



REDI Index Survey 2024

2024 marks the Religious Freedom & Business Foundation's fifth annual [REDI Index](#). This edition is the third time to be offered as an opt-in survey. In the first two 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.

2024 Version: The 2024 REDI Index survey asks about activities occurring during the 12 months ending March 15, 2024.

(UK edition is for events ending Feb. 15, 2024.)



	1. Religion is featured on company's main diversity page		7. Accommodates religious needs of employees
	2. Company sponsors faith and belief employee resource groups (ERGs)		8. Clear procedures for reporting discrimination
	3. Company shares best practices with other companies		9. Employees attend religious diversity conferences
	4. Religion is clearly addressed in diversity training		10. Company matches employee donations to religious charities
	5. Company provides spiritual care and/or chaplaincy services		11. Company equitably celebrates or honors holy days of employees
	6. Attentive to how religion impacts stakeholders		* Other ways company promotes religious inclusion

The 2024 survey has 11 questions: the same 10 topics as in the 2023 survey — plus one new question* — each worth 10 points, for a total of 110 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 offers the same "tick" lists as in 2023, which were based on company open-ended responses from the 2022 REDI Index survey.

* New question in 2024 reflects input from companies based outside of the US, which are participating in greater numbers each year.

11. Does the company hold events to celebrate and educate about the various cultures and faiths of its employees and through them equitably promote religious inclusion publicly in the communities where the company works? If yes, you will be asked to provide details including the number of people involved in a follow-up question.

- Yes, both internally and publicly (5 points)
- Yes, with other organizations but not open to the public (3 points)

– Yes, only internally (1 point)

– If yes, how many people participated in your internal and external events held in the past 12 months in which the company celebrated and/or educated about the various cultures and faiths of its employees (up to 5 additional points)

Evidence for and/or a brief explanation of answers provided must also be typed in or uploaded.



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As in the previous two years, the 2024 edition also has an optional BONUS question, which can add up to an additional 10 bonus points for a maximum total of 120 points. The bonus recognizes that companies may be doing other religiously inclusive activities that are not covered in the survey that are worthy of recognition.

The deadline for completion is March 15, 2024. (UK deadline is Feb. 15, 2024.) Companies not completing a survey will be scored only on the REDI Monitor based on what is available on their main diversity webpages, which puts them at a disadvantage but still allows us to monitor the state of religious inclusion in all Fortune 500 corporations.

Final tabulation of a company's score is pending verification of answers against supporting details provided as well as evaluation of answers to open-ended questions and any responses to the bonus question.

BENEFITS: Doing well on the REDI Index provides companies with a competitive advantage in recruiting new staff in retaining them once on board because the items on the REDI Index measure best practices for creating a workplace that is inclusive of all faiths and beliefs and is at the same time nurturing and supportive of teammates in this important area. This directly benefits the bottom line by building stronger and more committed teams and provides competencies in better understanding and relating to faith-related preferences of customers and clients, thereby positively impacting the communities and societies in which companies operate.

Results are released and participating companies will be recognized at the Religious Freedom & Business Foundation's national Faith@Work ERG [Dare to Overcome conference, May 21-22, 2024](#), in Washington, DC. (UK results announced in London, March, 2024.)

Dare to Overcome is the premier annual conference where Fortune 500 faith-and-belief employee resource groups (ERGs) and corporate chaplains come together as allies of others to share best practices and build stronger, more diverse networks among the faith-and-belief ERG community in the U.S. and worldwide.

[Registration](#) for Dare to Overcome (which is not required to submit a REDI Index entry) opens in January 2024.



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CONSENT

The Religious Freedom & Business Foundation's 2024 REDI Index report will summarize the numeric scores as well as highlight selected examples illustrating the numeric data. Do you consent to us using the supporting materials you provide as part of the report's narrative for the purpose of illustrating the numeric data and best practices?

- ☐ Yes, supporting information we provide may be used to illustrate the numeric data and best practices
- ☐ Maybe, please check with us before using the supporting information we provide in the report
- ☐ No

* By clicking BEGIN SURVEY, you agree to have your score be reported in the Religious Freedom & Business Foundation's 2024 REDI Index report.

- ☐ BEGIN SURVEY
- ☐ Not yet



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COMPANY AND RESPONDENT INFORMATION

* Company Information

- Company name:
- Corporate website:
- Main diversity website:
- Number of employees:

*Which of the following best describes the principal industry of your organization?

- Advertising & Marketing; Agriculture;
- Airlines & Aerospace (including Defense);
- Automotive;
- Business Support & Logistics;
- Construction, Machinery, and Homes;
- Education;
- Entertainment & Leisure;
- Finance & Financial Services;
- Food & Beverages;
- Government;
- Healthcare & Pharmaceuticals;
- Health & Fitness;
- Insurance;
- Legal Services;
- Manufacturing;
- News and/or Research;
- Nonprofit;
- Professional Services;
- Retail & Consumer Durables;
- Real Estate;
- Telecommunications, Technology, Internet & Electronics;
- Transportation & Delivery;
- Utilities, Energy, and Extraction
- Other:

*Information on Respondent (person completing survey on behalf of the company)

- Name:
- Email:
- Phone:
- Department:
- Position/Title:
- Name and email of alternate contact:



REDI Index Survey 2024

Question 1

Religion on main diversity page



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

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

If the main or another public company webpage does, you will be asked to provide details in a follow-up question.

- ☐ Yes (5 points)
- ☐ No, but another webpage on our public-facing website does (1 point)
- ☐ No



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Question 1, continued

Religion on your public-facing webpages

*In what ways does your company's main public-facing diversity landing page or another public-facing company diversity webpage mention religion and/or describe how religion is part of your diversity, equity, and inclusion (DEI) commitments? Select all that apply (max. 5 points).

- ☐ Mentions and/or describes faith/belief employee resource groups (ERGs)
- ☐ Mentions the business case and/or rationale for including faith/belief as part of diversity, equity and inclusion (DEI)
- ☐ Includes images or videos of faith/belief-oriented activities or accommodations
- ☐ Mentions participation or ranking on the REDI Index
- ☐ Links to additional information on your activities to promote a religiously inclusive workplace, corporate culture and/or community
- ☐ Other (please specify)
- ☐ None of the above

*Please provide link(s) to your company's webpage(s) with the content you've indicated above.

- Link 1
- Link 2
- Link 3
- Link 4

*Because websites can change, please also upload one or more screenshots supporting the answers above.

- Choose file



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Question 2

Faith and belief ERGs



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

*2. Does your company 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 aligned with your company's purpose?

If yes, you will be asked to provide details in a follow-up question.

- ☐ Yes (5 points)
- ☐ No, but we allow such groups to meet informally (1 point)
- ☐ No



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Question 2, continued

Faith and belief ERGs

*In what ways does your company's faith-related ERG(s) foster a diverse, religiously inclusive workplace aligned with your company's purpose? Select all that apply (max. 5 points).

- ☐ The company informs its existing employees of the faith/belief based ERG's existence and also describes the ERG(s) in the course of its recruiting and onboarding processes
- ☐ The company provides an official channel for employees' faith/belief-related workplace and policy issues to be discussed and considered
- ☐ The company allows 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
- ☐ The company's faith/belief ERG(s) (and chapters, if any) actively work with each other as well as collaborate with other ERGs, DEI groups and initiatives
- ☐ The company expresses in internal and external communications how its faith/belief ERG(s) contribute to the achievement of its corporate purpose and/or mission. (If the company seeks to quantify that contribution, please describe that quantification below.)
- ☐ Other (please specify)

*Please provide brief examples of items you've indicated above. You may do this in the text box below and/or by uploading a file. If you only upload a file, please write "See file" in the text box.

- ☐ Answer here and/or,
- ☐ Upload file/s



REDI Index Survey 2024

Question 3

Sharing best practices with other companies



3. Company shares best practices with other companies

*3. Has your company described its practices related to faith-oriented ERGs or other faith-oriented activities to other companies through individual consultations, diversity conferences, or otherwise during previous 12 months?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No



REDI Index Survey 2024

Question 3, continued

Sharing best practices with other companies

*In what ways has your company described its practices related to faith-oriented ERGs or other faith-oriented activities to other companies through individual consultations, diversity conferences, or otherwise during the previous 12 months? Select all that apply (max. 5 points).

- ☐ 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-related or faith-led social impact initiative, and /or (c) hosted other companies (in person or virtually) to discuss faith/belief-oriented issues
- ☐ Other (please specify)
- ☐ None of the above

*Please provide brief examples of items you've indicated above. You may do this in the text box below and/or by uploading a file. If you only upload a file, please write "See file" in the text box.

- ☐ Answer here and/or
- ☐ Upload file/s

REDI Index Survey 2024

Question 4

Religious diversity training



4. Religion is clearly addressed in diversity training

*4. Has your company specifically addressed religion (incl. faith and belief) as a topic in your internal diversity and inclusion training during the previous 12 months?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No



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Question 4, continued

Religious diversity training

*In what ways has your company addressed religion (incl. faith and belief) in your internal DEI training during the previous 12 months? Select all that apply (max. 5 points).

- ☐ 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 (please specify)

*Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

- ☐ Answer here
and/or,
- ☐ Upload file/s

REDI Index Survey 2024

Question 5

Professional Chaplaincy



5. Company provides spiritual care and/or chaplaincy services

5. Does your company provide professional chaplaincy* services to serve its employees?

If yes (or if you provide other professional spiritual care options), you will be asked to provide details in a follow-up question.

- ☐ Yes (5 points)
- ☐ No, we don't have professional chaplains, but we provide formal professional care services that include spiritual care options and/or opportunities for employees** (1 point)
- ☐ No

* Professional chaplains are people of any faith community – Buddhist, Christian, Hindu, Humanist, Jewish, Muslim, Sikh and more – ordained or endorsed by that community, also with specific training and chaplaincy certification. Their role is to provide emotional, spiritual, religious, pastoral, ethical, and/or existential care in a secular setting. Those secular settings include hospitals, corrections, long-term care, sports teams, palliative care, military, hospices, workplaces, mental health and universities. Providing this care in secular settings means that professional chaplains speak, listen to and care for people of any faith or of no faith. Their job is not to proselytize or convert the people they care for.

** Note that "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).



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Question 5, continued

Professional chaplaincy

*What services are provided through your professional chaplaincy program or other formal professional care services that include spiritual care options and/or opportunities for employees? Select all that apply (max. 5 points).

- ☐ Employees have physical access to a professional chaplaincy program
- ☐ Employees have virtual access to a professional chaplaincy program
- ☐ Company's senior leadership has access to a professional chaplaincy program
- ☐ The option for faith-based counseling is provided as part of the company's employee assistance program (EAP)
- ☐ All the company's employees have access to our professional chaplaincy program and/or other formal professional care services that include spiritual care options and/or opportunities
- ☐ Other (please specify)

*Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

- ☐ Answer here
and/or,
- ☐ Upload file/s



REDI Index Survey 2024

Question 6

Religion and stakeholders



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

6. Does your company seek to understand the faiths and beliefs of its clients, customers, partners and/or stakeholders, in order to serve them?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No



REDI Index Survey 2024

Question 6, continued

Religion and stakeholders

*In what ways does your company seek to understand how to serve clients, customers, partners, and stakeholders for whom religion is important? Select all that apply (max. 5 points).

- ☐ 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 (please specify)

*Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

- ☐ Answer here and/or,
- ☐ Upload file/s



REDI Index Survey 2024

Question 7

7. Accommodates religious needs of employees



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

If you have such procedures, you will be asked to provide details in a follow-up question.

- ☐ Yes, at least annually (5 points)
- ☐ Yes, but not annually (1 point)
- ☐ No



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Question 7, continued

*Which of the following religious needs do you seek to reasonably accommodate? Select all that apply (max. 5 points).

- ☐ 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 (please specify)

*Please provide your written religious accommodation policy and/or brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

- ☐ Answer here
and/or,
- ☐ Upload file/s

REDI Index Survey 2024

Question 8

8. Clear procedures for reporting discrimination



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

If you have such procedures, you will be asked to provide details in a follow-up question.

- ☐ Yes, at least annually (5 points)
- ☐ Yes, but not annually (1 point)
- ☐ No



REDI Index Survey 2024

Question 8, continued

*Which of the following are included in your procedures for reporting religious discrimination (including religious non-accommodation)? Select all that apply (max. 5 points).

- ☐ 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 (please specify)

*Please provide your written religious non-discrimination policy and/or brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

- ☐ Answer here
and/or,
- ☐ Upload file/s

REDI Index Survey 2024

Question 9

**9. Employees attend
religious diversity
conferences**



9. Have your employees – in an official capacity – participated in any external religious diversity conferences or faith-related professional events or company-sponsored/approved religious inclusion events during the previous 12 months?

- ☐ If yes, you will be asked to provide details in a follow-up question.
- ☐ Yes (5 points)
- ☐ No



REDI Index Survey 2024

Question 9, continued

*In which of the following events did your employees participate in an official capacity? Select all that apply (max. 5 points).

- ☐ 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 (please specify)

*Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

- ☐ Answer here
and/or,
- ☐ Upload file/s



REDI Index Survey 2024

Question 10

**10. Company matches
employee donations
to religious charities**



10. Does your company currently match employee donations to faith-based and religious organizations?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No



REDI Index Survey 2024

Question 10, continued

*In which of the following ways does your company match employee donations to faith-based and religious organizations? Select all that apply (max. 5 points).

- ☐ We match donations up to \$500
- ☐ We also match donations of more than \$500 (tick first box if you also tick this box)
- ☐ We have a procedure for performing due diligence checks on the organizations receiving matching donations
- ☐ We have innovative ways of contributing, such as converting employee volunteer time into cash donations from the company
- ☐ Our company also makes donations to faith-based and religious organizations in addition to the matching program
- ☐ Other (please specify)

*Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

- ☐ Answer here
and/or,
- ☐ Upload file/s



REDI Index Survey 2024

Question 11

11. Company equitably celebrates or honors holy days of employees



11. Does the company hold events to celebrate and educate about the various cultures and faiths of its employees and through them equitably promote religious inclusion publicly in the communities where the company works?

If yes, you will be asked to provide details including the number of people involved in a follow-up question.

- ☐ Yes, both internally and publicly (5 points)
- ☐ Yes, with other organizations but not open to the public (3 points)
- ☐ Yes, only internally (1 point)
- ☐ No



REDI Index Survey 2024

Question 11, continued

*How many people participated in your internal and external events held in the past 12 months in which the company celebrated and/or educated about the various cultures and faiths of its employees? (max. 5 points)

- ☐ 2,000 or more people (5 points)
- ☐ Between 1,000-1,999 people (4 points)
- ☐ Between 500-999 people (3 points)
- ☐ Between 100-499 people (2 points)
- ☐ Fewer than 100 people (1 point)

*In support of your answer above, please list up to five internal and/or external events held in the past 12 months with the number of people involved in each in which the company celebrated and/or educated about the various cultures and faiths of its employees (please upload any photos or announcements about the event(s) as well that could be used in the final REDI Report).

- ☐ _____ No. people: ____
- ☐ _____ No. people: ____
- ☐ _____ No. people: ____
- ☐ _____ No. people: ____
- ☐ _____ No. people: ____
- ☐ Upload file/s



REDI Index Survey 2024

BONUS Question



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

BONUS: Please feel free to add any other information not already covered about how your company promotes and supports religious diversity, equity, and inclusion in your workplace and/or communities. (Additional information can contribute up to 10 bonus points to your score.)

You may do this in the text box below and/or by uploading files. If you are uploading one or more files, please write "See file" in the text box.

This question will be scored by survey staff manually.

- ☐ Answer here
and/or,
- ☐ Upload file/s