The “R” word:
Religion, Diversity and Inclusion

TANENBAUM CENTER FOR
INTERRELIGIOUS UNDERSTANDING
Video Clip: “Muslims Get Out”

In solidarity: Norway's Muslims link hands to form human chain outside Oslo synagogue 2/22/15

Religion in the News

“After the massacre, a Las Vegas church seizes the chance to serve”—Religion News Service, 10/2/17

“Travel ban lawsuits filed by legal center, Muslim advocates”—AP, 10/3/17

“Tunisian women welcome repeal of interfaith marriage ban”—Religion News Service, 9/28/17

“Diwali festivals grow in U.S., from Disney to Times Square”—AP, 9/26/17

“Myanmar protesters try to block aid shipment to Muslim Rohingya”—Reuters, 9/20/17

Soros Initiative: Three Barriers

1. Perspective
2. Proximity
3. Paradigm
Religion is not your problem to manage

• In U.S.—fairness has had to be legislated
  ➢ Civil Rights Acts of 1875, 1957, 1960, 1964 (Title VII)
  ➢ Suffrage
  ➢ Immigration
  ➢ Child labor
Global Religiosity by Region

% Of Population That Considers Themselves To Be A Religious Person

- North Asia: 17%
- East Asia: 39%
- Western Europe: 51%
- North America: 57%
- West Asia: 64%
- Eastern Europe: 66%
- Arab World: 77%
- South Asia: 83%
- Latin America: 84%
- Africa: 89%
Global Religious Affiliation: 2050 Projections

- 3% since 2010

- Christian 31%
- Muslim 30%
- Hindu 15%
- Unaffiliated 13%
- Buddhist 5%
- Folk religions 5%
- Other religions 1%

+ 7% since 2010

http://www.pewforum.org/2015/04/02/religious-projections-2010-2050/
Shift in Proximity

How does religion show up in the workplace & marketplace?

• Tracking/evaluating accommodations
• Customers--demographic trends
• Religion is an internal/external issue
  ➢ Muslim ban
U.S. Religious Affiliation

- Protestant 46%
- Catholic 21%
- Unaffiliated 23%
- Other faiths 6%
- Mormon 2%
- Orthodox 1%
- Don't Know 1%

+7% since 2007
+1% since 2007
-3% since 2007
-5% since 2007
Religious Bias in the Workplace

• 36% of American workers have seen or experienced incidents of religious non-accommodation in their workplaces.

• The religious groups most likely to report non-accommodation are Non-Christians (49%), White evangelical Protestants (48%) and Atheists (40%)

• The most common kinds of non-accommodation are:
  o Being required to work on Sabbath or a religious holiday (24%)
  o Attending a company-sponsored function that did not have kosher, halal, or vegetarian options (13%)

• When companies have clear materials explaining policies on religious discrimination, their employees are less likely to be looking for a new job.
Addressing religion is not a new idea, it’s an ongoing conversation

- Military desegregation ➔ societal desegregation
- Business is now driving social change
  ➢ Charlottesville & Kenneth Frazier
- The future of business, social justice, and inclusion
  ➢ Practice what you preach (and preach publically)
2009-2015 EEOC Religious Accommodation Lawsuits on Behalf of Employees

- Muslims: 11%
- Seventh-day Adventists: 11%
- Jehovah's Witnesses: 11%
- Others: [Percentage]

Eugene Volokh “The EEOC, religious accommodation claims, and Muslims” (The Washington Post: June 2016)
Respectful Communication

1. Avoid assumptions
2. Avoid “Spokesperson Syndrome” – use “I”
3. Platinum Rule: Treat others how they would like to be treated
4. Be curious and ask respectfully
5. Listen actively
6. Identify and debunk stereotypes
7. Address behavior, not belief
8. Encourage learning
9. Acknowledge and apologize for mistakes made
Video: Coca-Cola Small World Machines

https://youtu.be/ts_4vOU DImE