

January 29, 2026

## CEO/Board Brief: Faith and Belief Inclusion as a Workplace Governance Issue (2026)

### Context:

John Deere shareholders will vote on February 25, 2026, on a proposal asking the Board to assess the reputational, human capital, operational, and legal risks of failing to allow faith-based business resource groups (BRGs). [Deere](#) is urging shareholders to vote against the proposal.

### Why this matters:

Faith and belief inclusion is emerging as a board-level workplace culture issue, distinct from broader political debates. Employees increasingly expect workplaces to accommodate religious identity fairly and consistently.

### Key business considerations:

- **Talent and engagement:** Religious employees who feel excluded may disengage or leave.
- **Culture and trust:** Belonging includes faith and belief, not only other visible identities.
- **Risk management:** Clear policies and manager training reduce the risk of favoritism, coercion, or conflict.
- **Governance trend:** Shareholder proposals on faith inclusion are now appearing at major public companies.

### Recommended action:

Companies should proactively benchmark workplace practices on faith and belief inclusion rather than react under external pressure.

### Faith-Friendly Workplace REDI Index opportunity:

The Faith-Friendly Workplace REDI Index, used by many Fortune 500 companies, provides a structured benchmarking tool to evaluate organizational readiness, identify gaps, and demonstrate measurable progress.

The **2026 Faith-Friendly Workplace REDI Index survey is now open**, and companies are invited to participate. <https://religiousfreedomandbusiness.org/redi>

### Bottom line:

Faith is returning to the workplace as a strategic human capital issue. Boards that lead with clarity will be better positioned to strengthen culture, retain talent, and reduce risk.

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