

# NAVIGATING RELIGIOUS DIVERSITY IN THE WORKPLACE

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## QUICK WARM-UP EXERCISES

- Guess the Pun
- Which religion has the food restriction?
- “Religion”: A Rorschach Test / Etymology



## A PERSONAL INTRODUCTION

### HOW AND WHY RELIGION MATTERS IN THE UNITED STATES

The Robert Nusbaum Center, Religion in Coastal Virginia, Madison, Jefferson, Rockwell, Superman, Eisenhower, The Center for the Study of Religious Freedom, and Conflict

*“I should like to assure you, my Islamic friends, that under the American Constitution, under American tradition, and in American hearts, this Center, this place of worship, is just as welcome as could be a similar edifice of any other religion. Indeed, America would fight with her whole strength for your right to have here your own church and worship according to your own conscience. This concept is indeed a part of America, and without that concept we would be something else than what we are. . . .” -President Dwight Eisenhower on Muslims in America at Ceremonies Opening the Islamic Center June 28, 1957*

### TITLE VII OF THE 1964 CIVIL RIGHTS ACTS

Accommodation

Without Causing “Undue Hardship”

Cases: Beards in the Army

Small Groups:

Clerk’s Registration of Same Sex Couples

Turban in Coffee Shop

Anti-Abortion Button

Evangelism

Some additional reflections on evangelism

A Recent Case: Groff v. DeJoy

### CHALLENGES YOU MAY FACE IN YOUR WORKPLACE

-Is there any religious expression in your workplace? Is there any religious diversity?  
What challenges or opportunities has that created?

- Clothing and Accessories
- Use of Hands
- Office Parties and Food
- Language Used
- Recognition of Holy Day (Holidays)
- Evangelism
- Issues of Parity

## **THINKING ABOUT THE FUTURE: LEVERAGING RELIGIOUS DIVERSITY**

- Create a growth environment where diversity is valued for clear reasons.
  - Create clear guidelines for valuing religious diversity.
  - Acknowledge Religious Practices, Holy Days, the Need for Prayer Space
  - Create Food and Drink Options
  - Create an Interfaith ERG (Employee Resource Group)
  - Work with fellow employees on creating reasonable and meaningful accommodations (perhaps through ERGs)
  - Train/Educate
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## **OTHER RESOURCES TO CONSIDER**

**INTERFAITH RELIGIOUS CALENDAR** <https://www.interfaith-calendar.org>

**MUSLIM PRAYER TIMES** <https://www.islamicfinder.org/prayer-times/>

**RELIGIOUS DIETARY RESTRICTIONS** (a simple, accurate, and helpful graphic)  
[https://www.chapman.edu/campus-life/fish-interfaith-center/\\_files/religious-dietary-restrictions.pdf](https://www.chapman.edu/campus-life/fish-interfaith-center/_files/religious-dietary-restrictions.pdf)

## **YOUTUBE VIDEOS TO PROMPT MEANINGFUL/FUN DISCUSSION**

Clothing, Accessories, and Religious Freedom

<https://www.youtube.com/watch?v=yGl6UINlyNw>

Religious Freedom and Drugs

<https://www.youtube.com/watch?v=rMWJy2gMyMc>

Transgender Issues and Religious Freedom

<https://www.youtube.com/watch?v=j2c7yEZN-nU&t=151s>

Hands and Religious Freedom

<https://www.youtube.com/watch?v=0aoomAdMTG4&t=37s>

## **GREAT ARTICLES TO READ**

Navigating Religious Beliefs in the Workplace

<https://www.shrm.org/topics-tools/tools/toolkits/navigating-religious-beliefs-workplace#:~:text=Title%20VII%20of%20the%20Civil%20Rights%20Act%20of%201964%20requires,undue%20hardship%20on%20the%20employer.>

6 Steps to Respecting and Accommodating Religion in the Workplace

<https://www.traliant.com/blog/6-steps-to-respecting-and-accommodating-religion-in-the-workplace/>

EEOC: What You Should Know: Workplace Religious Accommodation

<https://www.eeoc.gov/laws/guidance/what-you-should-know-workplace-religious-accommodation>