



RFBF

RELIGIOUS FREEDOM &
BUSINESS FOUNDATION

FAITH & BUSINESS BUILD A BETTER WORLD

October 29, Tuesday

12-12:45 pm ET

9-9:45 am PT

In-person lunch option in
Washington DC, 11:30-1:15



Ready for
REDI?



REDI Index

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX


RELIGIOUS FREEDOM & BUSINESS FOUNDATION


2025


The Context


US & UK Workplaces & Religion


What Latest Research Says

- 
- 19% of participants had requests to take annual leave to celebrate religious holidays or festivals rejected.

- 
- 47% of people did not feel comfortable discussing religious festivals they celebrate at work.

- 
- Of those who do wear religious dress or symbols at work, only 16% felt comfortable doing so.

- 
- Only 36% of participants felt that their line manager was happy for them to take time off for religious festivals.

- 
- Of those who wore religious dress or symbols in other aspects of their lives, only 23% of them were prepared to do this at work.

Pearn Kandola Research

Religion at Work
(2023)

PEARN | KANDOLA

24% of Muslims and
39% of Jews have
suffered
discrimination at
work during the past
ten months



Download The
Free Report

pearnkandola.com



2023

US Fortune 500

- | | |
|---------------------|-----------------------------|
| 1 intel | 9 Google |
| 2 American Airlines | 10 TEXAS INSTRUMENTS |
| 3 EQUINIX | 11 INTUIT |
| 4 PayPal | 12 AMERICAN EXPRESS |
| 5 salesforce | 13 TARGET |
| 6 DELL | 14 CMS ENERGY |
| 7 AIG | 15 Ford |
| 8 Tyson | 16 NEXTERA ENERGY |

Global 500

- | |
|--------------------|
| 1 accenture |
| 2 SAP |
| 3 BOSCH |

Outside Fortune 500

- | |
|----------------------------|
| 1 qualtrics |
| 2 KAISER PERMANENTE |
| 3 servicenow |



2021

Fortune 100

- | | |
|-----------------------------|------------------------------|
| ▲ 1 intel | ▲ 6 DELL Technologies |
| ▲ 2 American Airlines | 7 TARGET |
| ▲ 2 AMERICAN EXPRESS | ▲ 7 Cigna |
| 4 Google | 9 facebook |
| 5 Tyson | ▲ 10 Fannie Mae |
| | 10 Apple |

Fortune 200

- | |
|------------------------------|
| ★ 1 TEXAS INSTRUMENTS |
| ★ 2 PayPal |
| ★ 3 salesforce |
| ★ 4 aramark |
| ★ 5 NETFLIX |

Key: Top companies in 2021
▲ Increase in rank from 2020
★ 2021 is first time in Top 10



2022

US Fortune 500

- | | |
|----------------------------|----------------------------|
| 1 American Airlines | 7 Tyson |
| 2 intel | 9 AIG |
| 3 DELL Technologies | 9 Google |
| 3 PayPal | 11 AMERICAN EXPRESS |
| 5 TEXAS INSTRUMENTS | 11 Ford |
| 6 EQUINIX | 11 intuit |
| 7 TARGET | |

Outside US 500

- | |
|--------------------|
| 1 accenture |
| 2 SAP |
| 3 qualtrics |
| 3 YogiTea |

* Global Fortune 500



2020

US Fortune 100

- | | |
|-------------------------------|---------------------------|
| TOP 10 FORTUNE 100 WORKPLACES | |
| 1 Google | 5 facebook |
| 2 intel | 7 Apple |
| 2 Tyson | 8 DELL |
| 4 target | 9 AMERICAN EXPRESS |
| | 9 Goldman Sachs |

Fortune 500

#1		10	
#1 tie	American Airlines 	11	 TEXAS INSTRUMENTS
2	 EQUINIX	12	
3		13	
4		14	 BOSCH
4 tie	intel 	15	
6		16	
7		17	
8 tie		18	 Altria
8		19	



REDI Index 2024

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

Non-Fortune 500

1	 bmc	7	
2	 Baringa	8	
3	 Rolls-Royce	9	 qualtrics ^{XM}
4	 YOGI TEA	10	
5		11	
6		12	 KAISER PERMANENTE [®]



REDI Index

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX

RELIGIOUS FREEDOM & BUSINESS FOUNDATION

2025

Benchmarking
Workplace Religious
Inclusion
REDI Index Survey



Best
Practices

ReligiousFreedomAndBusiness.org/REDI



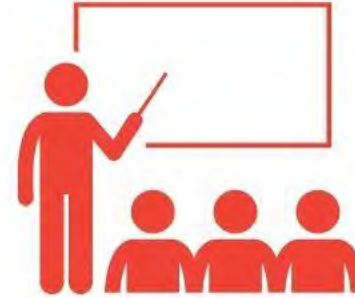
1. Religion is featured on company's main diversity page



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



**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

* 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 (to be scored by survey staff manually)



1. Religion (incl. faith and belief) is featured on company's main diversity page

The Intel logo, featuring a small blue square above the word "intel" in a bold, blue, sans-serif font, followed by a registered trademark symbol (®).



Global Diversity and Inclusion

Diversity and Inclusion are Key to Innovation

Our path to create a more inclusive and responsible workplace, industry and world is embedded in our purpose. Diversity and inclusion are instrumental in driving innovation and delivering strong business growth. We are committed to creating a better world through the power of our technology, our global scale and the expertise and passion of our employees. It's not added work, it's how we work.

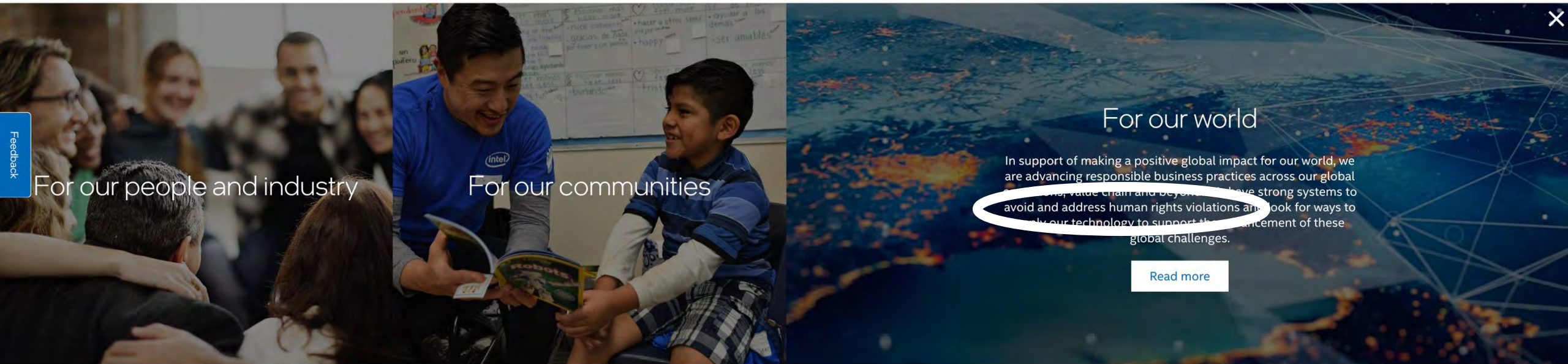


Feedback

Our Approach

We innovate and create business outcomes to drive lasting positive change. We do this by focusing our efforts on doing good for our people and our industry, our communities, and our world.

Click each box to learn more about our areas of focus.



For our people and industry

For our communities


For our world

In support of making a positive global impact for our world, we are advancing responsible business practices across our global operations, value chain and beyond. We have strong systems to avoid and address human rights violations and look for ways to use our technology to support the advancement of these global challenges.



[Read more](#)

Employee Experiences

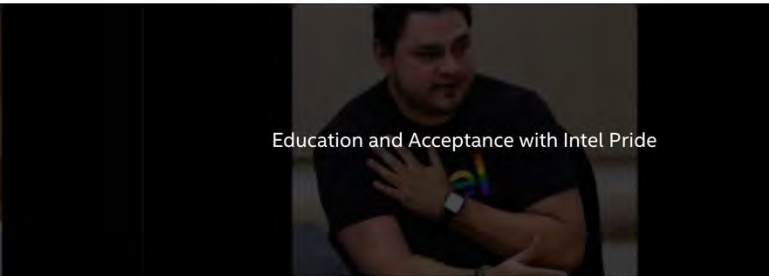
Employee Experiences



Co-Engineering the Future



Lessons in Leadership and Inclusion



Education and Acceptance with Intel Pride



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](#)



Faith Based Employee Resource Groups Enable Connection Through Diversity

[Subscribe](#)

Article Options ▾



 **We_Are_Intel** 
Employee

03-23-2023

 5  1  11.3K


The mission of the alliance is to “inspire, educate, develop, and advocate for a safe and inclusive work community that values the observance of sincerely held beliefs without imposing participation.” It showcases a




Thank you so much for showcasing the important role faith based ERGs play in fostering belonging for all. And congratulations for being the most faith-friendly Fortune 500 company in 2023 as measured by the Corporate Religious Equity, Diversity & Inclusion [\(REDI\) Index in 2023!](#)



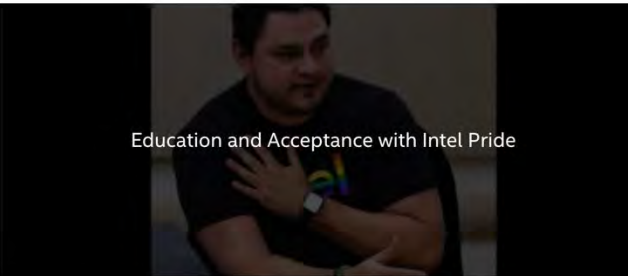

Employee Experiences



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Employee Resource Groups

We encourage employee connection through our network of Intel chartered 45+ Employee Resource Groups (ERGs) and Leadership Councils (LCs). The ERGs and LCs are organized around race, national origin, gender identity, parenthood, diverse abilities, education, faith and beliefs, and other common affinities.

[Read about our progress in the 2022-23 Corporate Responsibility report](#)

- Agnostics, Atheists, and Allies at Intel

- American Indian Employee Network

- Arabs at Intel Community

- Asian Pacific American Network

- Bahá'í Intel Network

- Employee Resource Groups Together Embracing Diversity

- India Veterans at Intel

- Intel Armenian Society

- Intel Bengali Employee Network

- Intel Bible-based Christian Network

- Intel Black Leadership Council

- Intel Chinese Employee Network

- Intel Disability and Accessibility Network

- Intel Disability Leadership Council

- Intel Doctorates Leadership Forum

- Intel Eastern European Balkanika Group

- Intel Filipino Employee Network

- Intel French Speaking Network

- Intel Hindu Network

- Intel Italian Employee Group

- Intel Indigenous Peoples Leadership Council

- Intel Iranian Employee Group

- Intel Irish Network

- Intel Jewish Community

- Intel Japanese Community

- Intel Latinx Leadership Council

- Intel LGBTQ+ Employee Network

- Intel Muslim Employee Group

- Intel Nepalese Employee Network

- Intel Nepalese Group

- Intel Network of Executive Women

- Intel Pakistani Employee Group

- Intel Parents Network

- Intel Pride

- Intel Russian Speaking Employee Group

- Intel Sikh Employee Group

- Intel Spanish Speaking Network

- Intel Veteran Leadership Council

- Intel Vietnamese Group

- Network of Intel African Ancestry

- NextGen Professionals Network

- Out and Ally Leadership Council

- Pacific Islanders of Intel

- Partners for Inclusion and Equity

- Senior Women's Community

- Turkish Employee Network at Intel

- Women at Intel Network



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- Intel Disability and Accessibility Network

- Intel Disability Leadership Council

- Intel Doctorates Leadership Forum

- Intel Eastern European Balkanika Group

- Intel Filipino Employee Network

- Intel French Speakers Network

- Intel Hindu Network

- Intel Italian Employee Group

- Intel Indigenous Peoples Leadership Council

- Intel Iranian Employee Group

- Intel Irish Network

- Intel Jewish Community

- Intel Japanese Community

- Intel Latinx Leadership Council

- Intel LGBTQ+ Community

- Intel Muslim Employee Group

- Intel Nepalese Network

- Intel Nepalese Group

- Intel Network of Executive Women

- Intel Pakistani Employee Group

- Intel Parents Network

- Intel Pride

- Intel Russian Speaking Employee Group

- Intel Sikh Employee Group

- Intel Spanish Community

- Intel Veteran Leadership Council

- Intel Vietnamese Group

- Network of Intel African Ancestry

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- Women at Intel Network

Our Business Is Rooted in Corporate Responsibility

We continue to raise the bar for ourselves to make greater strides in corporate responsibility and leverage our technology leadership to address social and environmental challenges.

Our RISE Strategy and Goals

We are on a mission to accelerate the integration of responsible, inclusive, and sustainable practices in our operations and supply chain, across our product offerings, throughout the industry, and beyond—enabled by our technology and the expertise of our employees.

[Learn about our RISE strategy and goals](#)

Corporate Responsibility Report

We are extremely proud of our long-standing leadership in corporate responsibility, sustainability, diversity and inclusion, education initiatives, and philanthropic endeavors. Each May, we release a comprehensive report about our efforts, goals, and performance.

[Read the latest report](#)

Executive Summary Report

Get a quick overview of our recent corporate responsibility highlights and strategy.

[Read the executive summary](#)

Build Your Own Report

Build a custom report with exactly the information you need and download additional report resources like Intel's GRI index, our UN Global Compact mapping, political contributions data, past reports, and more.

[Get your custom report](#)

Leadership Councils and Employee Resource Groups

We offer 38 Employee Resource Groups (ERGs) and eight Leadership Councils that connected over 33,000 employees in 2022. Some 25% of our employees are members of ERGs, and approximately 11% of our employees are members of more than one ERG.

Leadership Councils. Our Leadership Councils include more than 1,800 Intel leaders who serve as role models of leadership and champions of the company's ERG members and initiatives, helping to guide and mentor ERG members. Their mission is to promote the progression and growth of diverse employees and foster an inclusive culture where all employees can thrive professionally. The Intel Black Leadership Council, Intel Disability Leadership Council, Intel Latinx Leadership Council, Intel Native American and Pacific Islander Leadership Council, Intel Network of Executive Women, Intel Veteran Leadership Council, Out and Ally Leadership Council, and Senior Women's Community host sponsorship programs to help support and advance leaders within their respective communities, while driving business results. Leadership Councils' members are usually at the director or principal engineer level or above. A sponsor at the executive or senior vice-president level supports each council.

ERGs. Intel's ERGs are organized around race, national origin, gender identity, parenthood, diverse abilities, education, faith and beliefs, and other common affinities. We encourage employees to participate in ERGs beyond their personal affinities to build relationships with a wider community and exchange learnings; allies are welcomed and encouraged. ERGs can serve as powerful networks, offering opportunities for personal and professional development, access to mentors, and volunteer activities that facilitate teamwork and build camaraderie. Getting involved with an ERG has many benefits to the individual employee—developing a network, gaining leadership skills, learning about other business groups at Intel, and growing skills and leadership experience that may not be available in their primary role.

Intel Employee Resource Groups

Our ERGs are part of the engine that drives community and inclusion at Intel. The vast variety of these groups reflects how Intel tries to include and empower every employee to embrace a sense of belonging.

Agnostics, Atheists, and Allies at Intel	Intel Eastern European Balkanika Group	Intel Nepalese Group
American Veterans at Intel	Intel Filipino Employee Network	Intel Pakistani Employee Group
Arabs at Intel Community	Intel French Speakers Network	Intel Parents Network
Asian Cultural Integration	Intel Pride (recently renamed from Intel Gay, Lesbian, Bisexual, or Transgender Employees)	Intel Russian-Speaking Employee Group
Baha'i Intel Network	Intel Hindu Network	Intel Sikh Employee Group
Employees X-Site Together Embracing Diversity Community	Intel India Employee Group	Intel Taiwan Network
Intel Armenian Society	Intel Iranian Employee Group	Intel Vietnamese Group
Intel Bangladesh Association	Intel Jewish Community	India Veterans at Intel
Intel Bible-Based Christian Network	Intel Korean Community	Network of Intel African Ancestry
Intel Chinese Employee Network	Intel Latinx Network	NextGen Professionals Network
Intel Disability and Accessibility Network	Intel Muslim Employee Group	Pacific Islanders of Intel
Intel Doctorates Leadership Forum	Intel Native American Network	Partners for Inclusion and Equity
		Turkish Employee Network at Intel
		Women at Intel Network

Intel received the following awards related to our ERGs in 2022:

AISES. Top Workplace for Indigenous STEM Professionals

HITEC. 50 most influential technology leaders in Spain, Portugal, Latin America, and Brazil

Hispanic Leadership. 100 Most Influential Hispanics in the Technology Industry

Religious Freedom & Business Foundation. Corporate Religious Equity, Diversity and Inclusion (REDI) Index. Ranked #2 Most Religious/Belief Inclusive Company

Human Rights Campaign. Corporate Equality Index – 100%

DisabilityIN. Disability Equality Index – 100%



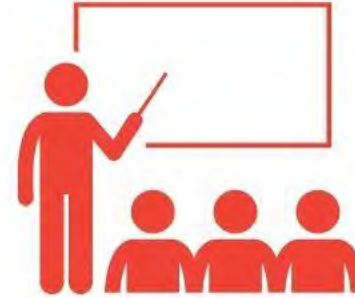
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2. Company sponsors faith and belief employee resource groups (ERGs)



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



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

[ERGs](#)[Resources](#)[Job Openings](#)

Employee Resource Groups

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- Intel Disability Leadership Council

- Intel Doctorates Leadership Forum

- Intel Eastern European Balkanika Group

- Intel Filipino Employee Network

- Intel Food & Drink Network

- Intel Hindu Network

- Intel Indian Employee Group

- Intel Indigenous Peoples Leadership Council

- Intel Iranian Employee Group

- Intel Irish Network

- Intel Jewish Community

- Intel Korean Community

- Intel Latinx Leadership Council

- Intel LGBTQ+ Network

- Intel Muslim Employee Group

- Intel Nepalese Network

- Intel Nepalese Group

- Intel Network of Executive Women

- Intel Pakistani Employee Group

- Intel Parents Network

- Intel Pride

- Intel Russian Speaking Employee Group

- Intel Sikh Employee Group

- Intel Spanish

- Intel Veteran Leadership Council

- Intel Vietnamese Group

- Network of Intel African Ancestry

- NextGen Professionals Network

- Out and Ally Leadership Council

- Pacific Islanders of Intel

- Partners for Inclusion and Equity

- Senior Women's Community

- Turkish Employee Network at Intel

- Women at Intel Network



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

Schroders



**SchOUT
LGBT+
Society**
at Schroders



**Black
Professionals
Network**
at Schroders



**Armed
Forces
Network**
at Schroders



**Minds
Network**
at Schroders



**Gender
Equality
Network**
at Schroders



**Workability
Network**
at Schroders



**Spanish
& Latin
Society**
at Schroders



**Sikh
Society**
at Schroders



**Christians
Society**
at Schroders



**Jewish
Society**
at Schroders



**Hindu
Society**
at Schroders



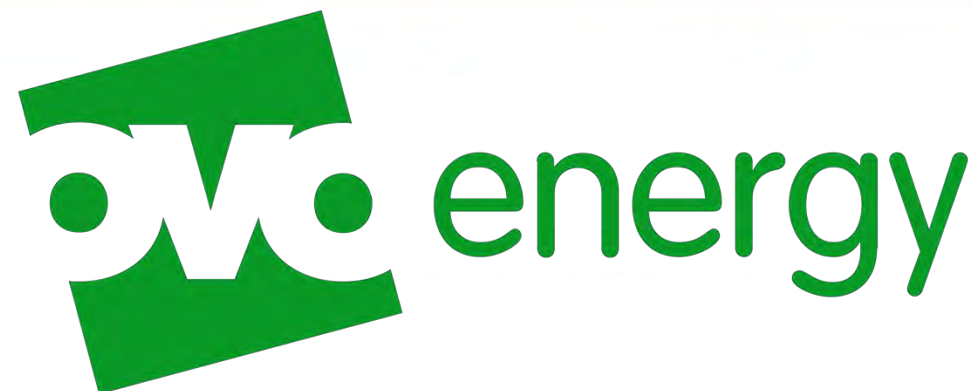
**Muslim
Society**
at Schroders



**East Asian
Society**
at Schroders



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



Access

Powering accessibility and creating an environment where everyone has equal access and can thrive

[Read more](#)



Believe

Creating a platform for different religions and beliefs so everyone feels represented and respected.

[Read more](#)



Embrace

Building an equal, fair environment for people from all racial and ethnic backgrounds to belong and thrive.

[Read more](#)



Engender

Embedding gender equality and empowering women at OVO.

[Read more](#)



3. Company shares best practices with other companies



Faith Friendly Workplaces



Thames Water are founder members of the Faith Friendly Workplaces project, a group of 60 companies that share best practice in faith in the workplace and we host a virtual meeting every quarter on a faith and work topic.

DELL Technologies shares

<https://vimeo.com/946647843>



4. Religion is clearly addressed in diversity training



"As part of Target's annual Harassment-free Workplace training, a requirement for all team members, the topic of diversity/inclusivity including faith/belief in the workplace is specifically addressed. Specific examples showcase harassment, which behavior is ok/not ok, and how to intervene if you witness potential harassment of someone based on their faith/beliefs."



4. Religion is clearly addressed in diversity training



Baringa

Good working practices: to be more inclusive for colleagues of Faith



How this impacts work

- Meetings and/or socials at certain times or days could be challenging (e.g. Friday night socials)
- **Impact on physical & mental performance due to religious commitments (e.g. tired during fasting)**



Conversations to encourage

- Wellbeing templates
- **Specific times of the day/week/year that allowances need to be made for**
- **Dietary requirements and preferences around socials**



Conversations to avoid

- Rather than avoid specific conversations, colleagues and managers should engage with the right intent (i.e. to learn and understand) and be sensitive and empathetic to the individual when discussing certain topics



Small adjustments that make a big difference

- Proactively have conversations and make enquiries about people's faiths and understanding what that entails that may affect their work
- Make it clear that you can or will try to accommodate the individual needs



Ways to show visible support

- Making D&I an everyday topic
- Attend or participate in interfaith specific events



Big no-no's

- Making jokes at the expense of faith
- Use of condescending tones when discussing certain aspects of faith



5. Company provides spiritual care and/or chaplaincy services



Rolls-Royce®

Meet Matt

Matt Albury
Workplace and
Prison Chaplain
Bristol



Matt serves and supports:

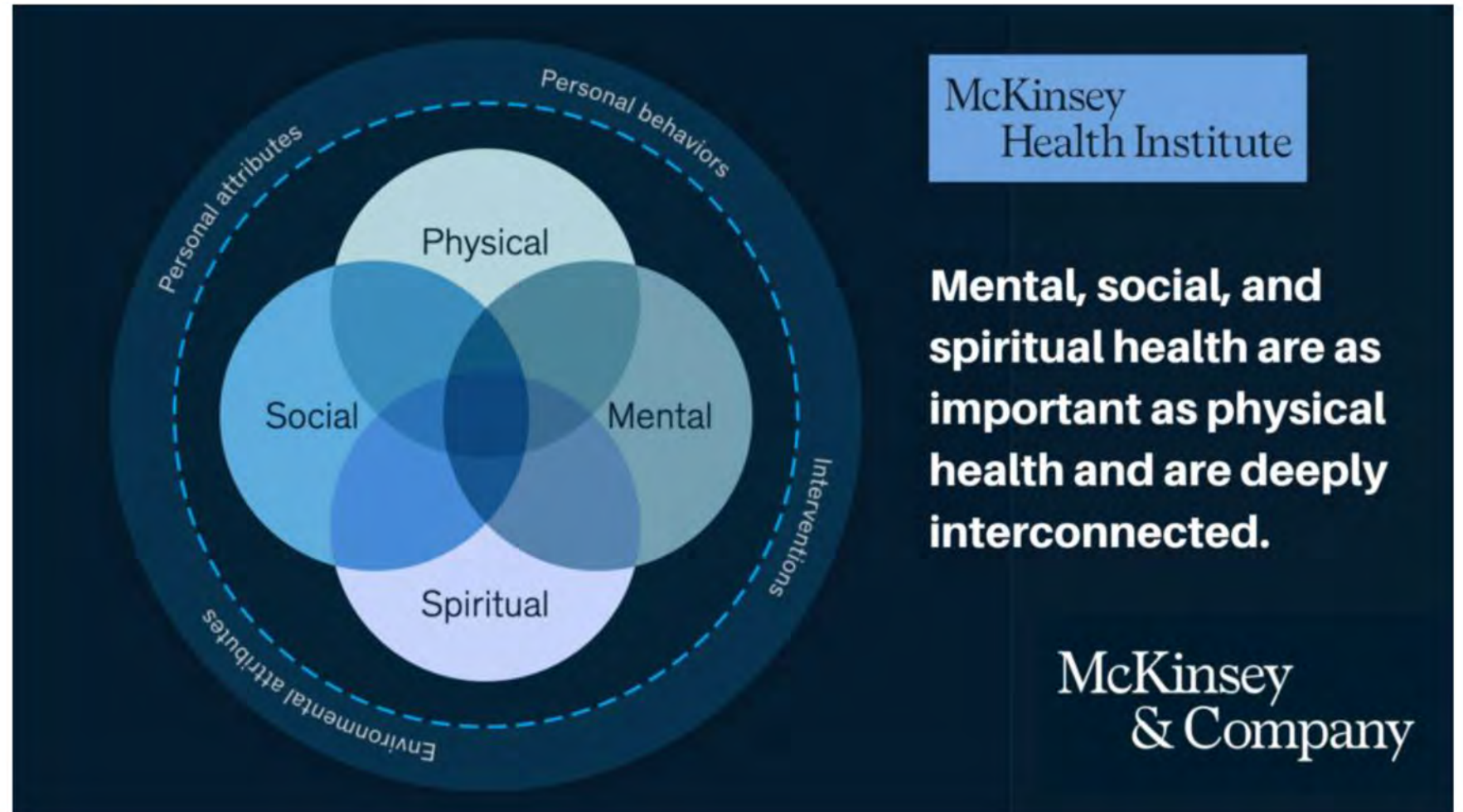
- the staff at two businesses
- the fire service
- Her Majesty's Prison Bristol
- traders at the city's annual Christmas market.



The chaplaincy model used at Rolls-Royce Bristol is based on the traditional industrial chaplaincy model. This means that the service is not a professional chaplaincy service that is purchased by the company, but is delivered by a faith leader funded by an external Grant. The trained and verified chaplain; visits the site as a supported guest.



5. Company
provides chaplains
or other spiritual
care



Spiritual Care/Chaplains-Tyson Foods
<https://vimeo.com/646583439>



5. Company
provides chaplains
or other spiritual
care

**accenture**

ACCENTURE: This is offered via multiple pathways 1) through the mental health ally community with faith provided as an attribute to offer faith specific mental health support 2) Faith based ERGs offers recurring sessions for faith specific prayer calls that are open to all employees to participate 3) we include clergy people in many events, and they offer to help people after the event and 4) the Christian ERG provides a chaplain to provide services to its members.

American Airlines

Special Meals



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

Type
Asian vegetarian* ←
Baby
Bland
Child's
Diabetic*
Gluten-intolerant*
Hindu* ←
Kosher** ←
Lacto-ovo vegetarian
Low fat
Low sodium
Muslim* ←
Non-lactose
Vegetarian Jain Meal*** ←
Vegetarian / Vegan* ←



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



KAISER PERMANENTE®

2023 Diverse Observances Calendar

Diversity is more than race or gender. It's about who we are, how we live, and even what religion we practice. At Kaiser Permanente, nearly 65% of our workforce belongs to racial, ethnic, and cultural minorities. Plan your meetings, events, and even deadlines with these dates in mind to help foster an inclusive and compassionate environment at Kaiser Permanente.



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

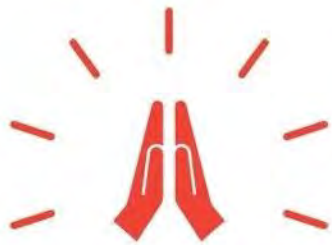
Products & Services



Faith impacts Google's products
<https://vimeo.com/733982821>



We accommodate for religious holidays and diet. We encourage to wear religious clothing. We have a faith room in every office.



**7. Accommodates
religious needs of
employees**



7. Accommodates religious needs of employees

NATS

Swanwick Multi Faith Room



- ✓ Regular sabbaths, days of worship, and religious holidays (1pt),
- ✓ Prayer times (1pt),
- ✓ Religious dress and grooming requirements (1pt),
- ✓ Religious dietary requirements (1pt),
- ✓ Space at work for those who wish to pray, meditate, etc. (1pt)

Prayer rooms at American Airlines

<https://vimeo.com/710118096>



8. Clear procedures for reporting discrimination



**Tell your line
manager**

This doesn't have to
be your immediate
line manager

**Raise a
workplace
resolution**

HR portal

**Speak to us in
confidence**

07747 640 072
investigations@tham
eswater.co.uk

**Report
anonymously**

0800 917 6936
thameswaterspeakup.co.
uk

8. Clear procedures for reporting discrimination



DELL Technologies

“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.”



9. Employees attend religious diversity conference



Washington DC, USA
May 21-22, 2024

5th National
Faith@Work
ERG Conference

Platinum Sponsors



Diamond Sponsors



Gold Sponsors



Supporting Sponsors





YOGI TEA[®]
ORGANIC

• In 2022, Yogi Tea **Italy** donated 800 paid employee hours, which were used to volunteer in various associations, including religious-based ones. In addition, different donations were made, for example to the St. Catherine's cult foundation, which was created through funds raised through the Global Charity race run by our employees.

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

DONATE





SAP matches donations made to faith-based organizations in which the mission is specifically focused on learning and education. Matches are not supported for specific religious institutions like mosques, churches, synagogues, etc. SAP matches personal donations made by regular full-time and part-time employees. Employees can also volunteer time as part of our CSR (Corporate Social Responsibility) Program.

10. Company matches employee donations to religious charities

DONATE





A search of [PayPal's Community Impact Hub] for the top 5 world religions yielded the following number of causes eligible for donation:

- Christian - 227,527
- Jewish - 12,505
- Muslim - 4,930
- Hindu - 2,421
- Sikh - 815

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

DONATE





11. Company equitably celebrates or honors holy days of employees



Home News About OVO Working here People Offer Plan Zero Wellbeing **Belonging** Connect

RW

Rachael Williams

Dec 7 2023 at 11:50 am - Belonging - Believe Wall

A very Happy Hanukah to all celebrating



12 likes • 1 comment

Like Comment

Belonging - Believe Wall

Belonging - Embrace Wall

Belonging - Neurodiversity Wall

2 Belonging - Pride in ourselves Wall

3 Belonging - Mind Wall

Belonging - Engender Wall

1 Belonging - Generations Wall

1 Belonging - Access

Cancer awareness and support

1 Menopause and andropause support

1 Tri-Service Community

OVO Belonging hub

Access

Believe

Embrace

Engender

Generations

Mind

Neurodiversity

Pride in ourselves

Other support groups

News



OVO Believe Network

90 members • Private

Chat

Files

Tasks

Jagdish Jethwa 13 Dec, 13:19

National Book Award Nominee Mitali Perkins Keynotes Amazon Christmas Gathering

Faith groups at companies across the world are celebrating the December holidays in a variety of ways. I'm pleased to pass along an invitation to all from the Christians at Amazon group to join them in celebrating their 3rd Annual cross-company global Christmas gathering.

Event: Christians at Amazon Christmas Gathering

Date: Friday 12/15

Time: 10am PST, 1pm EST, 6pm BST (UK), 11:30pm IST (India)

[Register for Zoom link](#)

The event will feature a luminous retelling of the Christmas story - [Holy Night and Little Star](#) - by National Book Award nominee [Mitali Perkins](#) (born in Kolkata (Calcutta), India), and worship songs by young adult music artist [Seph Schlueter](#). It promises to connect us all to the hope and joy of the season. Kids and family are also welcome.



Christians at Amazon

Christmas Gathering

Dec 15, 2023 10:00 PST | 13:00 EST | 18:00 UK
Mitali Perkins, music artist Seph Schlueter



Welcome! You are invited to join a webinar: A...
[religiousfreedomandbusiness.us3.list-manage.com](#)

1

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Diwali Performances and Dinner follows !



PRESENTED BY
Indian
Employee Business Resource Group

**11. Company equitably
celebrates or honors
holy days of
employees**



BONUS

Other ways
company promotes
religious inclusion



Baringa

The Economics of Faith & Belief Inclusive Workplaces



Hosted by Salesforce, in partnership with Baringa



The Economics of Faith & Belief Inclusive Workplaces

4th March 2024

REDI Index Bonus Question Guide

Contents of this package:



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- 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
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salesforce



The New York Times

Secular companies have invited employees to bring their “whole selves” to work. That increasingly includes their religion.



Employees from Salesforce talk after a tour of the Baha'i temple near Chicago as part of an interfaith learning trip.

Senior Exec's on-the-record support



Equinix's Maria Medrano, VP, Global Head of Community, Diversity & Inclusion

Dell President of Global Sales & Customer Operations Bill Scannell



Intel Corporation's Chief Diversity & Inclusion Officer, VP of Social Impact, Dawn Jones

Yesenia Moore, vice president for Talent Management, Diversity and Inclusion at TI



BMC's Global Head of Corporate Citizenship & Impact Wendy Rentschler



Citi's Erika Irish Brown, Chief Diversity, Equity & Inclusion Officer,

Kaiser Permanente Vice President Laura Long



AZZ CEO Tom Ferguson

West Monroe's Casey Foss, Chief Commercial Officer



Julia Anas, Qualtrics Chief People Officer



REDI Index

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX

RELIGIOUS FREEDOM & BUSINESS FOUNDATION

2024



accenture

"At Accenture, we are committed to helping all our people thrive. Recognition as a leader in the interfaith space from partners such as the Religious Freedom & Business Foundation demonstrates the importance of religion and faith to our people and as part of our overall inclusion and diversity efforts," said Sumreen Ahmad, Global Change Management Lead and Interfaith ERG Lead, Accenture.



REDI Index

CORPORATE RELIGIOUS EQUITY, DIVERSITY & INCLUSION INDEX

RELIGIOUS FREEDOM & BUSINESS FOUNDATION

2025

Benchmarking
Workplace Religious
Inclusion
REDI Index Survey



Questions?

ReligiousFreedomAndBusiness.org/REDI