

DRAFT of Concept for 2024 “Dare to Overcome” National Faith@Work ERG Conference

- **2024 Theme:** The Golden Rule Across Faiths and Beliefs
- **Ongoing Vision:** Daring to Overcome those things that prevent unity, justice, tranquility, security, general welfare, and the blessings of liberty to ourselves and our posterity.

Conference Mission

This May 21-22 marks the 5th time the Religious Freedom & Business Foundation will convene the “Dare to Overcome” National Faith@Work ERG Conference. The mission is to build freedom of religion (and/or belief) for all people everywhere by encouraging workplaces to adopt and practice robust religiously inclusive policies and programs. These include (but are not limited to) such things as providing substantial support for faith-and-belief Employee Business Resource Groups (EBRGs) and formalizing workplace spiritual health programs carried out by multifaith workplace chaplains and/or other EAP programs.

Conference’s Guiding Philosophy: Covenantal Pluralism

The beginning point for religious freedom is human dignity. Human dignity is something that separates people not only from others in the animal kingdom but also from human-like capabilities that AI is creating. This can be understood from a religious “created in the image of God” viewpoint or a humanist viewpoint that emphasizes that each person has the right and responsibility to give meaning and shape to their own lives.

Recognizing each other’s human dignity in the area of religion and belief is a foundation for peace, especially when we are committed to defending each other’s right to believe and behave in accordance with those beliefs without necessarily lending equal validity to all beliefs. This commitment is in essence putting to practice the Golden Rule – Do unto others as you would have them do unto you – by also constructively, curiously, and humbly engaging with one another, and respecting the same right and responsibility for those around them.

The Templeton Religion Trust – set up by the late mutual fund pioneer Sir John Templeton – refers to putting this commitment to practice as “covenantal pluralism.” This is the guiding philosophy of the Religious Freedom & Business Foundation. We believe covenantal pluralism is a useful framework that guides efforts to build religious freedom for everyone, including those who have no religious affiliation or beliefs.

Indeed, we believe that this philosophy is in the spirit of the US Constitution which was “ordained” and “established” “in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity.”

Each of the sessions, awards and activities of the conference will reinforce these concepts and aspirations.

Conference Sessions

Plenary Discussions (will be video recorded): These are more level setting regardless of where you are in the journey. Essentially nuggets that don’t rely on having established an ERG but also could help enhance / deepen the work already being done – while potentially bringing in some timely / relevant topics many of the companies are dealing with in parallel.

DRAFT of Concept for 2024 “Dare to Overcome” National Faith@Work ERG Conference

- The Golden Rule Across Faiths and Beliefs
- Latest Data and Research on Faith and Work
- How Religious Freedom Promotes Innovation (can weave in ‘Responsible AI’ here to incorporate the faith alignment to next generation; if there is sponsor interest, a sponsor roundtable can drill further down on AI-related issues)
- How Spiritual Resources Increase Resilience and Health (What is spiritual health as it applies to and benefits a workplace?)

Foundational Track (will be video recorded): These are for people just getting started where ‘the case for change’ is needed still, with the information shared catered more towards those who are looking to establish their ERGs. This is for participants who don’t have an existing ERG and looking to learn OR have mobilized something in the past 1-2 years.

- The Business Impact of Faith-and-Belief Friendly Workplaces
- The Nuts and Bolts of Faith-Oriented ERGs (focused on governance, guiding principles, etc.)
- More than just an ERG: Faith accommodations and alignment to company systems and processes
- At the intersection of Faith and Identity: How do other inclusion focus areas come into play when establishing your ERG (this includes sharing programming ideas for the ERG and how they can engage more intentionally with other existing groups particularly as they are getting started)

Next Level: This is for participants who are past mobilization, have sponsorship and established themselves – now looking to take it to the next level.

- Navigating difficult conversations in times of crisis: How Faith-and-Belief-Friendly Workplaces Help Overcome Polarization (How to engage employees’ diverse spiritual insights so as to respectfully speak in unison in times of crisis or tragedy, such as the wars in Ukraine and the Middle East, George Floyd’s murder, attacks on places of worship, etc.). Focus on some key mindsets, behaviors and skills that demonstrate how faith ERGs can be a catalyst and model for the rest of the organization for navigating through crisis – given its inherent in how the groups work.
- How to Sustain Faith Networks in Companies: This gets into succession planning and building the next generation of Faith leaders.
- How to Expand a Faith-Oriented ERG Nationally and Internationally
- Measuring the impact of your faith ERG contributions (e.g., volunteerism/corporate citizenship, community impact, employee engagement/retention, advancement, etc.)

Sponsor Roundtables: Gold, Diamond and Platinum sponsors have the opportunity to hold a roundtable discussion on a topic useful to their own ongoing interests and work. All roundtables are held parallel to either plenary or tracked sessions.

Conference Activities and Awards (awards will be video recorded):

- **REDI Index Awards:** With reference to the conference’s guiding philosophy, the Awards ceremony will highlight activities of the 12 top-scoring companies on the 2024 REDI Index (from the US or Global Fortune 500), showcasing examples on each of the Index’s

DRAFT of Concept for 2024 “Dare to Overcome” National Faith@Work ERG Conference

11 categories (plus the bonus = 12) to inspire other companies to learn from their examples.

- **A21 Catalyst Award for Combatting Human Trafficking:** With reference to the conference’s ongoing vision, we’ll highlight how faith ERGs in a company work for justice, tranquility, security, general welfare, and the blessings of liberty by combatting human trafficking.
- **ERG Leader of the Year Award:** With reference to the conference’s guiding philosophy, this award will recognize an ERG leader who has been a champion the principles of Covenantal pluralism within their own company as well as across companies and in society.
- **Community Involvement Event:** With reference to the conferences ongoing Dare to Overcome vision, this year we will pilot a social impact activity that provides an example of a possible faith-led initiative that companies take back with them. We were going to encourage all the attendees to participate in a “feed the hungry” community involvement event connected to the World Hunger Day, which is an annual event observed on May 28th to raise awareness of the global hunger crisis encourages action towards ending global hunger. This will be a hands-on one-hour community event packaging food onsite for the homeless in collaboration with local charities in Washington DC. DELL Technologies, in consultation with the Busch School of Business, is taking the lead to organize the event.

Tentative schedule on next page

DRAFT of Concept for 2024 “Dare to Overcome” National Faith@Work ERG Conference

Day 1, Tues. May 21

9:00-10:45	Sponsor-organized teambuilding sessions (invite only)			
11:00-12:30	Registration, Box Lunches & Networking			
	Plenary Discussions	Foundational Sessions Track	Next Level Sessions Track	Sponsor Roundtables
12:45-12:55	Welcome			
12:55-1:30	The Golden Rule Across Faiths and Beliefs			TBD
1:30-2:15	Lightning 2-minute updates from top 12 REDI Index companies			TBD
2:30-3:15		The Business Impact of Faith-and-Belief Friendly Workplaces	How Faith-and-Belief-Friendly Workplaces Help Overcome Polarization	TBD
3:30-4:15	How Religious Freedom Promotes Innovation			TBD
4:30-5:15		The Nuts and Bolts of Faith-Oriented ERGs	How to Sustain Faith Networks in Companies	TBD
5:45-8:00	Awards Dinner with C-suite ERG Executive Sponsor Panel			

Day 2, Tues. May 22

7:30-8:00	Multi-faith prayer			
8:00-8:50	Feed the Hungry: Social Impact Activity Led by Dell Technologies			
	Plenary Discussions	Foundational Sessions Track	Next Level Sessions Track	Sponsor Roundtables
9:00-9:45	Latest Data and Research on Faith and Work			TBD
10:00-10:45		More than just an ERG	How to Expand a Faith-Oriented ERG Nationally & Internationally	TBD
11:00-11:45	How Spiritual Resources Increase Resilience & Health	Resource Roundtable		TBD
12:00-12:45		At the intersection of Faith and Identity	Measuring the impact of ERG contributions	TBD
1:00-2:00	Box Lunches & Networking	Possible Sponsor Roundtable (TBD)	Possible Sponsor Roundtable (TBD)	TBD