

Virginia Inclusion Summit

Exploring Religion in the Workplace

Di Baddest Consulting





How are you entering this space?

Feeling great

Doing okay

Struggling a bit

Feeling overwhelmed

● Loading...

“

ESTABLISHING NORMS

Listen - Actively

Respond

- Silence can be deadly

Dialogue, not Debate

- there is no “right” answer

Remember impact vs intent

Safety vs. Comfort

Speak for yourself

Respect others

Turn to wonder

**If you need a break from a discussion,
ask for one**

Take responsibility for your own stuff

Believe the speaker

**- they know their experience better
than you do**

OBJECTIVES

Recognize Challenges
Practice Inclusion strategies
Commit to an action step

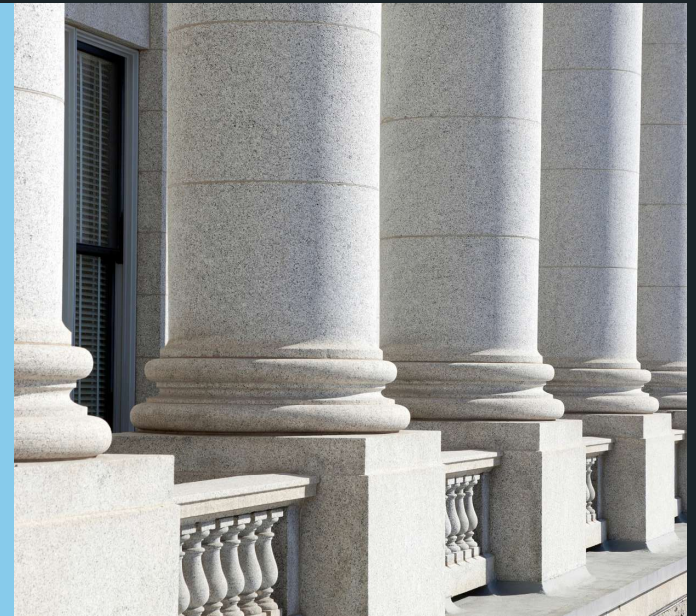
WHY THIS MATTERS

- RELIGION IS A KEY ASPECT OF A PERSON'S IDENTITY
- BENEFIT OF AUTHENTIC CULTURAL EXCHANGE
- WORKPLACE DIVERSITY IS A STRENGTH

LEGAL LANDSCAPE

Di Baddest Consulting

- Title VII of Civil Rights Act
- Virginia Human Rights Act
- EEOC Guidance
- Reasonable Accommodations
- Case examples



PEER SHARING

- Share a moment when religion was acknowledged (or not)
- What worked well?
- What could improve?

Di Baddest Consulting





- How has religion shaped your work experience?
- What emotions does this question raise for you?

WHAT'S THE SCENARIO?

- Employee requests time off for holiday
- Manager concerned about coverage
- How do you respond?



ACTION PLANNING



Personal
Commitment



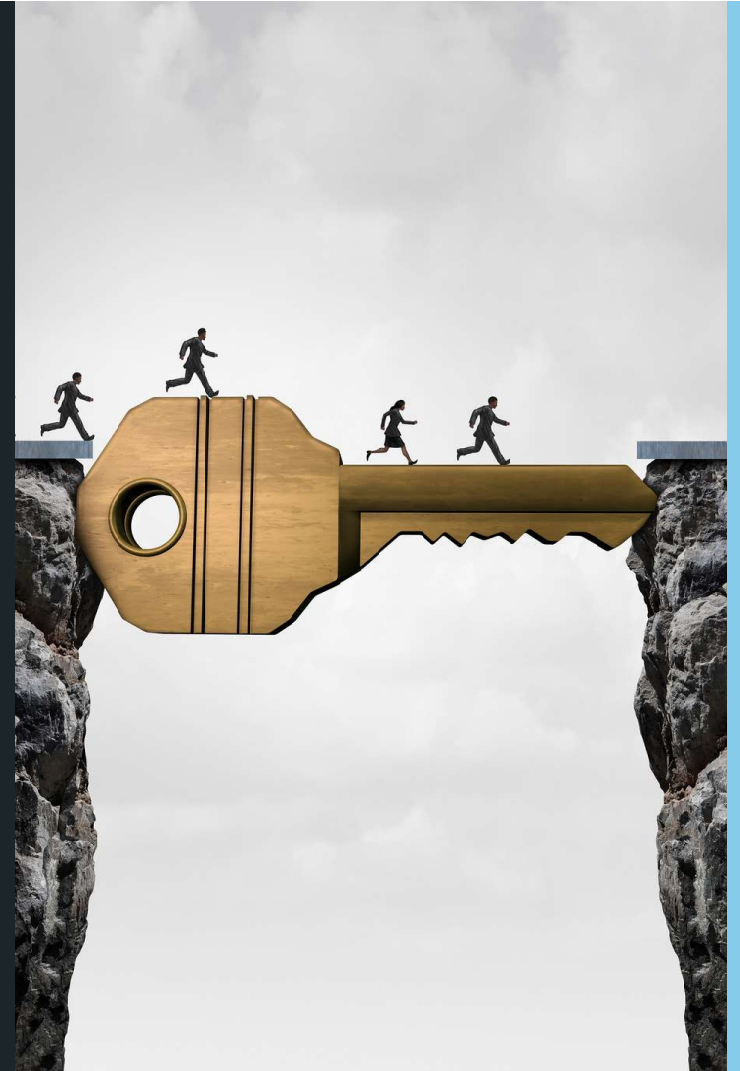
Organizational
Shift



Next Steps
within 30 days

KEY TAKEAWAYS

- RELIGION MATTERS AT WORK
- INCLUSION REQUIRES AWARENESS + EMPATHY
- SMALL CHANGES = BIG IMPACT





Thank you!

Page 12

Feel free to stay in touch by using my QR code:



Resource Page

[Virginia Human Rights Act](#)

[ACLU Know Your Rights](#)

[EEOC 8/13/25 Press Release](#)

[EEOC 8/22/25 Press Release](#)

[Religion in a Changing Workplace](#)

[REDI Index Report 2024](#)

[Future of Religion in the Workplace](#)