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Service Offerings



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ABOUT

The Religious Freedom & Business Foundation (RFBF) is the preeminent organization dedicated to educating the global business community, policymakers, non-government organizations and consumers about the positive power that faith – and religious freedom for all (including those with no religious faith) – has on business and the economy.

The economic value and social benefits of robust religious diversity and liberty are tremendous. RFBF believes that business and religious freedom combine to form a powerful force for a better world. Through groundbreaking expert research, training programs, practical business tools and convening interfaith dialogue, RFBF helps demonstrate the critical link between respect for faith, successful enterprise and dynamic national economies. RFBF's pioneering work serves as a catalyst for executives to promote Freedom of Religion or Belief for all people through employee programing, customer-facing policies, and leveraging their broader societal influence.



TRAINING SERVICES

The Religious Freedom & Business Foundation offers training and consulting services to help companies effectively address faith and belief at work with a focus on creating environments of accommodation through the establishment of faith and belief-oriented ERGs.

Through our Executive Seminars, Training offerings, and Certification Program, developed by our expert faculty in consultation with top businesses, participants will learn how to increase the bottom line through faith-and-belief friendly policies and strategies. The training is built on the following three pillars:

- **Knowledge:** An understanding of the laws addressing faith and belief at work and familiarity with the empirical evidence illustrating the role that religious accommodation, religious diversity, and religious inclusion play in business strategy, corporate policy, and economic growth is a critical foundation of any training on faith at work.
- **Skills:** All training deliveries include an emphasis on skills participants can develop, such as religious literacy to help cultivate an appreciation for the religious needs and requirements of employees and customers, or knowing how to identify religious discrimination and effectively address it. This section will also include best practices and tools for building, launching, and sustaining successful faith and belief-oriented ERGs, which have been compiled from the experiences from dozens of companies with experiences in addressing faith and belief at work and launching faith and belief-oriented ERGs.
- **Application:** Participants learn frameworks and tools that can be implemented to help them lead effectively in a world of growing religious diversity. Participants are asked to create application plans on how they will implement these tools into their work life and leadership.

Using these principles as a foundation, we will work with leaders at Hackensack Meridian Health to design and deliver a training program specific to the Hackensack Meridian context and workforce.

As the world's premier convener of faith and belief-oriented ERGs at our annual Faith@Work Conferences, we have vast experience working with companies that seek to establish or have established faith and belief-oriented ERGs. A recent example of this includes the FaithConnect ERG at Equinix, which launched in late 2020. Equinix hired RFBF to help them successfully build and launch FaithConnect, as highlighted in the testimonial included in this video [[link](#)].

The training development process starts through collaboration between RFBF experts and client representatives.

CONSULTING SERVICES

In addition to training the workforce and organizational leaders, it may also be helpful to have a subject matter expert on hand to help leaders navigate specific challenges associated with establishing and sustaining successful faith and belief-oriented initiatives, including employee resource groups (ERGs). With its experiences working with dozens of companies in this area and the global leader in research regarding the role and impact of faith and belief in the workplace, the RFBF brings unparalleled expertise and experience regarding what has worked well, what has not worked well, and what the best implementation practices are. With that expertise, we offer consulting services to address the challenges associated with launching and sustaining faith-oriented initiatives including ERGs and other ad hoc needs that arise in conjunction with faith and belief-oriented initiatives. These services are usually deployed in conjunction with a specific initiative with an associated number of hours of consulting services, though other models are possible as outlined in the Cost Section below.

We also advise on the development of company policies that address faith and belief at work. It is critical that every organization have company-wide policies that reflect existing law, the organization's operating context, and the principles of faith and belief accommodation. The Religious Freedom & Business Foundation has deep expertise among our workplace law and business experts as well as significant experience working with corporations on policy development and revision. If desired, the Religious Freedom & Business Foundation can act in a consultative role to help develop an appropriate policy addressing faith and belief.

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COST

Training: As described above, our trainings are built to match the needs of each organization. Accordingly, each training and associated cost may be different.

For reference, organizations have often started with a half-day (three content hours) training with managers or ERG leaders. The possible training outline described above fits this model. A half-day training typically costs between \$6,000 to \$9,000 USD (plus expenses if it is an in-person training). The varying cost depends on the number of trainers, complexity of training preparation (number of meetings, customization), number of trainings, and number of participants.

Have-day training (three content hours)	\$6,000 - \$9,000 USD
Three separate one-hour trainings	\$6,000 - \$9,000 USD

Consulting: Consulting arrangements may include defined projects where a specific amount or hours is identified, purchase of a preset amount of consulting hours, or a retainer model based on estimated hours used. Costs will reflect the number of consulting hours used, as outlined below.

10 Hours	\$6,600.00
20 Hours	\$12,925.00
30 Hours	\$18,975.00
40 Hours	\$24,750.00

ADDITIONAL RESOURCES

We are actively engaged in producing knowledge and data that can help companies understand how to create faith-friendly workplaces for individuals of all beliefs or none at all. See more of our work below:

- How we are working with our corporate clients and partners [[link](#)]
- Our research to help companies and economies understand that freedom of faith and belief is good for business [[link](#)]
- The groundbreaking Corporate Religious Equity, Diversity, & Inclusion (REDI) Index helps companies worldwide benchmark success in religious diversity and accommodation [[link](#)]

