



REDI Index & Monitor Report 2024

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Washington DC, May 20, 2024

5th Annual Report

ABOUT THE REDI INDEX & MONITOR

The Corporate Religious Equity, Diversity & Inclusion (REDI) Index is an international benchmarking survey that companies use to track their progress in (and be recognized for) embracing religion and belief (including non-theistic beliefs) as an integral part of their overall commitment to workplace diversity, equity and inclusion.

The Fortune 500 REDI Monitor tracks the growing movement among companies on the FTSE 100 Index that are including religion and belief as a core part of their diversity initiatives. Companies on the US Fortune list have been annually monitored since 2020.



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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.; research assistant Hannah Harding, Religious Freedom & Human Dignity Initiative BYU-Hawaii.

<https://religiousfreedomandbusiness.org/redi>

EXECUTIVE SUMMARY



American Airlines and Accenture are the most religiously inclusive global companies, according to the 5th annual Religious Equity, Diversity & Inclusion (REDI) Index. Both organizations include religion and belief as core elements of their overall inclusion and diversity efforts, demonstrating an enduring commitment to workplaces where people of all faiths and beliefs are welcomed and celebrated.

The other top faith-and-belief friendly companies among the Fortune 500 include Equinix (#2), DELL (#3), both rising in the rankings this year. Salesforce and Intel (tied for #4), and Tyson Foods (#6) moved up two spots. AIG, American Express, PayPal, Intuit, Texas Instruments, and Google round out the top 12 on the Fortune 500 list.

A growing number of industries are now opting into the REDI Index survey to benchmark their progress in creating faith-and-belief-friendly workplaces. For example, Citigroup is the first major bank, KPMG is the first Big Four accounting firm, Kaiser Permanente is the first Health System, Aramark is the first in the comprehensive services field, and Rolls-Royce is the first in the Aerospace manufacturing industry to opt in. Firsts in other sectors include Target (retail), CMS Energy, and Altria (consumer goods), while the tech sector continues to be well represented by numerous companies including ServiceNow and Bosch.

BMC, ranked #1 among non-Fortune 500 companies, as Qualtrics continued to make progress in benchmarking success. AZZ and West Monroe made their REDI Index debut.

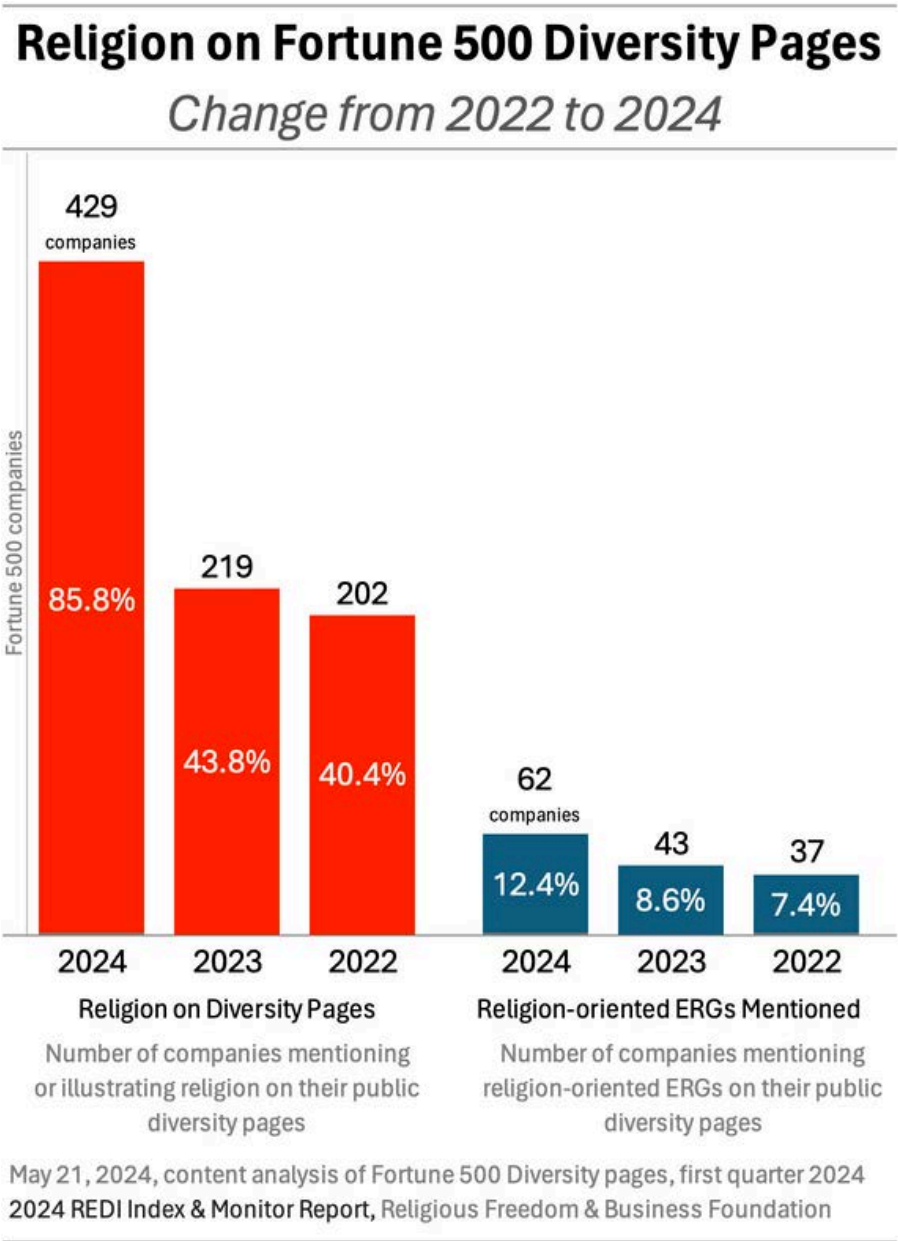
For the first time, REDI Index & Monitor Awards were presented to 14 companies in the UK on March 4, in a ceremony at Salesforce London Tower. Taking the overall top spot was consulting firm Baringa Partners, followed by Rolls-Royce, OVO Energy, NATS and Thames Water. TeaPak, the Italian-based division of Yogi Tea, also continued benchmarking success.

Surge of Fortune 500 Companies Paying Attention to Religious Inclusion & Diversity

For the first time in the five years of this study, we find significant evidence of a surge in US and global companies giving serious *public attention* to including religion as an integral part of diversity and inclusion.

Among companies participating in the 2024 REDI Index survey, 84% feature or mention religion on their main public-facing diversity landing page and/or describe how religion is part of their diversity, equity & inclusion (DEI) efforts, which is a 20-point increase from 2023 when only 64% did so.

As shown in the chart, this study also finds a substantial increase in public attention given to religious inclusion across all Fortune 500 companies in terms of mentioning or illustrating religion on their public diversity pages. The number of companies doing so has more than doubled in two years, increasing from 202 (40.4%) in 2022 to 429 (85.8%) in 2024, as shown in the chart. Across the same time period, the number of Fortune 500 companies publicly reporting having religion-oriented ERGs has gone up by 67.6%, increasing from 37 in 2022 to 62 in 2024.



General Fortune 500 Findings (REDI Index + REDI Monitor)

- 429 companies (85.8%) mention, refer to or illustrate religion on their main diversity landing page, up from 202 (40%) in 2022
- 62 companies (12.4%) publicly report having faith-oriented ERGs, up from 37 companies (7.4%) in 2022
- The average REDI Monitor score across Fortune 500 companies increased from 2.1 in 2023 to 3.6 in 2024, further indicating a surge of attention to religious inclusion and diversity.

Key Survey Findings Among 32 Top Faith-Friendly Companies (REDI Index)

- 94% featured religion on company's main or other diversity page, up from 92% in 2023
- 97% sponsor faith and belief employee resource groups, up from 92%
- 94% share best practices with other companies or organizations, up from 88%
- 94% clearly address religion in diversity training, down from 96%
- 87% provide chaplains or other spiritual care for employees, up from 80%
- 94% are attentive to how religion impacts stakeholders, up from 80%
- 94% communicate accommodation policies for employee religious needs, up from 92%
- 91% annually announce procedures for reporting religious discrimination, down from 96%
- 100% report that their employees attend religious diversity professional conferences, up from 92%
- 72% match employee donations to religious charities, the same as in 2023
- 100% equitably celebrate or honor holy days of their employees, involving thousands

Other notable findings and impact of the study

- Recognizing the work of the Religious Freedom & Business Foundation, the White House has recognized that 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, Islamophobia, and all related forms of religious discrimination and bias.
- In all, more than 3.4 million people are employed by companies participating in the REDI Index survey.
- Companies participating in the REDI Index include global leaders in professional services (Accenture), technology (Bosch), retail (Target), internet (Google), food (Tyson), electronics (DELL), manufacturing (Intel), airlines (American Airlines), customer relationship management (Salesforce), financial services (American Express), semiconductors (Texas Instruments), insurance (AIG), and energy (CMS energy).
- Citigroup is the first major bank, KPMG is the first Big Four accounting firm, Kaiser Permanente is the first Health System, Aramark is the first in the comprehensive services field, and Rolls-Royce is the first in the Aerospace manufacturing industry to opt in.
- The APPENDIX to this report (pages 27-29) has a useful article by Kent Johnson, JD, for HR and DEI professionals titled **What Faith-Oriented DEI Contributes to “Belonging”**. In short, a religiously inclusive workplace produces a deep and wide sense of BELONGING to the entire enterprise.

ABOUT THE INDEX

The Corporate Religious Equity, Diversity & Inclusion (REDI) Index is an international benchmarking survey that companies use to track their progress in (and be recognized for) embracing religion and belief (including non-theistic beliefs) as an integral part of their overall commitment to workplace diversity, equity and inclusion.

The 2024 REDI Index survey asks about activities occurring during the 12 months ending March 31, 2024.

The 2024 survey has 11 questions, each worth 11 points, for a total of 110 points. Scoring for each point was 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 survey offers "tick" lists to provide further detail. Evidence for and/or a brief explanation of answers was provided by companies.

As in last year's survey, the 2024 edition also has an optional 12th 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.

Companies not completing a REDI Index survey were scored separately by our staff in the **REDI Monitor** (beginning on page 20) 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. For the first time, we also published the 2024 FTSE 100 REDI Monitor in a separate report.



REDI Index 2024
CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX
RELIGIOUS FREEDOM & BUSINESS FOUNDATION

11-topic survey, plus bonus • ReligiousFreedomAndBusiness.org/REDI-Survey



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



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



3. Company shares best practices with other companies



4. Religion is clearly addressed in diversity training



5. Company provides spiritual care and/or chaplaincy services



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



11. Company equitably celebrates or honors holy days of employees

* Other ways company promotes religious inclusion

BONUS

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SUMMARY OF RESULTS 2024



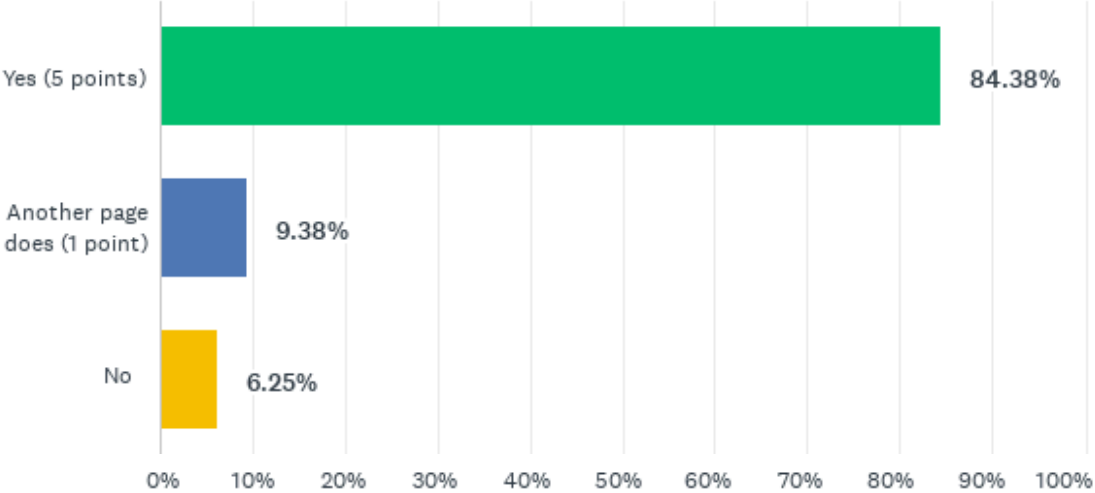
Fortune 500	1. Religion is featured on company main diversity page		2. Company sponsors faith and belief employee resource groups (ERGs)		3. Company shares best practices with other organisations		4. Religion is clearly address-ed in diversity training		5. Company provides chaplains or other spiritual care		6. Attentive to how religion impacts stakehold-ers		7. Accom-modes religious needs of employ-ees		8. Clear proced-ures for reporting discrimin-ation		9. Employ-ees attend religious diversity confer-ences		10. Company matches employee donation-s to religious organisat-ions		11. Company equitably celebrat-es or honors holy days of employ-ees		Sub	Bonus	Total	
	1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b	11a	11b				
Company	1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b	11a	11b	Sub	Bonus	Total	
Accenture	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	110	9	119	
American Airlines	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	110	9	119	
Equinix	5	5	5	5	5	5	5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	5	108	9	117	
Dell Technologies	5	4	5	5	5	5	5	5	5	2	5	5	5	5	5	5	5	5	5	4	5	5	105	9	114	
Intel Corporation	5	5	5	5	5	5	5	5	1	1	5	5	5	5	5	5	5	5	5	5	5	5	102	9	111	
Salesforce	5	5	5	5	5	5	5	4	1	1	5	5	5	5	5	5	5	5	5	5	5	5	101	10	111	
Tyson Foods	5	3	5	2	5	5	5	5	5	5	5	5	5	5	5	5	5	3	5	5	5	5	103	7	110	
AIG	5	4	5	5	5	5	5	5	5	2	5	1	5	5	1	5	5	5	5	5	5	4	97	9	106	
American Express	5	3	5	5	5	3	5	5	5	3	5	2	5	5	5	5	5	5	5	2	3	5	96	6	102	
PayPal, Inc.	5	4	5	5	5	4	5	4	1	1	5	5	5	5	5	5	5	4	5	5	3	3	94	8	102	
Intuit	5	4	5	5	5	5	5	4	0	0	5	5	5	5	5	5	5	5	5	4	3	2	92	8	100	
Texas Instruments	5	4	5	5	5	4	5	2	1	2	5	1	5	5	5	5	5	4	5	5	3	4	90	9	99	
Google	5	4	5	5	5	4	5	4	0	0	5	5	1	5	5	5	5	5	5	5	5	5	93	5	98	
Target	5	3	5	5	5	3	5	5	5	2	5	4	5	5	5	5	5	4	0	0	5	5	91	6	97	
Robert Bosch	5	5	5	5	5	4	5	2	1	2	5	5	5	5	5	5	5	4	0	0	5	5	88	5	93	
Citigroup	1	3	5	3	5	3	5	5	1	1	5	1	1	5	5	5	5	5	0	0	5	5	74	8	82	
Consumers Energy	1	1	5	5	5	4	5	3	1	2	5	3	5	3	5	2	5	2	5	3	1	2	73	5	78	
ServiceNow	5	3	5	4	5	3	5	3	0	0	0	0	0	0	5	4	5	4	5	3	3	3	65	5	70	
Altria	1	1	5	4	5	2	5	2	1	1	5	1	1	5	5	5	5	1	5	5	1	3	69	0	69	
Aramark	0	0	5	4	0	0	0	0	0	0	0	0	0	0	5	4	5	1	0	0	5	1	30	0	30	
Non-Fortune 500																										
BMC Software	5	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	107	6	113	
Baringa Partners	5	5	5	5	5	5	5	5	1	2	5	5	5	5	5	5	5	5	5	3	5	3	99	9	108	
Rolls-Royce	5	2	5	4	5	5	5	3	5	4	5	5	1	5	5	5	5	3	5	3	5	2	92	8	100	
Yogi Tea/TeaPak	5	4	5	5	5	5	5	1	1	3	5	4	5	5	5	5	5	2	5	2	5	1	88	6	94	
NATS	5	4	5	5	5	5	5	5	1	2	5	5	1	5	1	5	5	4	5	3	5	2	88	0	88	
OVO	5	5	5	5	5	5	5	5	1	2	5	4	5	5	5	4	5	3	0	0	1	2	82	4	86	
KPMG	5	1	5	5	5	3	5	4	1	2	5	4	5	5	5	5	5	3	0	0	1	3	77	8	85	
AZZ, Inc	5	3	5	4	5	3	5	4	5	5	5	2	1	5	5	5	5	4	0	0	1	4	81	1	82	
Qualtrics	5	2	5	4	5	3	5	4	1	2	5	5	5	5	5	5	5	3	0	0	1	1	76	0	76	
West Monroe	5	4	5	4	5	2	0	0	1	1	5	2	5	5	5	4	5	2	5	1	1	3	70	0	70	
Thames Water	5	1	5	4	5	4	5	3	1	1	5	2	1	4	1	3	5	3	0	0	3	2	63	3	66	
Kaiser Permanente	0	0	1	0	0	0	5	1	5	4	5	3	1	3	5	5	5	1	5	2	1	1	53	7	60	

See pages 20-26 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.

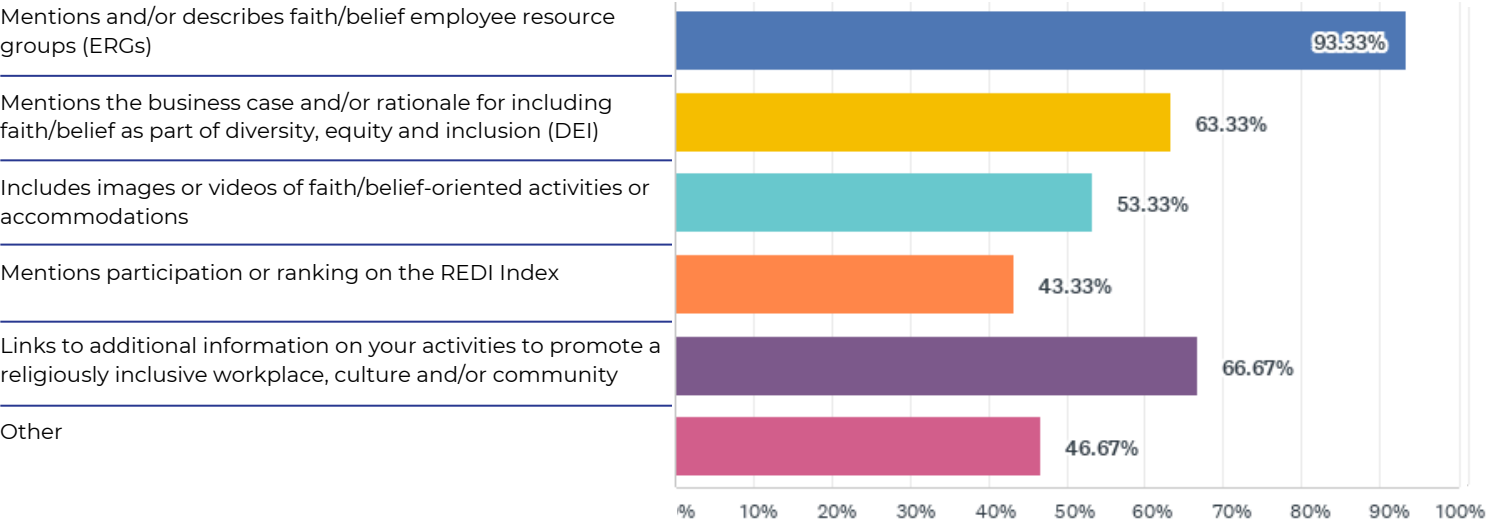


1. Religion is featured on company's main diversity page

Of the companies participating in the REDI Index survey, 84% 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, a 20-point increase from 2023 when only 64% did so. This mirrors the REDI Monitor finding of a substantial increase across the Fortune 500.



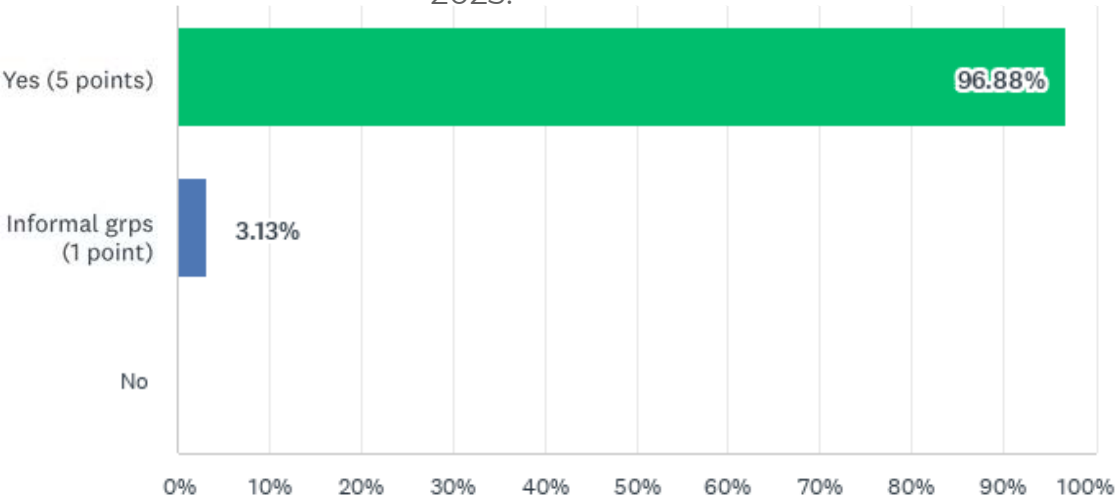
Of these companies: 93% report that the main or other public company webpage mentions and/or describes faith/belief employee resource groups (ERGs), and 63% mention the business case and/or rationale for including faith/belief as part of diversity, equity and inclusion (DEI). Images or videos of faith/belief-oriented activities or accommodations are on 53% of company webpages, and 43% mention participation or ranking on the REDI Index. 67% link to additional information on their activities to promote a religiously inclusive workplace, culture and/or community. These are all substantial increase from 2023.



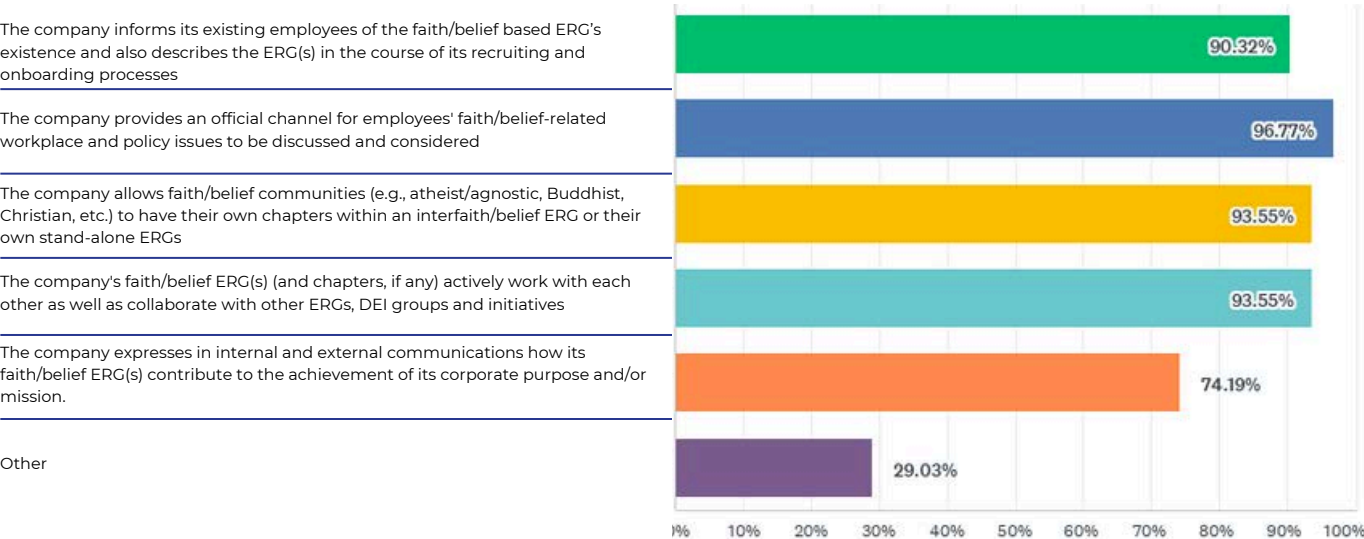


2. Company sponsors
faith and belief
employee resource
groups (ERGs)

Of the companies participating in the REDI Index survey, 97% 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, up from 92% in 2023.



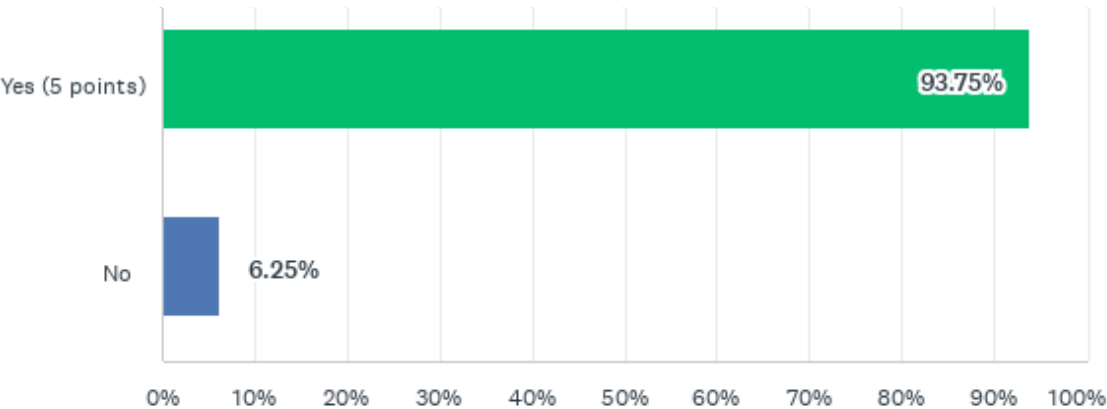
Of these companies: 90% inform employees about them and also describe them in the course of its recruiting and onboarding processes, and all provide an official channel for employees' faith/belief-related workplace and policy issues to be discussed and considered. Substantial increases from 2023 include: 97% 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. 94% of faith/belief ERGs collaborate with other ERGs, DEI groups and initiatives. 94% 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 74% describe other ways their ERGs have impact or are active in the company.





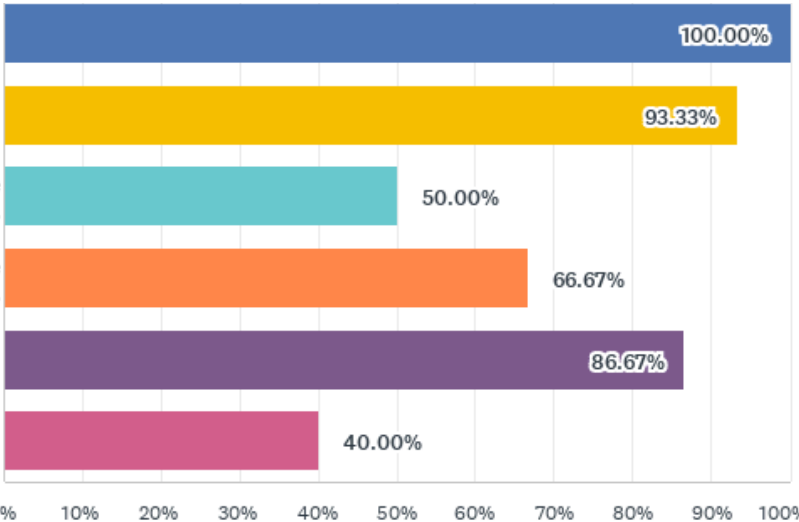
3. Company shares best practices with other organizations


Of the companies participating in the REDI Index survey, 94% 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. This is up from 88% in 2023.



Of these companies: all held individual consultations related to faith-oriented ERGs or other faith-oriented activities, with 93% describing their faith-oriented work at faith-oriented diversity conferences or conference sessions. 50% have created bespoke media or other resources about our faith-related activities that other companies can access to learn from, and 67% have contributed to a news or business article and/or conducted an external interview or podcast about their faith-oriented DEI work. Additionally, 87% 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 40% described other ways or provided added details on how they share insights with other companies.

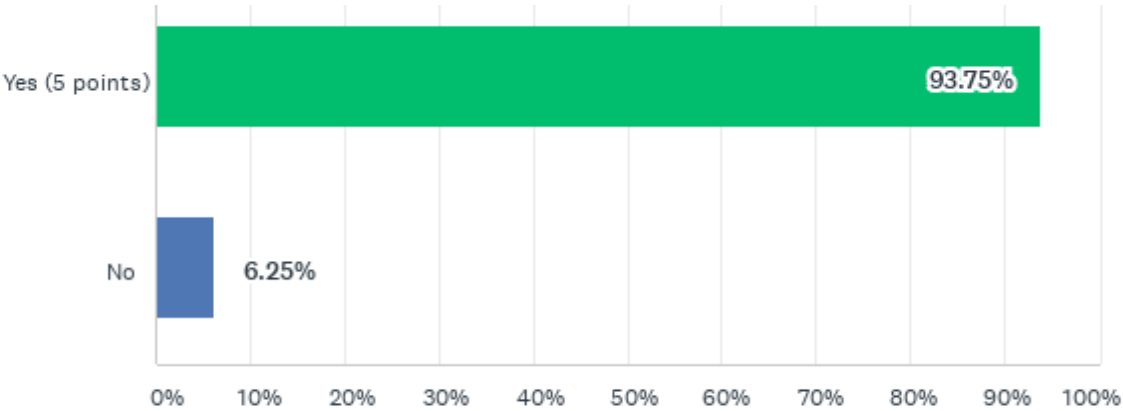
- We have had individual consultations related to faith-oriented ERGs or other faith-oriented activities with other companies
- We have described our faith-oriented work to other companies at faith-oriented diversity conferences or conference sessions
- We have created bespoke media or other resources 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



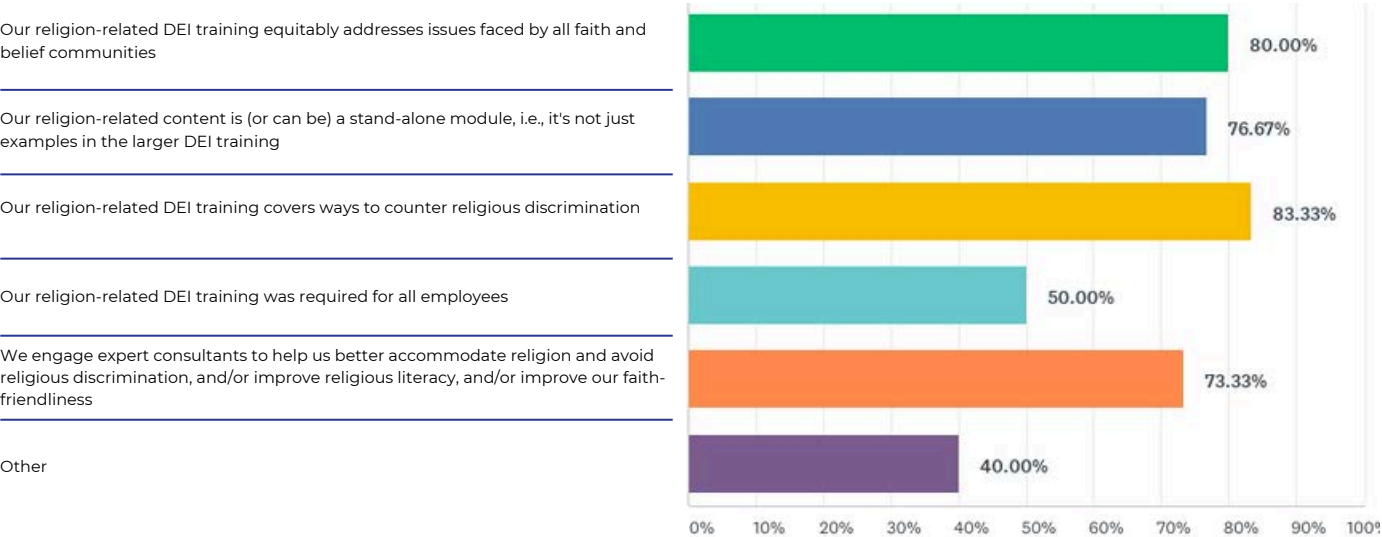


4. Religion is clearly addressed in diversity training

Of the companies participating in the REDI Index survey, 93% specifically addressed religion (incl. faith and belief) as a topic in their internal diversity and inclusion training during the previous 12 months.

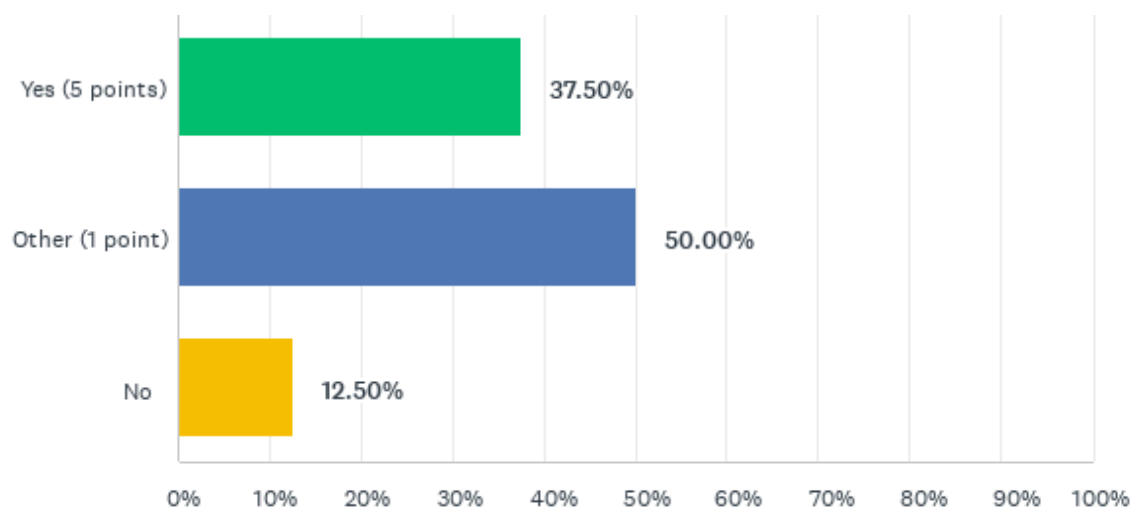


Of these companies: 80% report equitably addressing issues faced by all faith and belief communities. 77% report that their religion-related content is (or can be) a stand-alone module, i.e., it's not just examples in the larger DEI training and 83% report that their religion-related DEI training covers ways to counter religious discrimination. In 50% of the companies the religion-related DEI training was required for all employees. Additionally, 73% 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 40% describe other ways or provide added details on how they address religion in their diversity training.

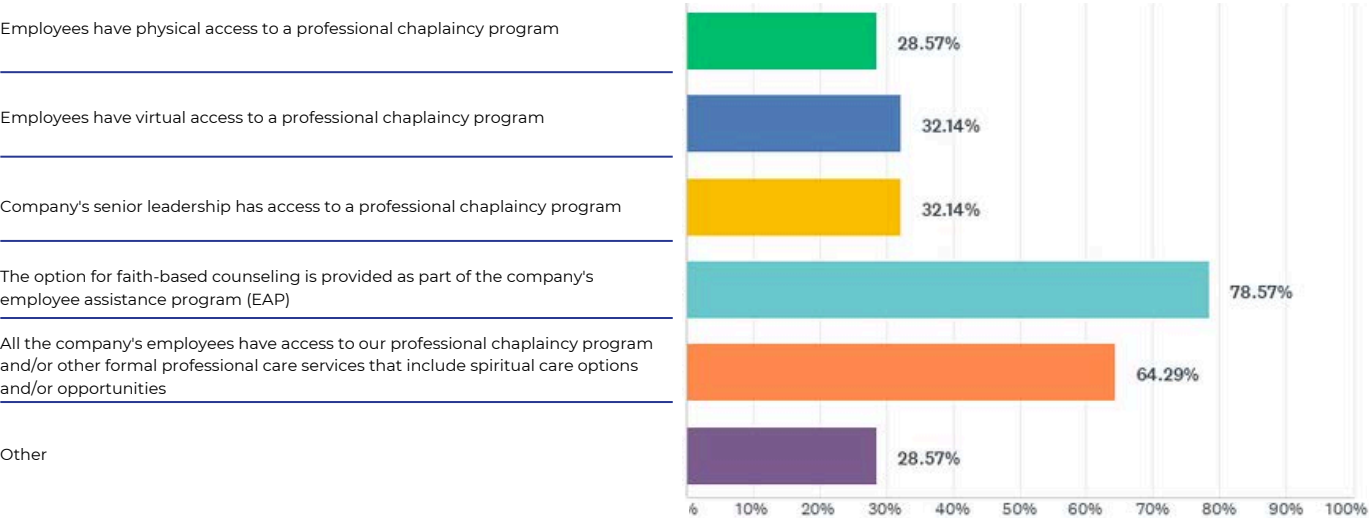




Of the companies participating in the REDI Index survey, 38% provide professional chaplaincy services to serve their employees, while an additional 50% provide other spiritual care opportunities. Only 13% do not provide chaplains or spiritual care options.



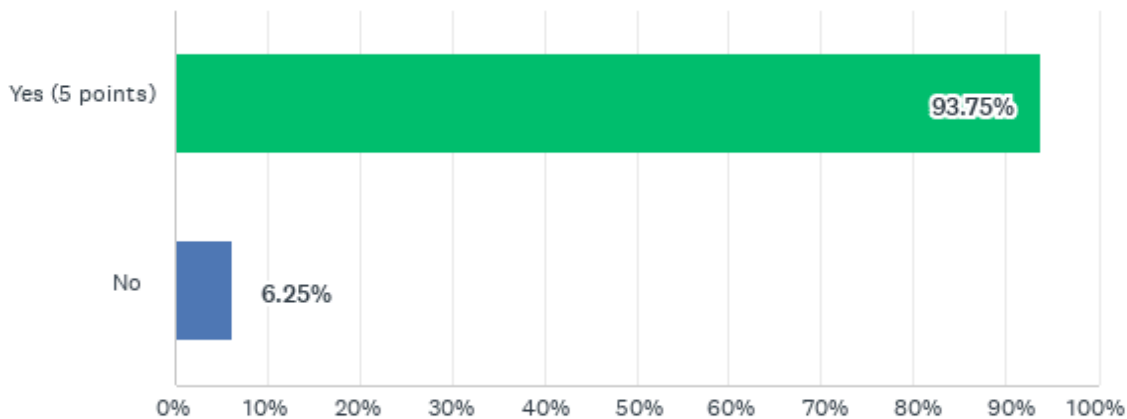
Of these companies: 29% report that employees have physical access to a professional chaplaincy program, while 32% have virtual access to a professional chaplaincy program. The same share of companies (32%) provide access to a professional chaplaincy program for their senior leadership. The option for faith-based counseling is provided as part of 79% of the companies' employee assistance programs (EAP). 64% 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. 29% described other ways or provided added details on how they address workplace spiritual care.



6. Attentive to how religion impacts stakeholders

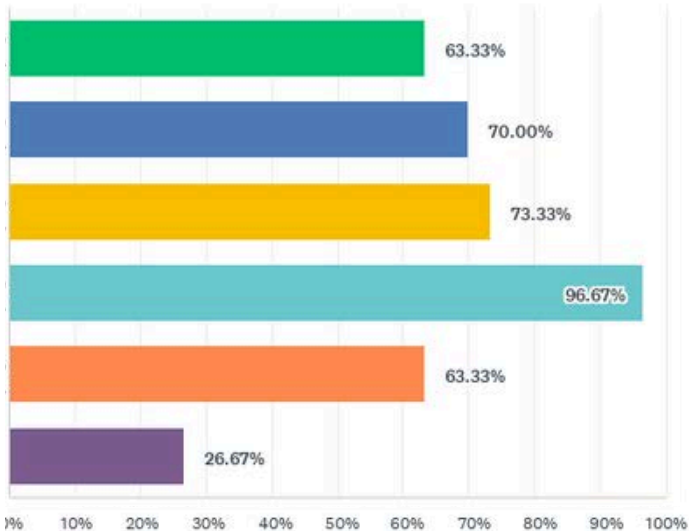


Of the companies participating in the REDI Index survey, 94% seek to understand the faiths and beliefs of its clients, customers, partners and/or stake-holders in order to serve them. This is up from 80% in 2023.



Of these companies: 64% 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. 73% strive to understand how to serve their other STAKEHOLDERS for whom religion is important, including the communities and societies where they work. 97% strive to understand how to serve their EMPLOYEES for whom religion is important, including how corporate culture and policies may impact them, and 63% strive to understand how religious dynamics impact MARKETS and/or the ECONOMY. 27% described other ways or provided added details on how they see to understand faith's impact.

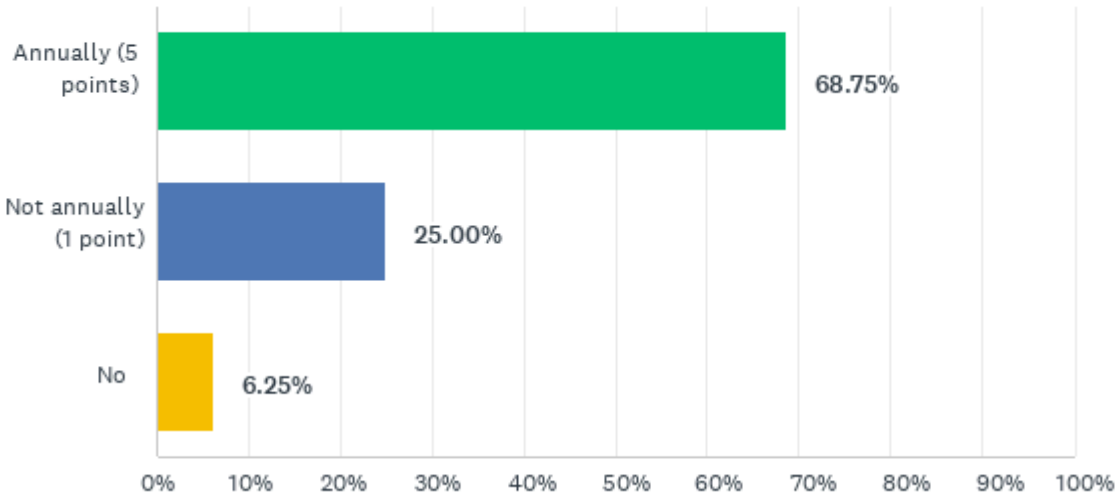
- We strive to understand how to serve our CLIENTS and/or PARTNERS for whom religion is important, including understanding how religious dynamics may impact working relationships
- We strive to understand how to serve our CUSTOMERS, including understanding how religion impacts the use and/or acceptance 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



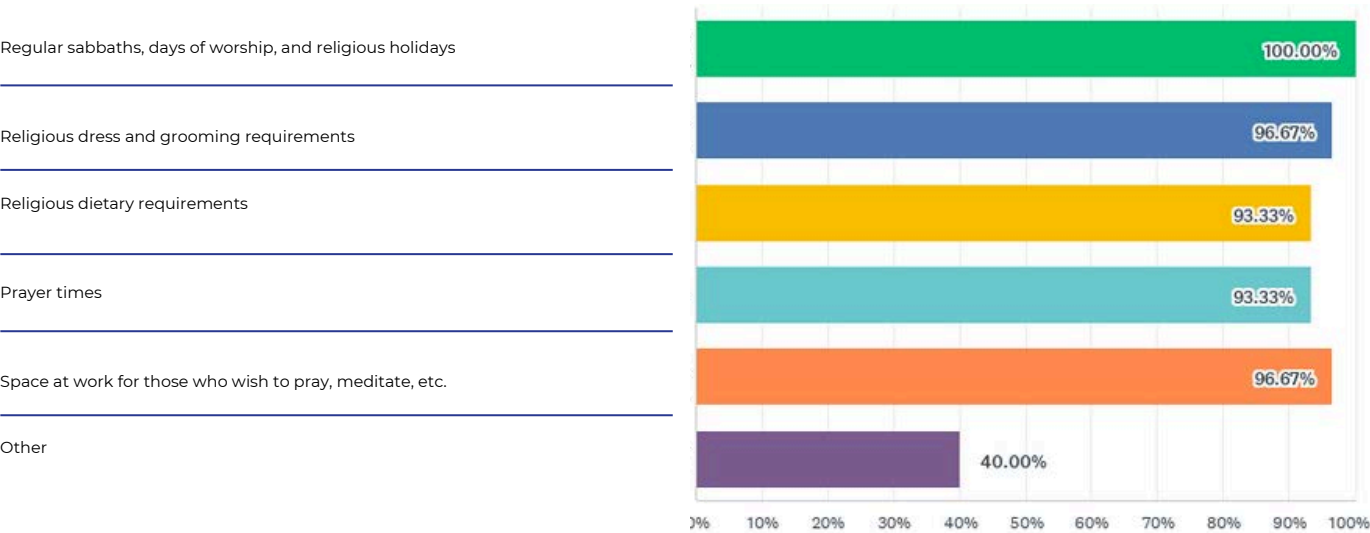
7. Accommodates religious needs of employees




Of the companies participating in the REDI Index survey, 69% 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. This is down from 84% in 2023.



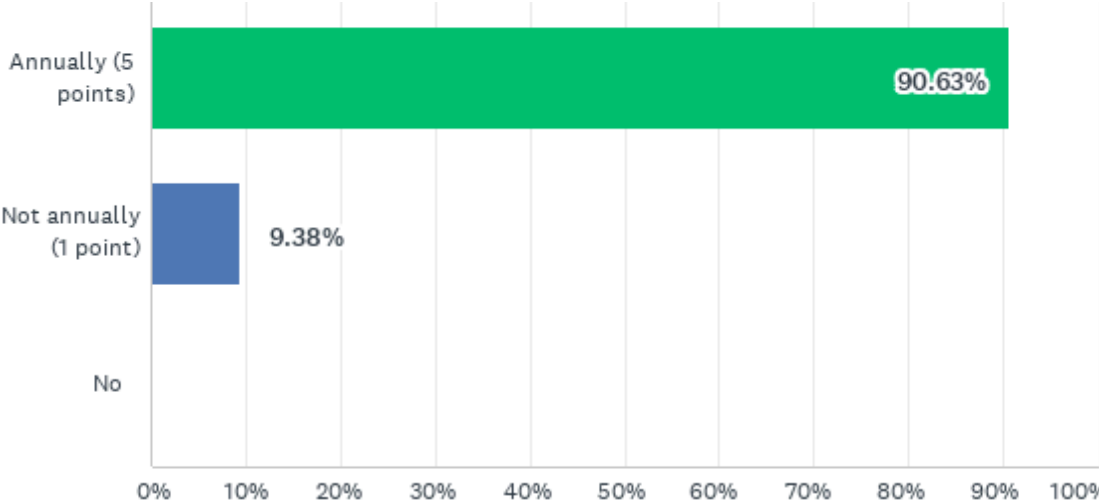
Of these companies: 100% have procedures that are communicated annually to employees about how to request a time off for regular sabbaths, days of worship, and religious holidays; 97% also have regular procedure for requesting religious dress and grooming accommodations. 93% have regular procedures for requesting religious dietary accommodation and prayer time accommodation. 97% provide space at work for those who wish to pray, meditate, etc. 40% described other ways or provided added details on accommodating the religious needs of employees.



8. Clear procedures for reporting discrimination



Of the companies participating in the REDI Index survey, 91% 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 94% the procedure provides an alternate channel of communication if the alleged perpetrator would normally receive the complaint. For 100% the procedure makes clear that retaliation for such a report will not be tolerated. For 84% 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 94% the procedure requires that appropriate and timely action be taken to address patterns of discrimination. 25% 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



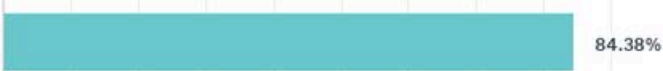
The procedure provides an alternate channel of communication if the alleged perpetrator would normally receive the complaint



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

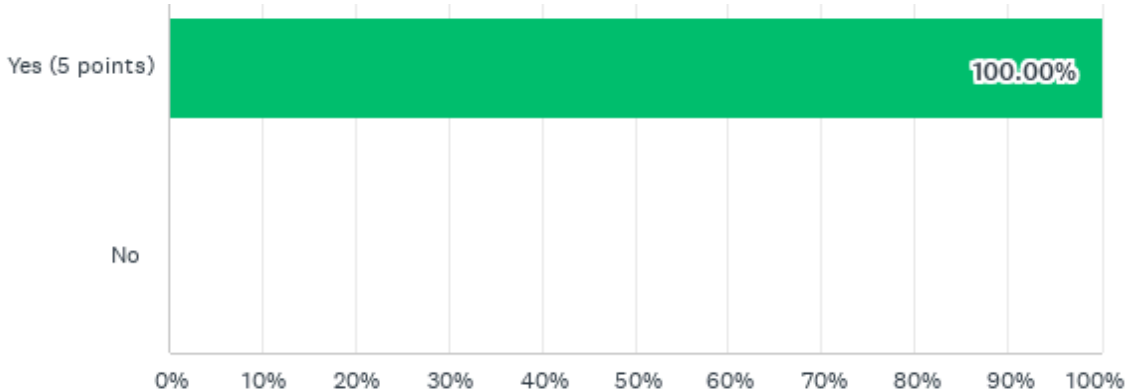


1% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

9. Employees attend religious diversity conferences



Of the companies participating in the REDI Index survey, 100% 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. This is up from 92% in 2023.



Of these companies: 56% participated in the 3rd National Faith@Work ERG Conference "Dare to Overcome" in May 2023, Washington DC. 91% participated in an in-person or virtual event hosted by another company or entity. More than half (53%) participated in an event at which their company hosted other companies, and 88% participated in an internal event. In 69% of the companies, employees participated in company-facilitated volunteer time or social outreach with faith-based initiatives. 28% 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

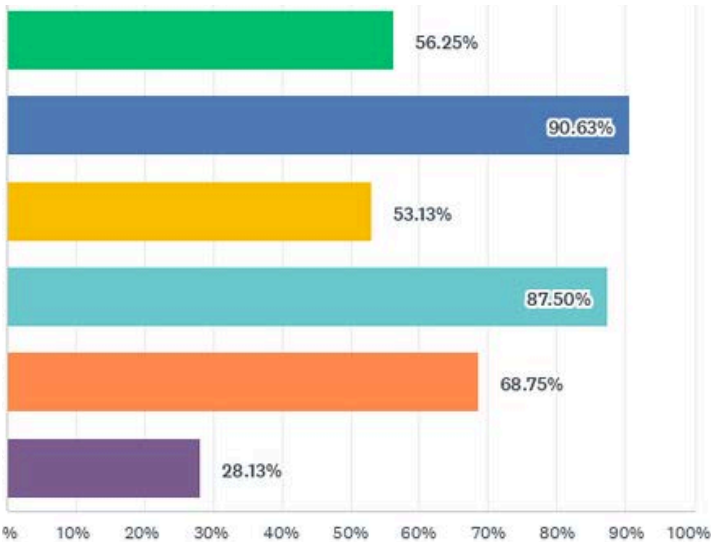
In-person or virtual event hosted by another company or entity

An event at which our company hosted other companies

An internal event

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

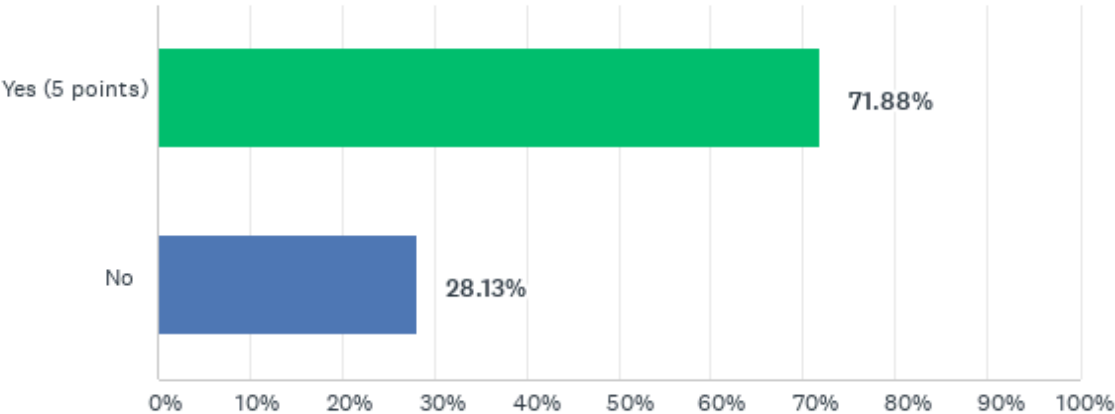
Other



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. This is the same as in 2023.



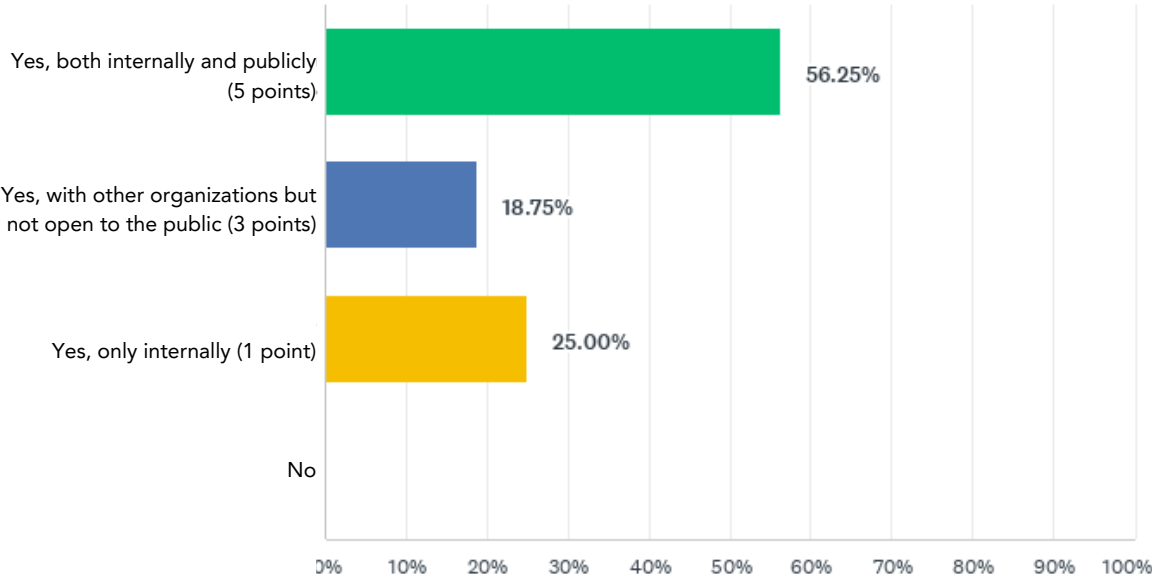
Of these companies: 74% match donations up to \$500 or more than \$500. 87% have a procedure for performing due diligence checks on the organizations receiving matching donations, and 73% have innovative ways of contributing, such as converting employee volunteer time into cash donations from the company. 65% of the companies also make donations to faith-based and religious organizations in addition to the matching program, and 48% described other ways or provided added details on their matching of donations to religious charities.



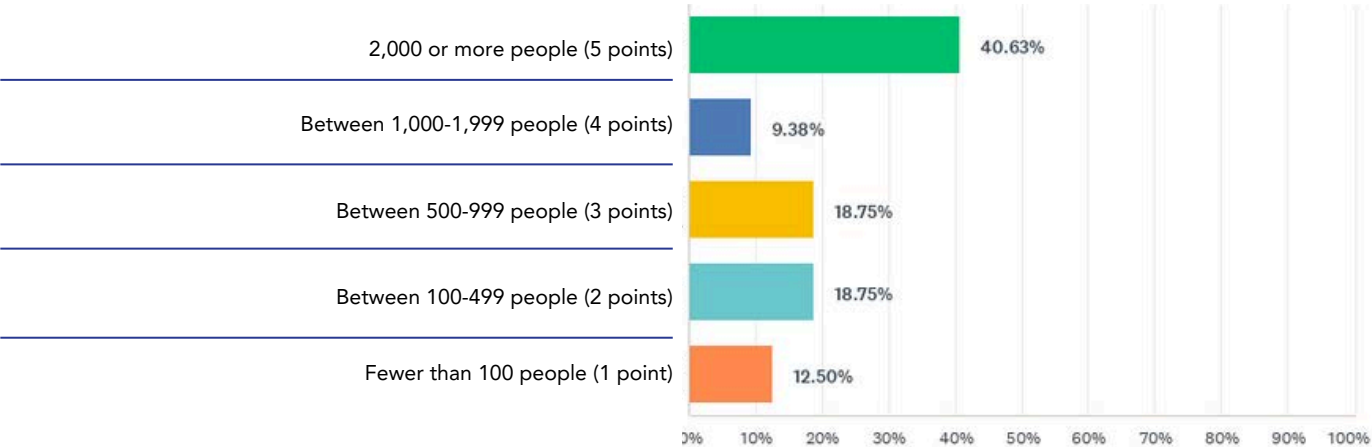
11. Company equitably celebrates or honors holy days of employees



Of the companies participating in the REDI Index survey, all report equitably celebrating or honoring holy days of their employees. 56% do this both internally and externally, 19% do this with other organizations, but it is not open to the public, while 25% hold such events only internally.



Of these companies: 41% report that these events included more than 2,000 people; 9% included between 1,000 and 1,999 people; 19% included between 500-999 people, another 19% involved between 100-499 people and 13% had events that totalled fewer than 100 people throughout the course of the year.





Most of the companies submitted bonus material. Salesforce submitted the most extensive (100 pages). It was not only extensive, it also reflected a wide variety of creative activities, serious engagement and public visibility, as shown in the table of contents below.

REDI Index Bonus Question Guide

Contents of this package:



- Faithforce V2MOM (Internal Planning document)
- Executive Sponsor and Advisor Model
- Interbelief Council Format and Guardrails
- Israel-Hamas War Community Support
- Press Release regarding support during Israel-Hamas war
- REDI Award internal announcement
- Faithforce Champion Month Guide
- Faithforce Champion Month Cookbook
- NY Times Article with Michael Roberts and Faithforce Chicago
- G20 Speech with Sukie Singh
- G20 Reflections
- Holocaust Remembrance Recap
- Elevating Belief - Faith and Work Event London
- Lessons from Faith and Work in London
- Ramadan Article
- Bank Holiday Policy Change (UK)



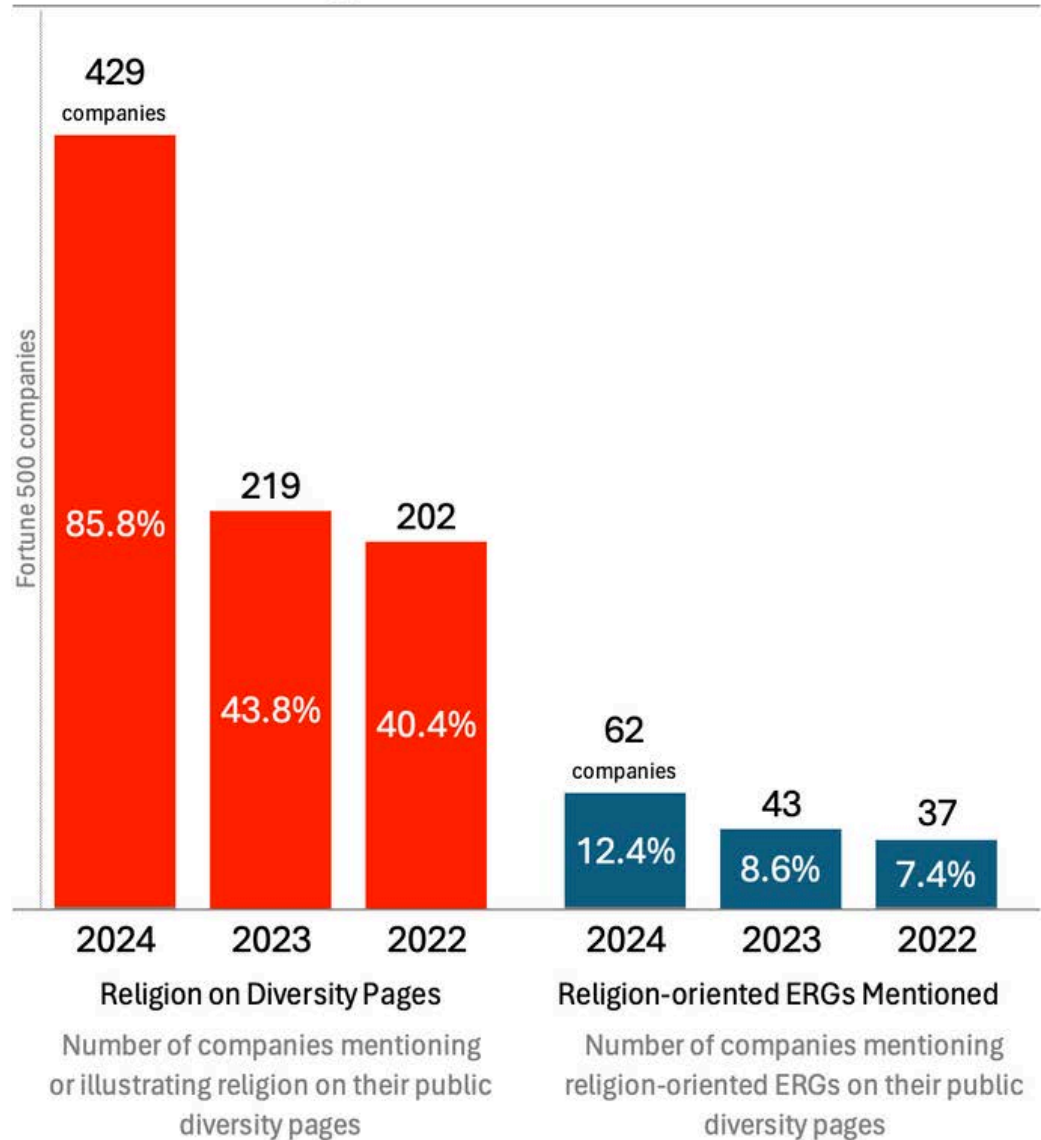
SUMMARY OF REDI MONITOR

The number of companies on the Fortune 500 list mentioning or illustrating religion on their public diversity pages has more than doubled between 2024 and 2022, increasing from 202 (40.4%) in 2022 to 429 (85.8%) in 2024, as shown in the chart.

Our analysis also finds that over this same period, the number of companies mentioning that they have religion-oriented employee resource groups (ERGs) on their public diversity pages has more nearly doubled between 2024 and 2022, increasing from 37 (7.4%) in 2022 to 62 (12.4%) in 2024.

These increases are also reflected in the increase in the REDI Monitor score average among countries not participating in the REDI Index survey. In 2024, the average score out of 15 possible points was 3.6 compared with 2.1 in 2023, as shown in the table on the next page.

Religion on Fortune 500 Diversity Pages *Change from 2022 to 2024*



May 21, 2024, content analysis of Fortune 500 Diversity pages, first quarter 2024
2024 REDI Index & Monitor Report, Religious Freedom & Business Foundation



REDI Monitor

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION MONITOR
RELIGIOUS FREEDOM & BUSINESS FOUNDATION

Average Score 2023	2.1	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. Accommodate s religious needs of employees	8. Clear procedures for reporting discrimination	9. Employees attend religious diversity conferences	10. Company matches employee donations to religious organizations										
Average Score 2024	3.6																				
Company name:	Total	1a	1b	2a	2b	3a	3b	4a	4b	5a	5b	6a	6b	7a	7b	8a	8b	9a	9b	10a	10b
Assurant	14	5	4	5	0																
AT&T	14	5	4	5	0																
CBRE Group	14	5	4	5	0																
Cisco Systems	14	5	4	5	0																
Ford Motor	14	5	4	5	0																
IQVIA Holdings	14	5	4	5	0																
Netflix	14	5	4	5	0																
Albemarle	13	5	3	5	0																
Ameriprise Financial	13	5	3	5	0																
Cigna Group	13	5	3	5	0																
Fannie Mae	13	5	3	5	0																
Reinsurance Group of America	13	5	3	5	0																
Block	12	5	2	5	0																
Ebay	12	5	2	5	0																
General Dynamics	12	5	2	5	0																
KKR	12	5	2	5	0																
MGM Resorts International	12	5	2	5	0																
PNC Financial Services Group	12	5	2	5	0																
Qurate Retail	12	5	2	5	0																
State Street	12	5	2	5	0																
Uber Technologies	12	5	2	5	0																
Warner Bros. Discovery	12	5	2	5	0																
Northern Trust	11	5	1	5	0																
Pioneer Natural Resources	11	5	1	5	0																
Rockwell Automation	11	5	1	5	0																
Wayfair	11	5	1	5	0																
CVS Health	10	0	5	5	0																
Goldman Sachs Group	10	5	4	0	1																
Johnson & Johnson	10	0	5	5	0																
Merck	10	0	5	5	0																
Best Buy	9	0	4	5	0																
Fidelity National Financial	9	0	4	5	0																
PepsiCo	9	5	4	0	0																
Procter & Gamble	9	5	4	0	0																
Walmart	9	0	4	5	0																
Allstate	8	5	3	0	0																
Apple	8	0	3	5	0																
Bank of America	8	5	3	0	0																
Boeing	8	5	3	0	0																
Bristol-Myers Squibb	8	5	3	0	0																
Fidelity National Information Service	8	0	3	5	0																
General Electric	8	5	3	0	0																
HP	8	5	3	0	0																
NextEra Energy	8	0	3	5	0																
Nike	8	5	3	0	0																
Occidental Petroleum	8	5	3	0	0																
Owens Corning	8	0	3	5	0																
Pfizer	8	5	3	0	0																
Philip Morris International	8	5	3	0	0																
Robert Half International	8	5	3	0	0																
Starbucks	8	0	3	5	0																
Sysco	8	5	3	0	0																
TJX	8	5	3	0	0																
Verizon Communications	8	5	3	0	0																
Wells Fargo	8	5	3	0	0																
Williams	8	0	3	5	0																
3M	7	5	2	0	0																
Albertsons	7	5	2	0	0																
Avis Budget Group	7	5	2	0	0																
Bath & Body Works	7	5	2	0	0																
Becton Dickinson	7	5	2	0	0																
Biogen	7	5	2	0	0																
Broadcom	7	5	2	0	0																
Casey's General Stores	7	0	2	5	0																
Cheniere Energy	7	5	2	0	0																
Cognizant Technology Solutions	7	5	2	0	0																
Consolidated Edison	7	0	2	5	0																
Discover Financial Services	7	5	2	0	0																
Dow	7	5	2	0	0																
Eli Lilly	7	5	2	0	0																
Estée Lauder	7	5	2	0	0																
Genworth Financial	7	5	2	0	0																
Gilead Sciences	7	5	2	0	0																
Global Payments	7	5	2	0	0																
Humana	7	5	2	0	0																
Jabil	7	5	2	0	0																
Lockheed Martin	7	5	2	0	0																
Lumen Technologies	7	5	2	0	0																

Macy's	7	0	2	5	0
Massachusetts Mutual Life Insurance Company	7	5	2	0	0
McDonald's	7	5	2	0	0
Nationwide	7	5	2	0	0
Northwestern Mutual	7	5	2	0	0
Performance Food Group	7	5	2	0	0
PG&E	7	5	2	0	0
Plains GP Holdings	7	5	2	0	0
Prudential Financial	7	5	2	0	0
TD Synnex	7	0	2	5	0
Tenet Healthcare	7	5	2	0	0
Toll Brothers	7	5	2	0	0
Travelers	7	5	2	0	0
U.S. Bancorp	7	5	2	0	0
United Parcel Service	7	5	2	0	0
UnitedHealth Group	7	5	2	0	0
Univar Solutions	7	5	2	0	0
W.W. Grainger	7	5	2	0	0
Whirlpool	7	5	2	0	0
XPO	7	5	2	0	0
Adobe	6	5	1	0	0
Alaska Air Group	6	5	1	0	0
Ameren	6	5	1	0	0
American Tower	6	5	1	0	0
AmerisourceBergen / now Cencora	6	5	1	0	0
Amgen	6	5	1	0	0
APA	6	5	1	0	0
Asbury Automotive Group	6	5	1	0	0
Baxter International	6	5	1	0	0
BlackRock	6	5	1	0	0
Burlington Stores	6	5	1	0	0
CenterPoint Energy	6	5	1	0	0
Citizens Financial Group	6	5	1	0	0
Cleveland-Cliffs	6	5	1	0	0
Community Health Systems	6	5	1	0	0
Constellation Energy	6	5	1	0	0
Cummins	6	5	1	0	0
Dana	6	5	1	0	0
Dominion Energy	6	5	1	0	0
DTE Energy	6	5	1	0	0
EnLink Midstream	6	5	1	0	0
Enterprise Products Partners	6	5	1	0	0
Equitable Holdings	6	5	1	0	0
Exelon	6	5	1	0	0
Expedia Group	6	5	1	0	0
General Mills	6	5	1	0	0
Hess	6	5	1	0	0
Hewlett Packard Enterprise	6	5	1	0	0
Huntington Bancshares	6	5	1	0	0
Huntington Ingalls Industries	6	5	1	0	0
International Flavors & Fragrances	6	5	1	0	0
Jones Financial (Edward Jones)	6	5	1	0	0
Jones Lang LaSalle	6	5	1	0	0
Keurig Dr Pepper	6	5	1	0	0
Kimberly-Clark	6	5	1	0	0
Kraft Heinz	6	5	1	0	0
Kroger	6	5	1	0	0
Landstar System	6	5	1	0	0
Lincoln National	6	5	1	0	0
Marsh & McLennan	6	5	1	0	0
Mastercard	6	5	1	0	0
Meta Platforms	6	5	1	0	0
Moderna	6	5	1	0	0
Mondelez International	6	5	1	0	0
Nvidia	6	5	1	0	0
Old Republic International	6	5	1	0	0
Olin	6	5	1	0	0
Oneok	6	5	1	0	0
Oracle	6	5	0	0	1
Otis Worldwide	6	5	1	0	0
Owens & Minor	6	5	1	0	0
Paramount Global	6	5	1	0	0
Rite Aid	6	5	1	0	0
Ross Stores	6	5	1	0	0
Sonic Automotive	6	5	1	0	0
Textron	6	5	1	0	0
Thermo Fisher Scientific	6	5	1	0	0
Thor Industries	6	5	1	0	0
TIAA	6	5	1	0	0
TravelCenters of America	6	5	1	0	0
Union Pacific	6	5	1	0	0
United Services Automobile Assn.	6	5	1	0	0
United States Steel	6	5	1	0	0
VF	6	5	1	0	0
Viatris	6	5	1	0	0

Vistra	6	5	1	0	0
Weyerhaeuser	6	5	1	0	0
A-Mark Precious Metals	5	5	0	0	0
ABM Industries	5	5	0	0	0
American Family Insurance Group	5	5	0	0	0
Automatic Data Processing	5	5	0	0	0
Blackstone	5	5	0	0	0
Conagra Brands	5	5	0	0	0
Continental Resources	5	5	0	0	0
Devon Energy	5	5	0	0	0
Dover	5	5	0	0	0
Genuine Parts	5	5	0	0	0
Insight Enterprises	5	5	0	0	0
JetBlue Airways	5	5	0	0	0
KLA	5	5	0	0	0
Murphy USA	5	5	0	0	0
Norfolk Southern	5	5	0	0	0
Oshkosh	5	5	0	0	0
Ovintiv	5	5	0	0	0
PacificLife	5	5	0	0	0
Par Pacific Holdings	5	5	0	0	0
Parker-Hannifin	5	5	0	0	0
SpartanNash	5	5	0	0	0
Thrivent Financial for Lutherans	5	5	0	0	0
Williams-Sonoma	5	5	0	0	0
AbbVie	4	0	3	0	1
Centene	4	0	4	0	0
Charter Communications	4	0	4	0	0
Corning	4	0	4	0	0
HCA Healthcare	4	0	4	0	0
MetLife	4	0	4	0	0
Microsoft	4	0	4	0	0
Abbott Laboratories	3	0	3	0	0
Amazon.com	3	0	3	0	0
Baker Hughes	3	0	3	0	0
Bank of New York Mellon	3	0	3	0	0
ConocoPhillips	3	0	3	0	0
Delta Air Lines	3	0	3	0	0
Elevance Health	3	0	3	0	0
Energy Transfer	3	0	3	0	0
Franklin Resources	3	0	3	0	0
General Motors	3	0	3	0	0
Morgan Stanley	3	0	3	0	0
Newmont	3	0	3	0	0
Progressive	3	0	3	0	0
Public Service Enterprise Group	3	0	3	0	0
Qualcomm	3	0	3	0	0
S&P Global	3	0	3	0	0
Tesla	3	0	3	0	0
United Airlines Holdings	3	0	3	0	0
Walt Disney	3	0	3	0	0
World Fuel Services	3	0	3	0	0
Air Products & Chemicals	2	0	2	0	0
Analog Devices	2	0	2	0	0
Andersons	2	0	2	0	0
Archer Daniels Midland	2	0	2	0	0
Arrow Electronics	2	0	2	0	0
Auto-Owners Insurance	2	0	2	0	0
Ball	2	0	2	0	0
Berkshire Hathaway	2	0	2	0	0
Booz Allen Hamilton Holding	2	0	2	0	0
Caesars Entertainment	2	0	2	0	0
Capital One Financial	2	0	2	0	0
Caterpillar	2	0	2	0	0
Chipotle Mexican Grill	2	0	2	0	0
CHS	2	0	2	0	0
Coca-Cola	2	0	2	0	0
CommScope Holding	2	0	2	0	0
Deere	2	0	2	0	0
Delek US Holdings	2	0	2	0	0
DISH Network	2	0	2	0	0
Eastman Chemical	2	0	2	0	0
EMCOR Group	2	0	2	0	0
Eversource Energy	2	0	2	0	0
Exxon Mobil	2	0	1	0	1
Farmers Insurance Exchange	2	0	2	0	0
FirstEnergy	2	0	2	0	0
Fluor	2	0	2	0	0
Freddie Mac	2	0	2	0	0
Goodyear Tire & Rubber	2	0	2	0	0
GXO Logistics	2	0	2	0	0
Hilton Worldwide Holdings	2	0	2	0	0
Home Depot	2	0	2	0	0
International Business Machines	2	0	2	0	0
Land O'Lakes	2	0	2	0	0

LKQ	2	0	2	0	0
MasTec	2	0	2	0	0
Micron Technology	2	0	2	0	0
New York Life Insurance	2	0	2	0	0
NVR	2	0	2	0	0
ODP	2	0	2	0	0
Omnicom Group	2	0	2	0	0
ON Semiconductor	2	0	2	0	0
Philips 66	2	0	2	0	0
PPG Industries	2	0	2	0	0
Principal Financial	2	0	2		
Raytheon Technologies	2	0	2	0	0
State Farm Insurance	2	0	2	0	0
Steel Dynamics	2	0	2	0	0
Targa Resources	2	0	2	0	0
Ulta Beauty	2	0	2	0	0
Universal Health Services	2	0	2	0	0
Vulcan Materials	2	0	2	0	0
Walgreens Boots Alliance	2	0	2	0	0
Advance Auto Parts	1	0	1	0	0
AECOM	1	0	1	0	0
Airbnb	1	0	1	0	0
Alcoa	1	0	1	0	0
Ally Financial	1	0	1	0	0
Allice USA	1	0	1	0	0
American Electric Power	1	0	1	0	0
Amphenol	1	0	1	0	0
Applied Materials	1	0	1	0	0
Arconic	1	0	1	0	0
ARKO	1	0	1	0	0
Arthur J. Gallagher	1	0	1	0	0
Autoliv	1	0	1	0	0
AutoNation	1	0	1	0	0
Avantor	1	0	1	0	0
Avnet	1	0	1	0	0
Beacon Roofing Supply	1	0	1	0	0
Bed Bath & Beyond	1	0	1	0	0
Berry Global Group	1	0	1	0	0
Boise Cascade	1	0	1	0	0
Booking Holdings	1	0	1	0	0
BorgWarner	1	0	1	0	0
Builders FirstSource	1	0	1	0	0
C.H. Robinson Worldwide	1	0	1	0	0
Campbell Soup	1	0	1	0	0
Cardinal Health	1	0	1	0	0
CarMax	1	0	1	0	0
Carvana	1	0	1	0	0
Celanese	1	0	1	0	0
Chesapeake Energy	1	0	1	0	0
Chevron	1	0	1	0	0
Cintas	1	0	1	0	0
Commercial Metals	1	0	1	0	0
Constellation Brands	1	0	1	0	0
Corteva	1	0	1	0	0
Costco Wholesale	1	0	1	0	0
Coterra Energy	1	0	1	0	0
Danaher	1	0	1	0	0
Darden Restaurants	1	0	1	0	0
DaVita	1	0	1	0	0
Diamondback Energy	1	0	1	0	0
Dick's Sporting Goods	1	0	1	0	0
Dollar General	1	0	1	0	0
DXC Technology	1	0	1	0	0
Ecolab	1	0	1	0	0
Edison International	1	0	1	0	0
Emerson Electric	1	0	1	0	0
Entergy	1	0	1	0	0
EOG Resources	1	0	1	0	0
Erie Insurance Group	1	0	1	0	0
FedEx	1	0	1	0	0
Fifth Third Bancorp	1	0	1	0	0
Fiserv	1	0	1	0	0
Foot Locker	1	0	1	0	0
Fortune Brands Innovations	1	0	1	0	0
Fox	1	0	1	0	0
Freeport-McMoRan	1	0	1	0	0
Gap	1	0	1	0	0
Global Partners	1	0	1	0	0
Graphic Packaging Holding	1	0	1	0	0
Graybar Electric	1	0	1	0	0
Halliburton	1	0	1	0	0
Henry Schein	1	0	1	0	0
Hershey	1	0	1	0	0
Hertz Global Holdings	1	0	1	0	0
Honeywell International	1	0	1	0	0



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Appendix:

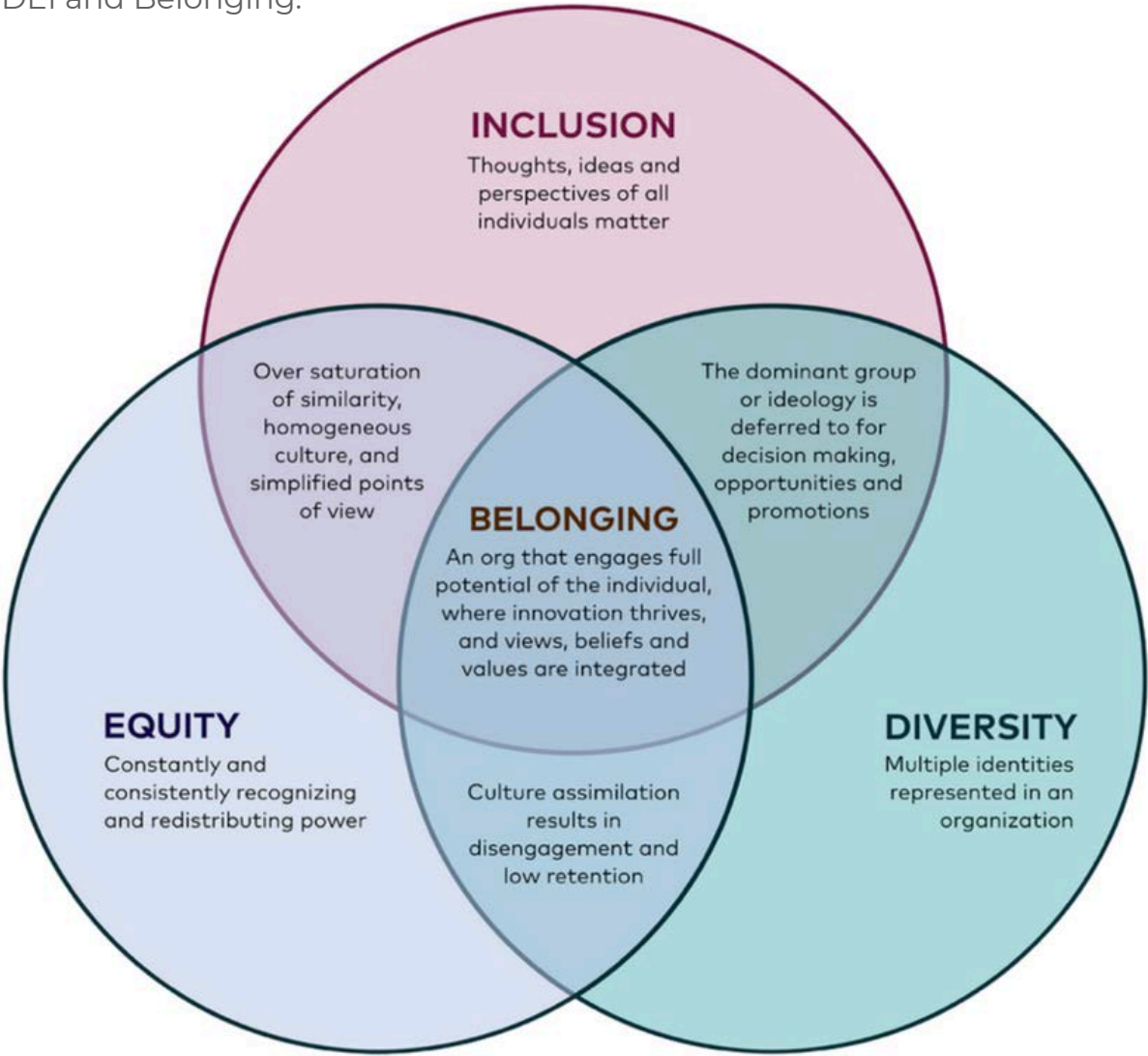
What Faith-Oriented DEI Contributes to “Belonging”

Kent Johnson, JD, Senior Corporate Advisor

The now-widespread focus on “belonging” as integral to Diversity, Equity and Inclusion (DEI) is a signal that the time has now come for religion to be included as a full-fledged part of DEI.

Beginning around 2019, “Belonging” emerged as a hot topic in DEI circles. Many leaders began wrestling with the fact that some DEI programs can have a tendency to alienate employees to the point that they feel unwelcome; that they don’t “belong.” This warrants more thought.

Here’s a common Venn diagram from Krys Burnette that seeks to illustrate the interrelations between DEI and Belonging:



The lower center section highlights an important insight, that emphasizing equity and diversity WITHOUT a corresponding emphasis on “inclusion for all” causes disengagement and low retention. If the overall message is perceived as pushing cultural assimilation – a melting pot that disregards distinctives – many employees will feel excluded, diminished and alienated.

Often in the DEI world, “inclusion” is measured predominantly to ensure that people in recognized diversity categories are represented in management, salary scale and “seats at the table” in numbers that mirror the ratios their categories bear to the general population of the community, the country or the world. If a DEI program is seen as mainly dedicated to achieving that mathematical outcome, it can appear to pit employees against one another. It feels like a zero-sum game; “them” against “us.” The “ins” versus the “outs.” Without a concurrent focus on “belonging” for all, the benefits to be derived from proportional representation tend to get lost in the math.

DEI’s adoption of the goal of “belonging” begins to address this matter. Unlike “inclusion,” which often is treated as a fact corroborated by mathematical ratios applied to specific groups, belonging entails a highly subjective element. And it begs a key question: “Belonging to WHAT?”

In this context, I suggest that a concerted focus on RELIGIOUS diversity, done well, can mitigate a zero-sum-gamed ethos and strengthen the sense of belonging for everyone in the organization, without compromising traditional diversity goals.

Over 80% of the global population identifies as “religiously affiliated” and this number is projected to increase to over 85 percent by 2050. It’s clear that the overlap between religious diversity and traditional diversity categories is huge. Many people across the diversity spectrum are religiously affiliated. The reach of religious diversity is even greater if one applies the following common sweeping definition of religion: “a cause, principle, or system of beliefs held to with ardor and faith.” Especially with that definition in mind, a concerted focus on religious diversity avoids the exclusivity of many other diversity categories. It speaks to all of us.

Religious diversity doesn’t seek to advance one group in relation to any other. Its goal, instead, is to serve other celebrated goals of DEI: to free employees, first, to “be themselves,” second, to openly share their richly diverse business-related ideas, views and philosophies, and third, to advance a culture of “full engagement” of all. A purposeful focus on religious diversity promotes meaningful and warm connections across all diversity categories. It welcomes people of all faiths, atheists and agnostics, for the specific purpose of promoting a culture of listening, mutual respect and cross-cultural friendship. And, importantly, belonging.

As can be seen in the following [linked summary](#), companies across the spectrum of industries have eagerly embraced religious diversity, with powerfully positive results. Employee resource groups (ERGs) representing specific beliefs (and atheism) have sprung up, leaving the door open for additional beliefs. In some companies, faith-oriented groups fall under an umbrella diversity category referred to in various ways including “Interfaith,” “Inter Belief,” etc.

Many of these faith-oriented ERGs offer informational sessions to all interested coworkers, describing the relevance of their respective religious views and practices to their work. These sessions often feature multiple faiths, and include discussion of unifying themes, including values they hold in common. These ERGs also engage in joint projects to help communities with food banks, tutoring, elimination of human trafficking and many other positive outreach works. All these activities strengthen participants’ sense of belonging and connection, across sectarian lines. More information about faith-oriented ERGs is available [here](#).

The result is a deep and wide sense of BELONGING – not just belonging to particular diversity groups (though that is important), but, profoundly, belonging to the entire enterprise – the whole of the company’s work.

HR professionals: This is worth pursuing.