.





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

Examples

Most companies participating in the REDI Index survey feature or mention religion on their public webpages.

Intel not only showcases the company's ERGs and the REDI Index on its main D&I page, they state: "religion is included in our philosophy statement as well as the discriminatory harassment and bullying policy statement as a dimension of diversity that our company supports." On their DEI website the "Our Stories" section includes an entire article titled "Faith Based Employee Resource Groups Enable Connection Through Diversity," which describes Intel's grassroots level growth of bonds of friendship among seven ERGs and the employee-initiated creation of the Alliance. The main webpage also includes information about all ERGs and links to the full list of more than 40 ERGs, 15% of which are faith based.



**Faith Based Employee
Resource Groups Enable
Connection Through Diversity**

Intel's Cross-Faith and Beliefs ERG Leaders Alliance has helped foster connection amongst faith-based employee resource groups (ERGs) since 2019, when the leaders of seven ERGs decided to meet to get to know each other better. Through their diverse perspectives, they found ways to connect and build a platform for education amongst ERGs.

[Read more about how Intel's ERGs sponsor faith-based inclusion](#)

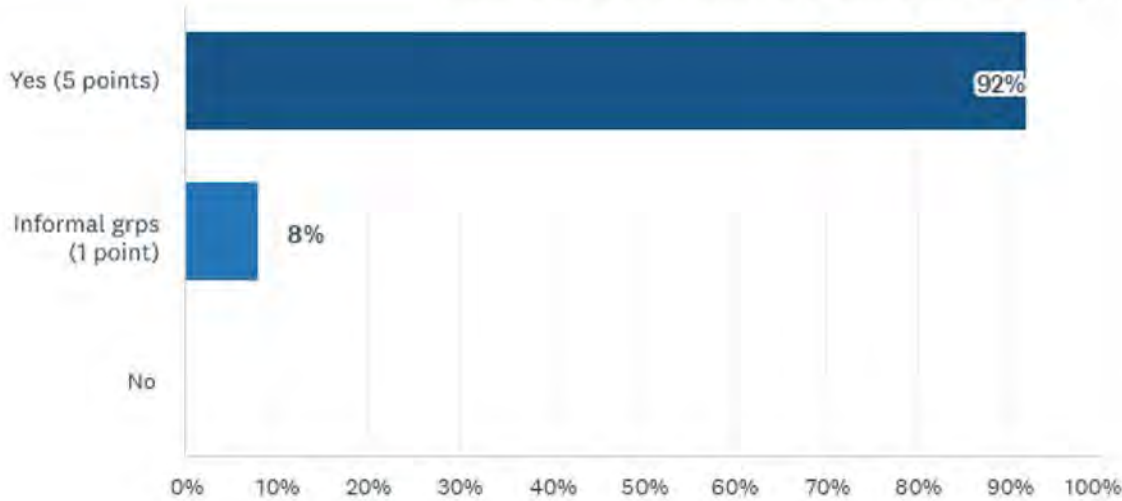
American Airlines is another example of a company that features religion on its main DEI page. Their page includes all of their faith-based employee business resource groups (EBRGs) and their respective logos in addition to other EBRGs established with the company. Within their internal Diversity, Equity and Inclusion webpage, JetNet, shows the same information but with additional hyperlinks to each of the EBRGs separate JetNet landing pages.



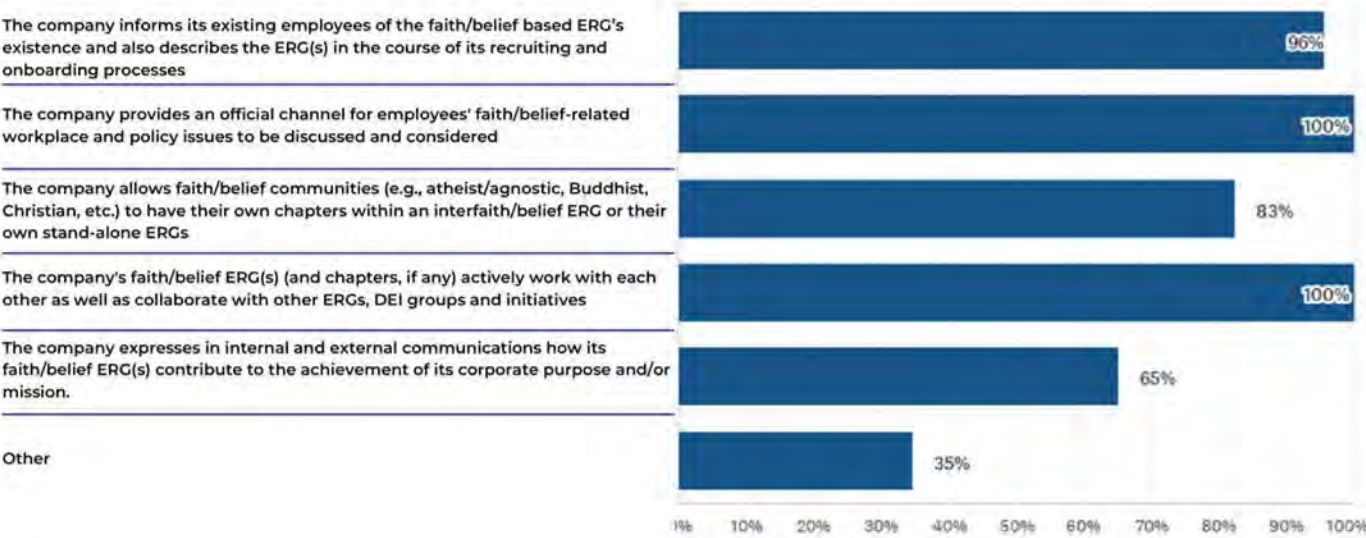


**2. Company sponsors
faith and belief
employee resource
groups (ERGs)**

Of the companies participating in the REDI Index survey, 92% have formally approved, faith-and/or-belief-oriented employee resource groups (ERGs) or other such official employee-led groups whose aim is to foster a diverse, religiously inclusive workplace that is aligned with the company's purpose.



Of these companies: 96% inform employees about them and also describe them in the course of its recruiting and onboarding processes, and all provide an official channel for employees' faith/belief-related workplace and policy issues to be discussed and considered. 83% allow faith/belief communities (e.g., atheist/agnostic, Buddhist, Christian, etc.) to have their own chapters within an interfaith/belief ERG or their own stand-alone ERGs. 100% of faith/belief ERGs collaborate with other ERGs, DEI groups and initiatives. 65% of companies express in internal *and external* communications how their faith/belief ERG(s) contribute to the achievement of its corporate purpose and/or mission, while 35% describe other ways their ERGs have impact or are active in the company.





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

Examples

The Ford Motor includes the Ford Interfaith Network (FIN) ERG information in its onboarding process for all new employees. They have eight faiths that make up FIN. Each one has their own dedicated channels such as sharepoint, webex, bulkmail, executive sponsor, and an annual budget. The ERGs work together to advertise events so that they can attend and support each others initiatives.

Target has multiple faith networks – Buddhist, Christian, Jewish, and Muslim – that play an important role in both reinforcing Target’s culture of belonging and providing cultural competency to ensure an equitable experience for team members. Target’s faith networks often come together for cross-collaboration with each other and other employee resource groups. During onboarding, all new team members are introduced to Target’s employee resource groups, including the faith networks. The faith network's programming is extensive and their impact on Target’s team is tangible. Target’s DE&I team is continually elevating the voices of the faith communities to ensure all of Target's policies, processes, and offerings are inclusive.

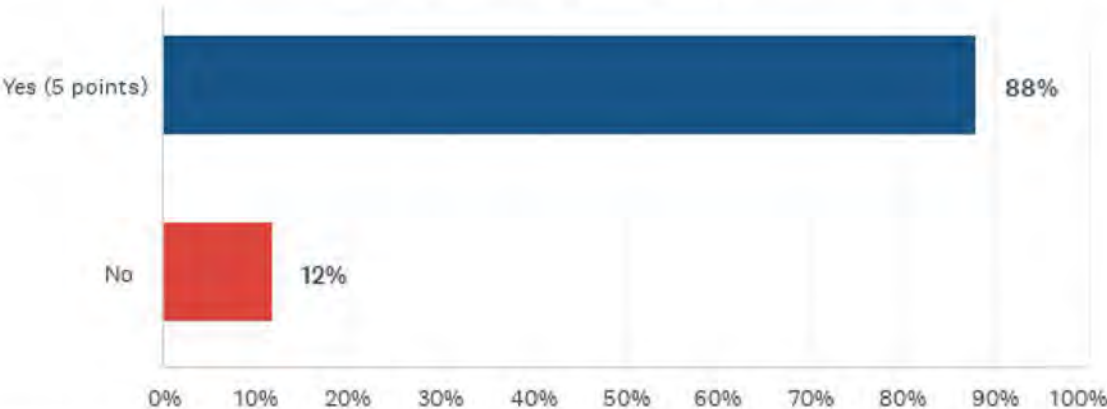
And PayPal has 8 formal ERGs including Believe. Believe is aligned with the company's purpose and leadership principles of “Wellness: We Care” and “Inclusion: We Partner”. Believe facilitates awareness about faith values, tenets, faith culture, impact on employee morale, faith-based inclusion in compliance training and our products, and faith-based holiday celebrations such as Holi, Diwali, Vaisakhi, Christmas, Eid, Rosh Hashanah, Yom Kippur, Visak, Bahai).





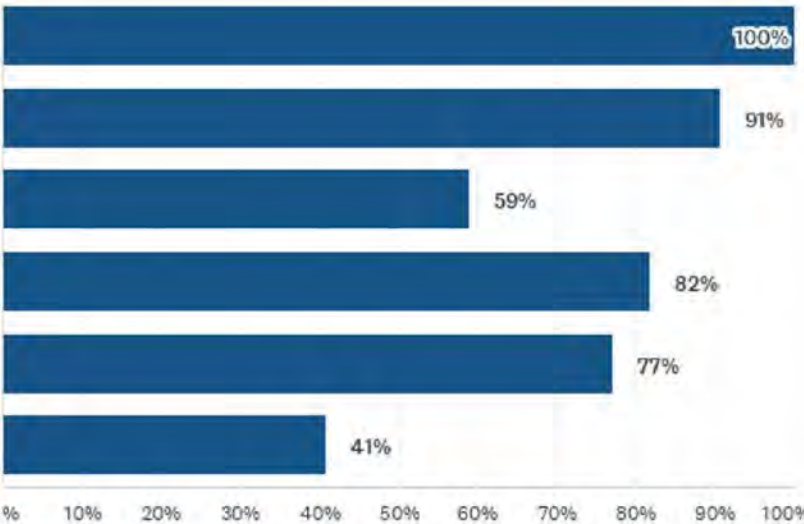
3. Company shares best practices with other organizations

Of the companies participating in the REDI Index survey, 88% described their practices related to faith-oriented ERGs or other faith-oriented activities to other companies through individual consultations, diversity conferences or otherwise during the previous 12 months.



Of these companies: all held individual consultations related to faith-oriented ERGs or other faith-oriented activities, with 91% describing their faith-oriented work at faith-oriented diversity conferences or conference sessions. 59% have created bespoke media or other resources about our faith-related activities that other companies can access to learn from, and 82% have contributed to a news or business article and/or conducted an external interview or podcast about their faith-oriented DEI work. Additionally, 77% have either encouraged other companies to participate in the REDI Index, and/or encouraged other companies to join a faith-led social impact initiative, and/or hosted other companies to discuss faith/belief-oriented issues, while 41% described other ways or provided added details on how they share insights with other companies.

- We have had individual consultations related to faith-oriented ERGs or other faith-oriented activities with other companies
- We have described our faith-oriented work to other companies at faith-oriented diversity conferences or conference sessions
- We have created bespoke media or other resources about our faith-related activities that other companies can access to learn from
- We have contributed to a news or business article and/or conducted an external interview or podcast about our faith-oriented DEI work, thus making the information available to other companies
- We have (a) encouraged other companies to participate in the REDI Index, and/or (b) encouraged other companies to join a faith-led social impact initiative, and/or (c) hosted other companies to discuss faith/belief-oriented issues
- Other





3. Company shares best practices with other organizations

Examples

Most companies that completed the REDI Index survey report that they share their best practices on workplace religious inclusion with other companies and organizations. Such benchmarking and sharing of best practices encourages and enables recipient companies to advance the art.

For example, NATS is a Steering Group member of the UK Faith Friendly Workplaces initiative that has had over 30 Companies participate in its quarterly meetings. They have used these quarterly meetings as well as Other Company Inclusion Week meetings and materials to influence and inform their D&I practices. They have also encouraged other companies in the initiative to participate in the REDI Index Survey.

Another example of sharing best practices was between American Airlines and Equinix when they joined forces and hosted mutual Diwali celebrations at their respective offices



Panelists from the top 5 REDI Index companies discuss faith at work strategies



Hosted by American Airlines Faith-Based EBRGs



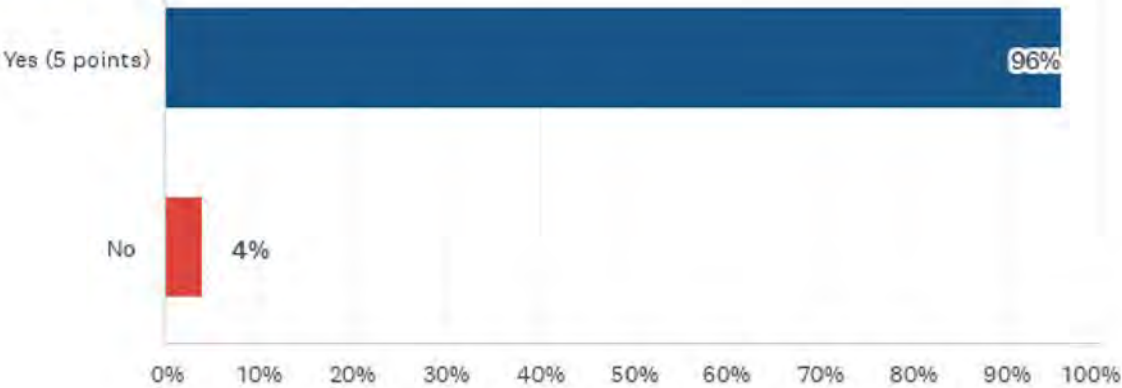
in Dallas, TX. At the Equinix office in Frisco, TX, Milicent Rose, and others from the American Airlines team, joined them for the Diwali celebration. American Airlines invited Equinix Dallas employees to join their Diwali celebration, which was attended by Equinix employees for the second year in a row.

And in Feb. 2023, American Airlines hosted the other five most faith-friendly Fortune 500 companies according to the 2022 REDI Index to discuss newest innovations in their work. Intel, PayPal, DELL Technologies and Texas Instruments, as well as global Fortune 500 leader Accenture, each shared how they are using RFBF's REDI Index to benchmark their journey towards increasing workplace religious inclusion.



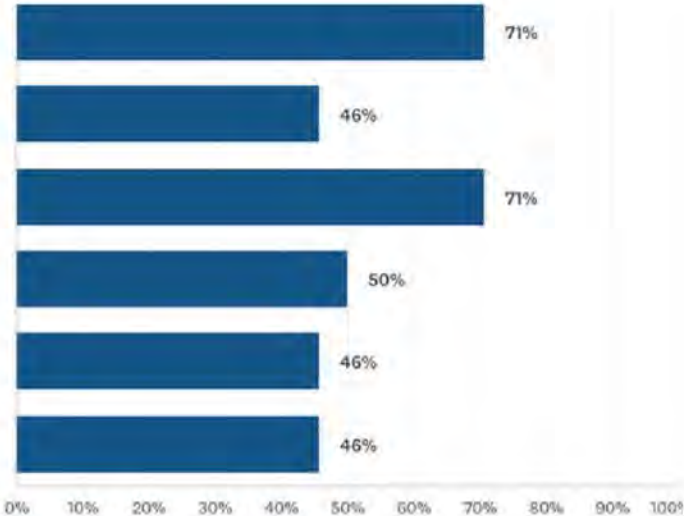
4. Religion is clearly addressed in diversity training

Of the companies participating in the REDI Index survey, 96% specifically addressed religion (incl. faith and belief) as a topic in their internal diversity and inclusion training during the previous 12 months.



Of these companies: 71% report equitably addressing issues faced by all faith and belief communities. 46% report that their religion-related content is (or can be) a stand-alone module, i.e., it's not just examples in the larger DEI training and 71% report that their religion-related DEI training covers ways to counter religious discrimination. In 50% of the companies the religion-related DEI training was required for all employees. Additionally, 46% of companies engage expert consultants to help them better accommodate religion and avoid religious discrimination, and/or improve religious literacy, and/or improve faith-friendliness, while 46% describe other ways or provide added details on how they address religion in their diversity training.

- Our religion-related DEI training equitably addresses issues faced by all faith and belief communities
- Our religion-related content is (or can be) a stand-alone module, i.e., it's not just examples in the larger DEI training
- Our religion-related DEI training covers ways to counter religious discrimination
- Our religion-related DEI training was required for all employees
- We engage expert consultants to help us better accommodate religion and avoid religious discrimination, and/or improve religious literacy, and/or improve our faith-friendliness
- Other





4. Religion is clearly addressed in diversity training
Examples

Nearly all companies (96%) participating in the REDI Index survey said that they address religion as part of their DEI training and communication. Some have been doing so for many years. For example, Kaiser Permanente has a training schedule to address this called *Belong@KP Disrupt Bias*:

“Kaiser Permanente’s enterprise approach to honoring cultural and diverse observances includes recognizing and respecting various religious beliefs that are significant to our employees and physicians. We use company-wide communications channels to acknowledge these events with educational content designed to improve religious literacy, explore faith-based practices, and build a true sense of belonging. Because equity and inclusion are foundational, acknowledgment is built into processes, practices, communications, and training. Our employee engagement includes responding to and condemning any acts of religious or hate-based violence, discrimination, or harassment. *Belong@KP*, our anti-bias and anti-racism training program, give employees tools to recognize bias in their actions and offers ways to think and act more inclusively. The training stresses the recognition of multiple identities, including faith-based religious and non-religious beliefs. Embracing religious diversity strengthens the fabric of our organization and enhances inclusion, understanding, and collaboration by harnessing the collective power of individuals from varied lived experiences and backgrounds.”

American Airlines has continued to emphasize the importance of faith and belief in the workplace. Faith and belief are regular topics in our DEI training modules and - going beyond just training - faith and belief are always focused on at their quarterly Abrahams Tent engagements. Abrahams Tent events highlight the importance of understanding and respecting everyone's faiths and beliefs, and guest speakers at these well-attended gatherings are often clerics who teach and educate all team members on the importance, similarities, and differences of our various faiths and beliefs.

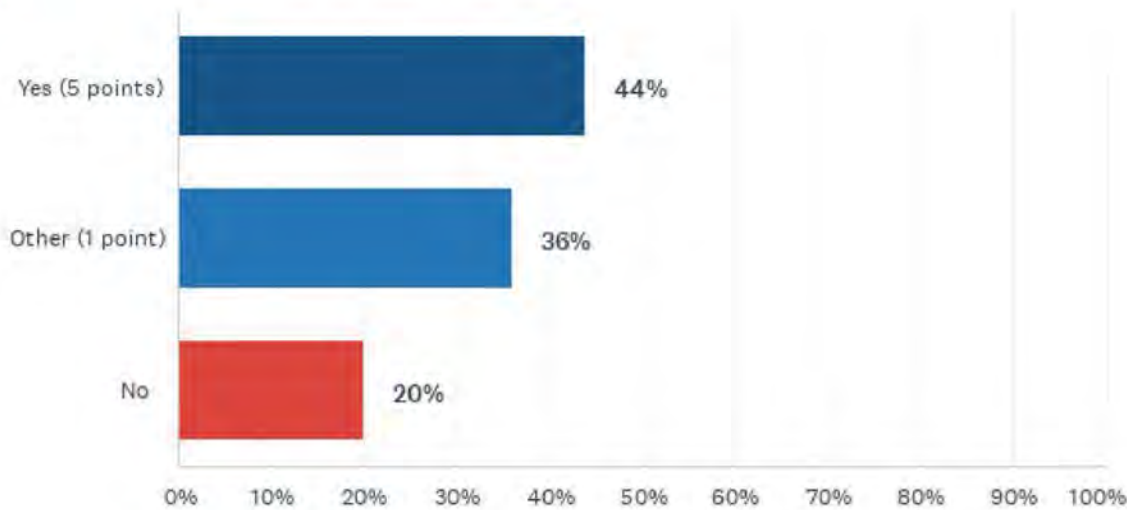
These sessions allow room for dialogue and fielding questions from attendees to break down silos and misunderstandings of different faiths to produce a healthier, more productive work environment.

In 2022, at one of their most highly attended Abraham Tent sessions, they had three of our SVPs speak specifically on the importance of their faith and belief and its impact and significance in their lives and careers. This event was one of our most well-attended and memorable Abrahams Tent events.

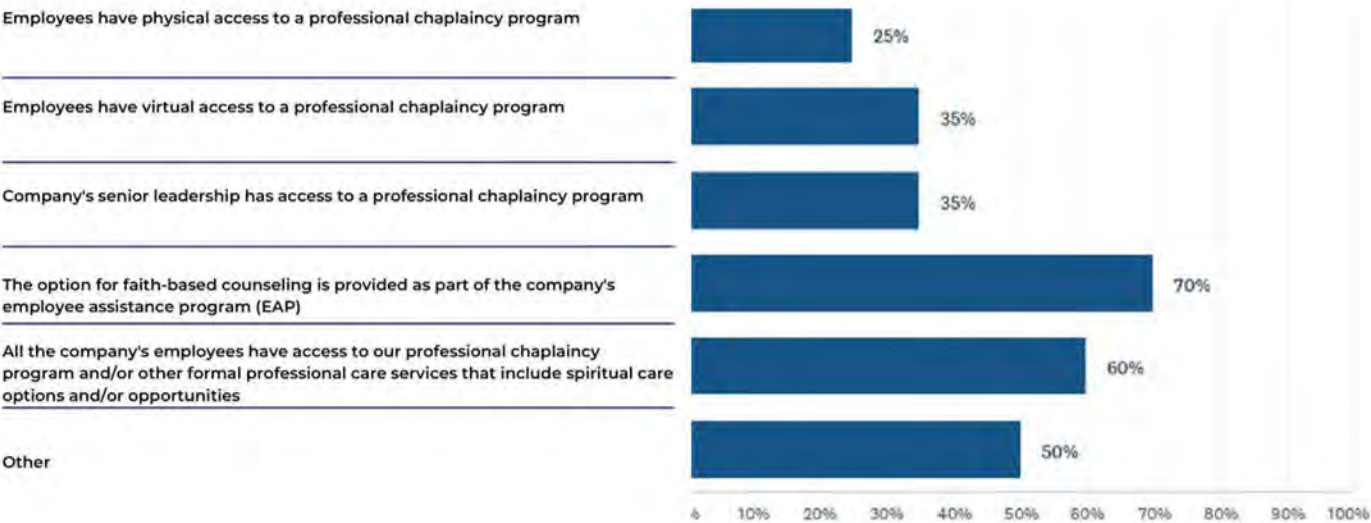




Of the companies participating in the REDI Index survey, 44% provide professional chaplaincy services to serve their employees, while an additional 36% provide other spiritual care opportunities.



Of these companies: 25% report that employees have physical access to a professional chaplaincy program, while 35% have virtual access to a professional chaplaincy program. The same share of companies (35%) provide access to a professional chaplaincy program for their senior leadership. The option for faith-based counseling is provided as part of 70% of the companies' employee assistance programs (EAP). 60% report that all employees have access to their professional chaplaincy program and/or other formal professional care services that include spiritual care options and/or opportunities. 50% described other ways or provided added details on how they address workplace spiritual care.





5. Company provides chaplains or other spiritual care
Examples

Eight-in-ten (80%) of the companies participating in the REDI Index survey either provide professional chaplaincy services to serve their employees or other spiritual care opportunities.

Tyson has 100 chaplains in a 22-year long program that is available to all U.S. team members 7/24/365. Team members can access chaplains in-person or virtually through Chaplain Chat which has 82% full-time chaplains, where over 80% have clinical pastoral education (CPE) training, and 74% have graduate degrees. The available geographical coverage is for 150+ facilities across 29 states. It's ethnically diverse – Hispanic/Latino, Black/African American, Asian, and Indian – religiously diverse – Muslim and a wide variety of Christian traditions. Chaplains also meet in-person annually for a week-long training conference at the world headquarters.

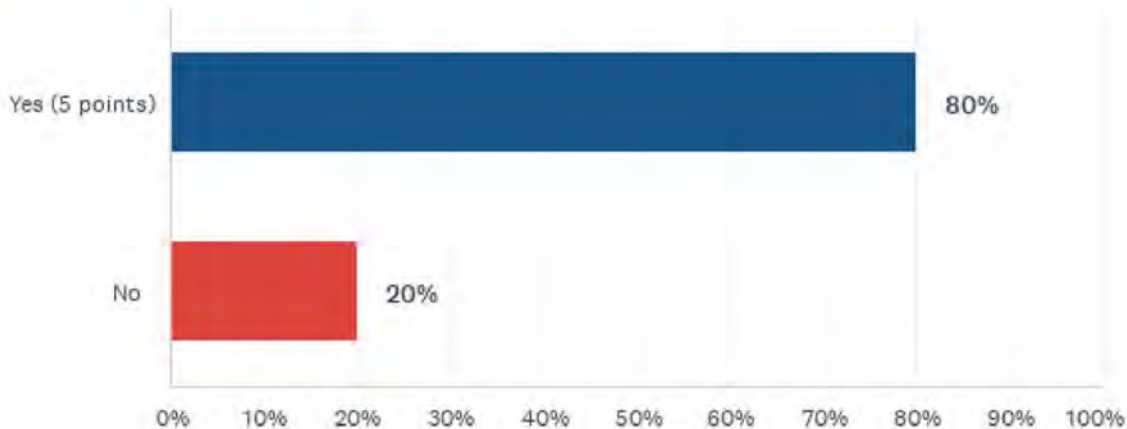


Equinix provided chaplains through FaithConnect. They were excited to announce that support for the Equinix community's well-being will be provided by ChaplainCare, a non-denominational service of spiritual and emotional support, available 24/7. Employees have virtual access to ChaplainCare services, an independent vendor, who provides unlimited access to confidential conversations with FaithConnect Interfaith Chaplains for Equinix employees around the globe. All employees around the globe at Equinix, which definitely includes senior leadership, have access to this wonderful service. Formal professional care services that include spiritual care options and/or opportunities for employees include such things as the option to choose faith-based counseling as part of the company's employee assistance program (EAP). The Equinix Employee Assistance Program, which is accessible to all employees, provides faith-related guidance and articles. Employees can also request to speak with therapists who have an understanding of their religious beliefs.

6. Attentive to how religion impacts stakeholders

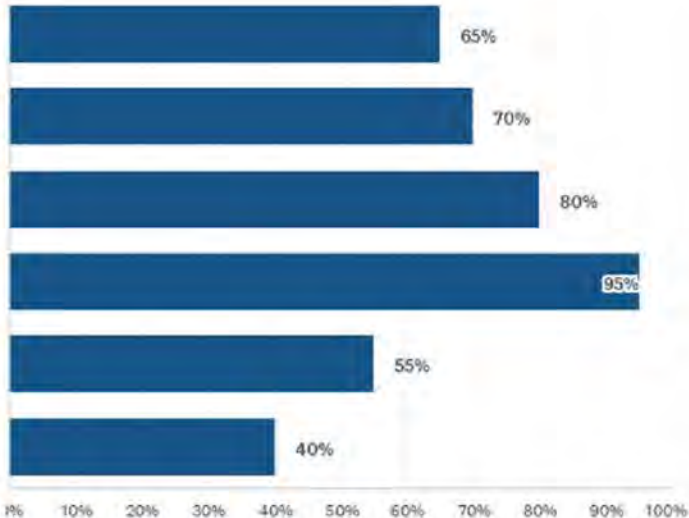


Of the companies participating in the REDI Index survey, 80% seek to understand the faiths and beliefs of its clients, customers, partners and/or stakeholders in order to serve them.



Of these companies: 65% strive to understand how to serve their CLIENTS and/or PARTNERS for whom religion is important, including understanding how religious dynamics may impact working relationships, and 70% strive to understand how to serve their CUSTOMERS, including understanding how religion impacts the use and/or acceptance of their products and/or services. 80% strive to understand how to serve their other STAKEHOLDERS for whom religion is important, including the communities and societies where they work. 95% strive to understand how to serve their EMPLOYEES for whom religion is important, including how corporate culture and policies may impact them, and 55% strive to understand how religious dynamics impact MARKETS and/or the ECONOMY. 40% described other ways or provided added details on how they see to understand faith's impact.

- We strive to understand how to serve our CLIENTS and/or PARTNERS for whom religion is important, including understanding how religious dynamics may impact working relationships
- We strive to understand how to serve our CUSTOMERS, including understanding how religion impacts the use and/or acceptance of our products and/or services
- We strive to understand how to serve our other STAKEHOLDERS for whom religion is important, including the communities and societies where we work
- We strive to understand how to serve our EMPLOYEES for whom religion is important, including how corporate culture and policies may impact them
- We strive to understand how religious dynamics impact MARKETS and/or the ECONOMY
- Other



**6. Attentive to how
religion impacts
stakeholders**
Examples



In a variety of ways, companies are attentive to how religion impacts both internal and external stakeholders. This ranges from Intuit's Turbo Tax products for Pastoral income and QuickBooks Nonprofit Edition, to Faithforce representatives partnering with their customers and partners in Salesforce Innovation Center.

For example, Bosch shared the following about how they are attentive to how religion impacts employees: "Through dialogues and events coordinated by Interfaith@Bosch, the company strives to understand how to serve its employees. HR asked the opinion of Interfaith leaders regarding the vaccine so that they could consider policies that best serve the workforce. HR revised its Holiday policy to include floating holidays for those observing faith-based holidays."

Texas Instruments reported their approach in Malaysia – a Muslim-majority country – where they offer time off for employees in accordance with local government laws and guidance.

Other Texas Instruments efforts to create an inclusive environment include:

- Time off for employees celebrating the Lunar New Year
- ERGs and daily business operations work to understand the dietary needs of our employees and guests, and our cafeterias cater to a diverse audience and provide offerings for religious dietary needs.
- Faith-based ERG members provide information on local Mosques (places of worship) and Halal food options to Muslim visitors or customers.



 **TEXAS
INSTRUMENTS**

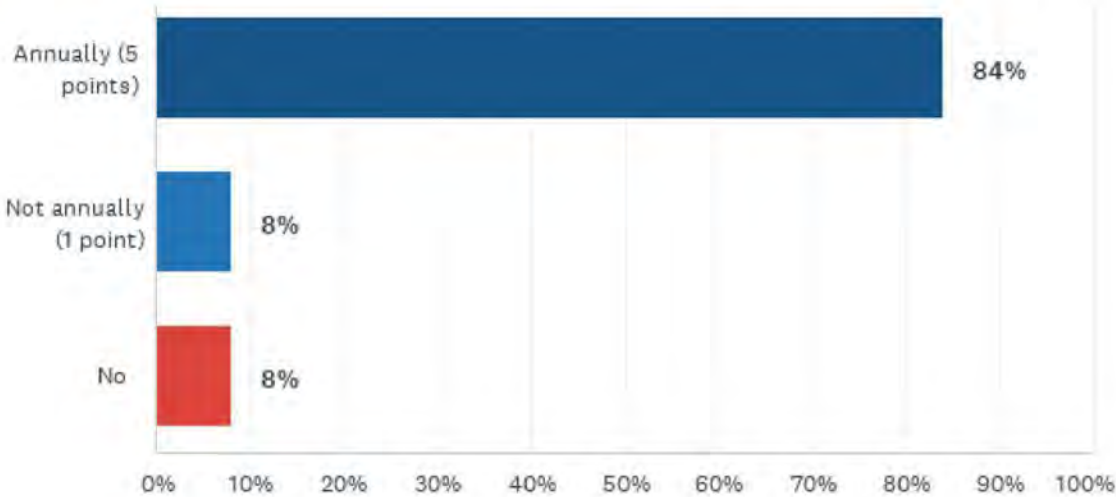
**Intern with us
in Kuala Lumpur or Melaka!**

- Face-to-Face Internship
- Collaborative work environment
- Focused mentorship
- Challenging projects
- Internship-to-employment program

7. Accommodates religious needs of employees



Of the companies participating in the REDI Index survey, 84% 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.



Of these companies: 96% have procedures that are communicated annually to employees about how to request a time off for regular sabbaths, days of worship, and religious holidays; 96% also have regular procedure for requesting religious dress and grooming accommodations. 91% have regular procedures for requesting religious dietary accommodation and prayer time accommodation. 96% provide space at work for those who wish to pray, meditate, etc. 43% described other ways or provided added details on accommodating the religious needs of employees.

Regular sabbaths, days of worship, and religious holidays



Religious dress and grooming requirements



Religious dietary requirements



Prayer times



Space at work for those who wish to pray, meditate, etc.



Other



% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

7. Accommodates religious needs of employees

Examples



Companies accommodate the religious needs of employees in a variety of ways. As described in the previous section (6), this includes paying careful attention to the local religious cultural situations, as Texas Instruments does in Malaysia.

For example, Salesforce shared the following: “Salesforce has a dedicated Equality recruiting team to ensure we bring in diverse candidates, including those of faith. From day one, we provide training and support to ensure our staff are aware of policies and programs to accommodate belief at work.

We provide dedicated prayer and meditation spaces on each of our employee floors in our towers, and ensure dietary requirements are easily accommodated at both internal and external events. Salesforce provides a flexible time off policy that allows employees to observe religious holidays.”

Equality

salesforce

Interfaith Holiday Traditions That Bring Us Peace and Joy

Whether the celebration is in person or virtual, Faithforce creates a welcoming space to celebrate and learn about our diverse traditions.



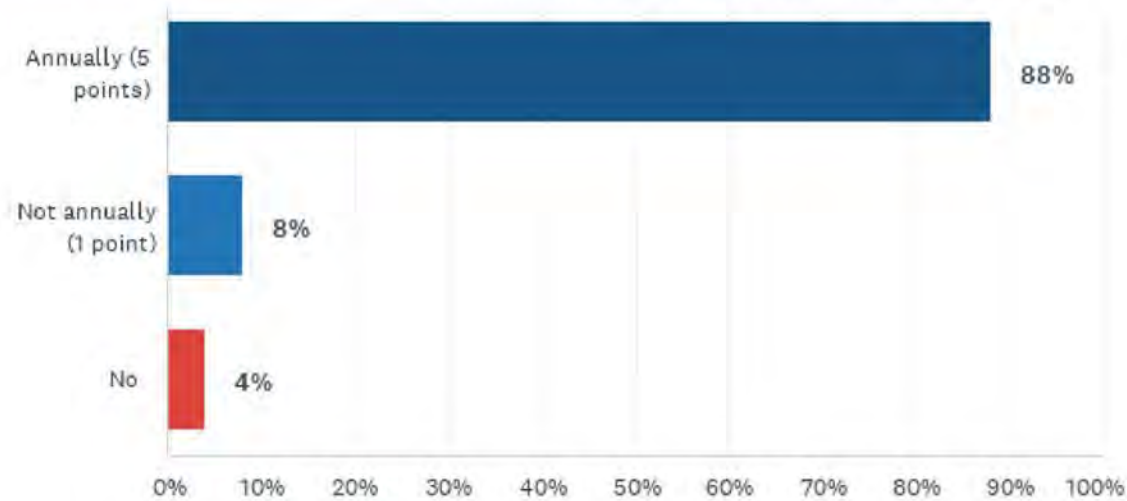
Salesforce employees celebrate many traditions throughout the winter months. [SasinT Gallery/Getty Images]

SAP is committed to providing a work environment free of unlawful discrimination and harassment. SAP will reasonably accommodate an employee who has a sincerely held religious belief or practice which conflicts with their job, work schedule, or other required aspects of employment, unless the accommodation would create an undue hardship. An accommodation may be a change in job, using paid leave or leave without pay, allowing an exception to the dress code, or for other required aspects of employment. SAP will evaluate the request and as necessary interactively work with the individual in considering whether a work conflict exists due to a sincerely held religious belief or practice and whether an accommodation is available that is reasonable and that would not create an undue hardship on SAP's business. The accommodation may be the one suggested by the employee or may be an alternative effective accommodation.

8. Clear procedures for reporting discrimination

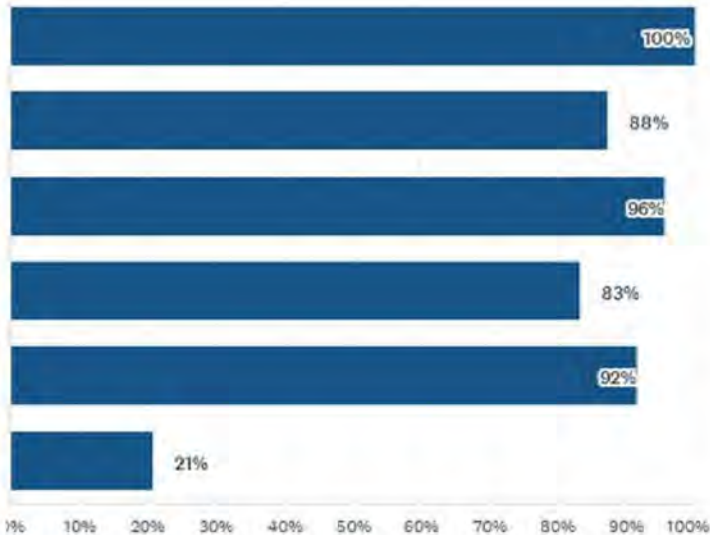


Of the companies participating in the REDI Index survey, 88% have procedures that are communicated annually to employees about how to report instances of religious discrimination (including religious non-accommodation), and another 8% communicate them less than annually.



Of these companies: for all companies, all employees receive instructions on how to make a report and issue a complaint. For 88% the procedure provides an alternate channel of communication if the alleged perpetrator would normally receive the complaint. For 96% the procedure makes clear that retaliation for such a report will not be tolerated. For 83% the procedure prescribes a process to track reports and complaints over time, and to periodically check to assure that there is careful review and timely responses, and for 92% the procedure requires that appropriate and timely action be taken to address patterns of discrimination. 21% described other ways or provided added details on their procedures for reporting discrimination.

- The procedure requires that all employees receive instructions on how to make a report and issue a complaint
- The procedure provides an alternate channel of communication if the alleged perpetrator would normally receive the complaint
- The procedure makes clear that retaliation for such a report will not be tolerated
- The procedure prescribes a process to track reports and complaints over time, and to periodically check to assure that there is careful review and timely responses
- The procedure requires that appropriate and timely action be taken to address patterns of discrimination
- Other



8. Clear procedures for reporting discrimination

Examples



Corporate procedures for reporting religious discrimination are often part of overall procedures for reporting any type of discrimination.

For example, 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 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.

Accenture's Non Discrimination Policy has seven sections:

1. We ensure meritocracy
2. We do not discriminate
3. "Positive Action" and "Affirmative Action" laws
4. Specific obligations of Accenture Leaders
5. How to raise concerns
6. Violations of this policy
7. Reasonable accommodation

RESPECT FOR THE INDIVIDUAL

Valuing diversity and unique contributions, fostering a trusting, open and inclusive environment and treating each person in a manner that reflects Accenture's values.



The policy begins by tying it to the core value of the company:

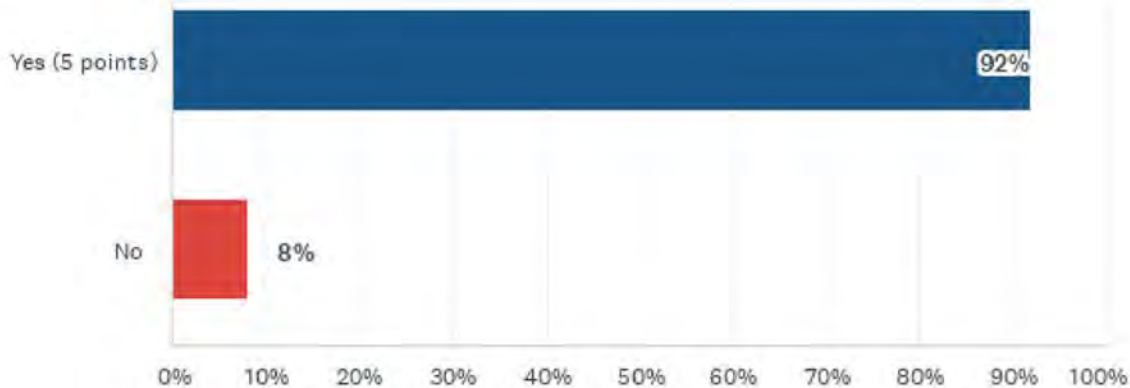
"Consistent with our core value of Best People and commitment to provide equal employment opportunities to all applicants and employees, Accenture seeks to attract, develop and retain the best talent for our business regardless of personal characteristics or background, and to foster a fair, equitable and inclusive environment.

Our principle of meritocracy means that all employment decisions must be based only on merit, which includes an individual's job qualifications, demonstrated contributions to Accenture's work and its workplace, capabilities (that is skills and abilities) and potential to grow, develop and contribute to the business in the future, within the context of meeting Accenture's business needs."

9. Employees attend religious diversity conferences



Of the companies participating in the REDI Index survey, 92% report that their employees – in an official capacity – participated in external religious diversity conferences or faith-related professional events or company-sponsored/approved religious inclusion events during the previous 12 months.



Of these companies: 87% participated in the 3rd National Faith@Work ERG Conference "Dare to Overcome" May 23-25, 2022, Washington DC. 91% participated in an in-person or virtual event hosted by another company or entity. Nearly half (48%) participated in an event at which their company hosted other companies, and 87% participated in an internal event. In 70% of the companies, employees participated in company-facilitated volunteer time or social outreach with faith-based initiatives. 30% described other ways or provided added details on their religious diversity conference participation.

3rd National Faith@Work ERG Conference "Dare to Overcome" May 23-25, 2022, Washington DC

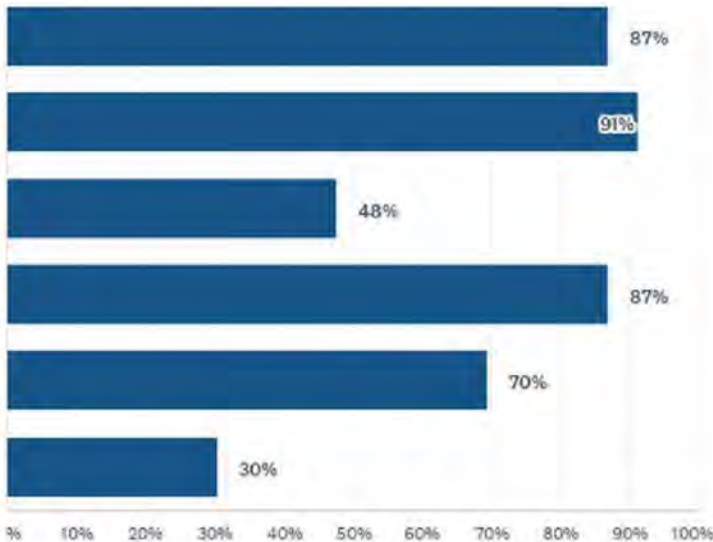
In-person or virtual event hosted by another company or entity

An event at which our company hosted other companies

An internal event

Company-facilitated volunteer time or social outreach with faith-based initiatives

Other



9. Employees attend religious diversity conferences
Examples



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

- The 3rd National Faith@Work ERG Conference ""Dare to Overcome"" May 23-25, 2022 Washington DC where AIG funded the Interfaith ERG's President's travel and conference ticket.
- Virtual event for Easter with Amazon Employees with guest Francis Chan.
- Faith at Work series where we had a panel of Intel employees as well as Accenture employees we hosted virtually at AIG.
- ERG events virtually in 2022 like internal national day of prayer event and monthly meeting for our Faith-Specific Connection groups which discuss the Torah and Christian Bible.
- An event with the Chief DEI officer discussing the importance of faith.
- Matching grants for employees to participate in religious organizations like churches, temple, mosques, etc. volunteer time off (2 work days) that all employees can leverage and use it for non-profit religious purposes.

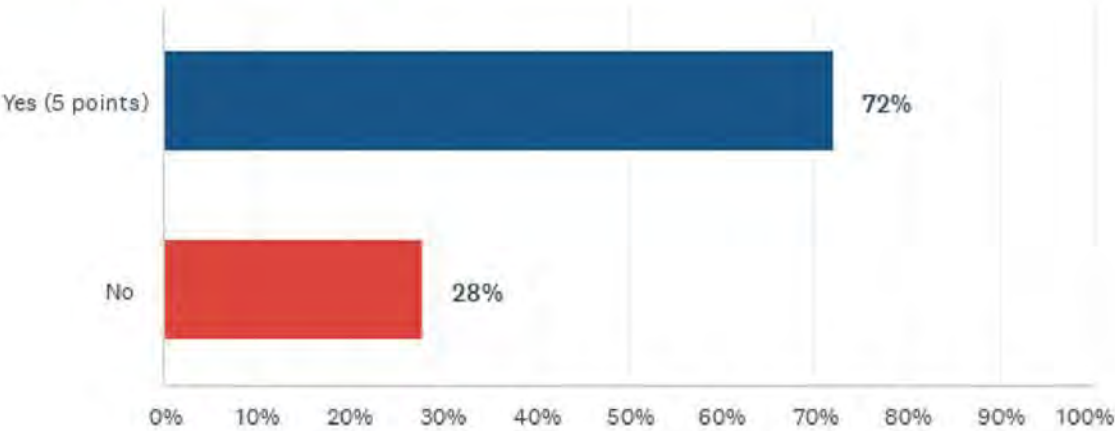
Equinix, American Airlines, Accenture, and PayPal all sponsored the first annual Faith & Belief at Work MBA Case Competition at Brigham Young University. A case competition is a unique experiential learning event where business students compete to solve a particular business problem in a constrained time frame. In this case competition MBA students looked at how companies can systematize faith and belief inclusion efforts in a corporate setting. Students came from 11 top MBA programs across the nation to compete for sponsored prizes from Equinix and American Airlines.



10. Company matches employee donations to religious charities



Of the companies participating in the REDI Index survey, 72% currently match employee donations to faith-based and religious organizations.



Of these companies: 72% match donations up to \$500 or more than \$500. 72% have a procedure for performing due diligence checks on the organizations receiving matching donations, and 72% have innovative ways of contributing, such as converting employee volunteer time into cash donations from the company. Half (50%) of the companies also make donations to faith-based and religious organizations in addition to the matching program, and 30% described other ways or provided added details on their matching of donations to religious charities.



10. Company matches employee donations to religious charities

Examples

DONATE



Many companies match employee donations to religious charities. For example, The Equinix Foundation makes a 1:1 company match to eligible employee donations up to US \$1,000 or local currency equivalent annually. In 2022, we were able to support 65 faith-based and religious organizations

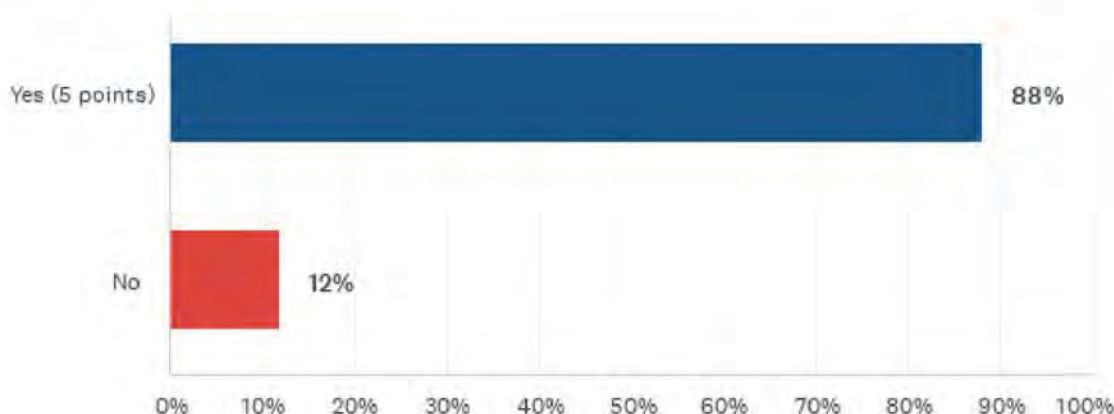
with a total of US \$63,557 in employee donations company matches, which was over \$20,000 more than the previous year. We also have a program named "Dollars for Doers", which is our method of converting employee volunteer time into charitable giving funds. For Dollars for Doers, every hour is equal to US \$20 or local currency equivalent. Employees may then donate these funds to support causes of their choosing.

Tyson's matched giving program, "Giving Together," is available to all team members. Opportunities are categorized by the 17 United Nations Sustainable Development Goals dedicated to ending poverty, protecting the planet and ensuring prosperity for all. Tyson matches employee donations to all 501(c)3 nonprofits, including faith-based and religious organizations – some examples are: • Samaritan Kitchen • HOPE Worldwide • HIAS Inc • Oasis of Hope • Lutheran Immigration and Refugee Service (currently a 2:1 match to support victims of the Ukrainian invasion) Team members can donate to their favorite charities, subject to program guidelines, and Tyson Foods will match their donation dollar-for-dollar! Donations can be made in any amount from \$1 to \$1,000 annually. Team members can donate to as many charities, as many times as they like, up to that \$1,000 in total donations in a calendar year. Employees who serve on nonprofit boards are eligible for a 2:1 match, up to \$2,000 annually. Tyson also provides grants to nonprofits where employees are active volunteers. After employees volunteer for at least 1 hour a year with an organization, the company will provide a grant of \$12 per hour volunteered to the organization. Additionally, Tyson regularly makes in-kind donations to faith-based and religious organizations, especially in the context of food insecurity.





88% of the companies completing the REDI Index survey added additional information not already covered in the previous 10 questions.



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 Express (AMEX) reported that their three global faith-based networks -- SALT (Christian), PEACE (Muslim) and CHAI (Jewish) -- have added many chapters in the past year and have locations in dozens of countries. In the past year alone, for example, SALT has added chapters in Taiwan, Singapore, Malaysia, Mexico and the UK. All have seen a big uptick in members joining.

Faith-based ERGs began at Intel in 1996. Intel has not waived on its commitment to diversity and workforce inclusion and other social impact initiatives. For example, in 2020 Intel announced its RISE goals to raise the bar for itself and evolve its corporate responsibility strategy to increase the scale of its work with others to create a more responsible, inclusive, and sustainable world, enabled through technology and its collective actions. Then in 2021, it launched the Alliance for Global Inclusion, driving the tech industry and beyond toward measurable D+I commitments and goals.

Much of this has been accomplished because of our supportive leadership. Intel's CEO, Pat Gelsinger, the author of "The Juggling Act: Bringing Balance to Your Faith, Family, and Work," is leading the charge as a role model of authenticity in the industry. On

BONUS

countless interviews in 2022, Gelsinger has emphasized the importance of faith authenticity and respect for other faith perspectives. “It turns out,” he said in a recent interview, “that religion and faith is seen as one of or the most important things to over half of humanity. Various studies show somewhere between a 60% to 70% rate, that it’s one of our highest, most passionate things to them,” making it a fundamental part of bringing your whole self to work.

On the role of leadership, Gelsinger shares: “I call it my five L’s, is leaders need to listen, they need to learn, they need to link, they need to lift, but fundamentally they need to love their organizations and what they do.”

Gelsinger practices what he preaches. Recently, he invited the chair of the Baha’i ERG to meet with him for a half hour to introduce him to the Baha’i faith. He believes when we share these perspectives “that’s where the magic gets unleashed.” As RFBF recently stated, “Gelsinger’s ideas are contagious and leading other leaders to also speak out.”

Pat Gelsinger received the Gold Medal for Core Business in 2021 at the Global Business & Interfaith Peace Awards.



2021
Global Business & Interfaith
Peace Award Winner



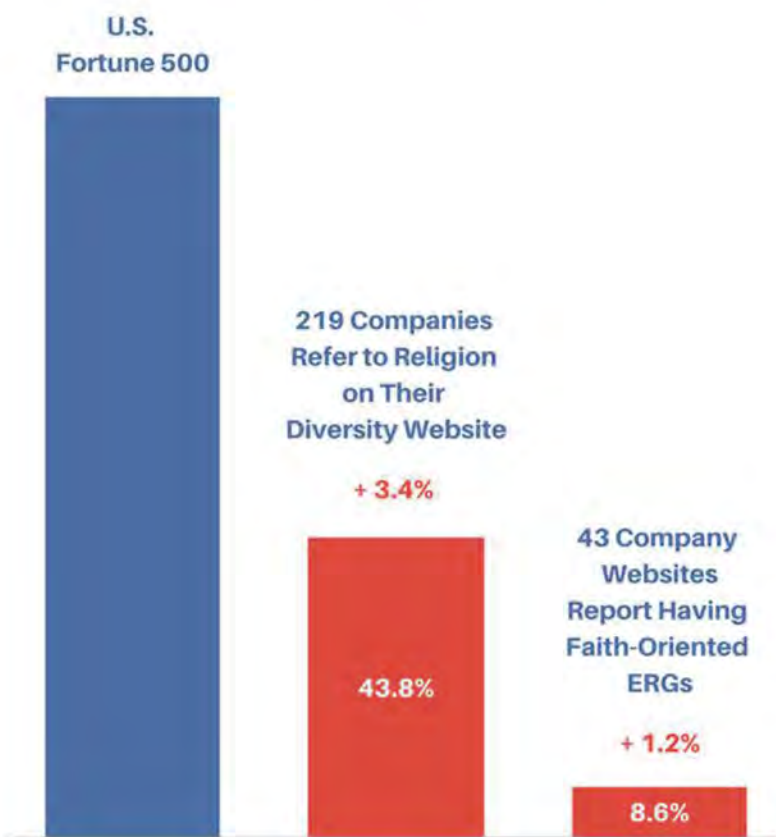
Religious Freedom &
Business Foundation

UN Global Compact

SUMMARY OF MONITOR



Religion on Fortune 500 Diversity Pages
Change from 2022-2023



General Fortune 500 Findings:

- 219 companies (43.8%) mention, refer to or illustrate religion on their main diversity landing page, up from 202 (40.4%) in 2022
- 43 companies (8.6%) publicly report having faith-oriented ERGs, up from 37 companies (7.4%) in 2022

REDI MONITOR



Based on analysis by the Religious Freedom & Business Foundation of the publicly available diversity pages of all US Fortune 500 companies not opting in to the 2023 REDI Index Survey, plus results from the survey.

US Fortune 500 REDI Monitor 2023

		1. Religion is featured on company 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 organizations				
Company name:	Total	1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b	Sub	Bonus	Total
Wayfair	12	5	2	5																		12		12
Ameriprise Financial	11	5	1	5																		11		11
Aramark	11	5	1	5																		11		11
Block	11	5	1	5																		11		11
Cigna	11	5	1	5																		11		11
IQVIA Holdings	11	5	1	5																		11		11
KeyCorp	11	5	1	5																		11		11
MGM Resorts International	11	5	1	5																		11		11
Netflix	11	5	1	5																		11		11
Northern Trust	11	5	1	5																		11		11
PNC Financial Services Group	11	5	1	5																		11		11
Qurate Retail	11	5	1	5																		11		11
Securian Financial Group	11	5	0	5	1																	11		11
Uber Technologies	11	5	1	5																		11		11
Altria Group	7	1	1	5																		7		7
AT&T	7	1	1	5																		7		7
Ball	7	1	1	5																		7		7
Cisco Systems	7	1	1	5																		7		7
Clorox	7	1	1	5																		7		7
CVS Health	7	1	1	5																		7		7
Fannie Mae	7	1	1	5																		7		7
Jacobs Solutions	7	1	1	5																		7		7
Macy's	7	1	1	5																		7		7
Merck	7	1	1	5																		7		7
Owens Corning	7	1	1	5																		7		7
Rockwell Automation	7	1	1	5																		7		7
Walmart	7	1	1	5																		7		7
Apple	6	1	0	5																		6		6
Meta Platforms	6	1	0	5																		6		6
Goldman Sachs Group	7	5	1	1																		7		7
Avis Budget Group	6	5	1	0																		6		6
Estée Lauder	6	5	1	0																		6		6
Global Payments	6	5	1	0																		6		6
Albertsons	5	5	0	0																		5		5
Ameren	5	5	0	0																		5		5
American Family Insurance Group	5	5	0	0																		5		5
American Tower	5	5	0	0																		5		5
Applied Materials	5	5	0	0																		5		5
Assurant	5	5	0	0																		5		5

US Fortune 500 REDI Monitor 2023

- 32 -

US Fortune 500 REDI Monitor 2023

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US Fortune 500 REDI Monitor 2023

Companies with no publicly available information about religious inclusion on their diversity websites:

- 35 -

Appendix

What businesses can do to help end antisemitism

A new [ADL study](#) finds that extensive antisemitism has nearly doubled in the United States between 2019 and 2022. In 2022, 20% of American held extensively antisemitic views, up from 11% in 2019.

In an April 2023 [blog](#) published by the Religious Freedom & Business Foundation, Naomi Kraus, Google's Inter Belief Network Global Chair, outlined a number of steps that businesses can take to help end the scourge of antisemitism and to support their Jewish employees. The steps are summarized below:

1. Adopt and/or use the principles of the International Holocaust Remembrance Alliance's working [definition](#) of antisemitism: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."
2. Acknowledge that Jewish people live with tremendous fear and vulnerability, as a minority that is disproportionately targeted by hate violence and threats, like other targeted communities.
3. Be cautious about how you ask people to self identify in corporate surveys and workshops, etc. Too often, assumptions are made about Jews that are not rooted in reality.
4. Add education about antisemitism into DEI programs. As a result of acknowledging that Jews are a minority and targeted group, companies have an obligation to create spaces for deeper, more intentional discussions via their DEI educational programs.
5. Holocaust denial and minimization should be uniformly and immediately condemned, wherever and whenever it occurs.
6. Don't allow antisemitism to masquerade as political activism by employees or anyone else. Antisemitism is about hate.
7. Make it easy for your Jewish employees to form an Employee Resource Group. Google's willingness to fund and support a space in which Jewish employees can seek support and resources in times like this has been very helpful to those in our community.

ADL has a series of tools for businesses to use, some drawing upon the research and work of the Religious Freedom & Business Foundation. For example, citing our Corporate Religious Equity, Diversity & Inclusion ([REDI](#)) Index, they suggest forming [Jewish employee resource groups \(ERGs\)](#) as a way to both raise awareness of this problem as well as provide support structures for Jewish people and their allies in workplaces.