

Faith-Friendly Workplace Index Survey 2025 -- Text to be in 2025 Report

WELCOME! Please click NEXT (at bottom) for information on the REDI Index survey. If you have questions about the survey, please email us. We'll reply ASAP.



11-topic survey, plus bonus • ReligiousFreedomAndBusiness.org



1. Religion is featured on company's web page

7. Accommodates religious needs of employees



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

8. Clear procedures for reporting discrimination



3. Company shares best practices with other companies

9. Employees attend related professional conferences



4. Religion is clearly addressed in HR training

10. Company matches employee donations to religious charities



5. Company provides spiritual care and/or chaplaincy services

11. Company celebrates or honors holy days of their employees



6. Attentive to how religion impacts stakeholders

*** Other ways company promotes religious belonging**



The REDI Index is an international benchmarking survey that companies use to track their progress in (and be recognized for) embracing religion and belief (including non-theistic beliefs) as an integral part of their overall commitment to best practices in workplace culture.

The 2025 REDI Index survey will about activities occurring during the 12 months ending March 15, 2025. **The deadline for completion is April 15, 2025.**

The 2025 survey has 11 questions: the same 11 topics as in the 2024 survey, each worth 10 points, for a total of 110 points. Scoring for each point will be based on (a) answering in the affirmative with some evidence (5 points), and (b) demonstrating that the efforts are substantial (up to 5 additional points). The “b” part of each question offers the same “tick” lists as in 2024, which were based on company open-ended responses from the 2022 REDI Index survey.

As in the previous three years, the 2025 edition also has an optional BONUS question, which can add up to an additional 10 bonus points for a maximum total of 120 points. The bonus recognizes that companies may be doing other faith-friendly activities that are not covered in the survey that are worthy of recognition.

Companies not completing a survey will be scored only on the REDI Monitor based on what is available on their corporate webpages, which puts them at a disadvantage but still allows us to monitor the state of faith-friendly workplaces in top corporations.

Final tabulation of a company’s score is pending verification of answers against supporting details provided as well as evaluation of answers to open-ended questions and any responses to the bonus question.

BENEFITS: Doing well on the REDI Index provides companies with a competitive advantage in recruiting new staff in retaining them once on board because the items on the REDI Index measure best practices for creating a workplace that is welcoming to all faiths and beliefs and is at the same time nurturing and supportive of teammates in this important area. This directly benefits the bottom line by building stronger and more committed teams and provides competencies in better understanding and relating to faith-related preferences of customers and clients.

Results of the 2025 REDI Index Survey are released and participating companies will be recognized at national Faith@Work ERG Dare to Overcome conference, May 20-21, 2025, in Washington, DC. (UK results released in London on 29th April 2025 at the Faith@Work Summit.)

Dare to Overcome is the premier annual conference where Fortune 500 faith-and-belief employee resource groups (ERGs) and corporate chaplains come together as allies of others to share best practices and build stronger, more diverse networks among the faith-and-belief ERG community in the U.S. and worldwide.



CONSENT

* The Religious Freedom & Business Foundation's REDI Index Benchmarking Survey will not be published and will be kept confidential. Do you agree to share information for your benchmarking purposes?

- ☐ Yes, and please provide us with the results (free)
- ☐ Yes, and we would like further consultation after the results are ready (fee-based)
- ☐ No

* By clicking BEGIN SURVEY, you agree to have your information shared with the Religious Freedom & Business Foundation for internal benchmarking purposes only (not for publication).

- ☐ BEGIN SURVEY
- ☐ Not yet



COMPANY AND RESPONDENT INFORMATION

* Company information

Company name:

Corporate website:

Main diversity website:

Number of employees:

* Which of the following best describes the principal industry of your organization?

* Information on Respondent (person completing survey on behalf of the company)

Name:

Email:

Phone:

Department:

Position/Title:

Name and email of alternate contact:



1. Religion is featured on company's web page

* 1. Does your company's public-facing website mention religion and/or describe how religion is part of your workplace belonging commitments?

If the public or an internal company webpage does, you will be asked to provide details in a follow-up question.

- ☐ Yes, a public page does (5 points)
- ☐ No, but another webpage on our internal website does (1 point)
- ☐ No

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Question 1, continued

Religion on your **company's website**

* In what ways does your company’s public-facing website or an internal webpage mention religion and/or describe how religion is part of your workplace belonging 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 is part of your workplace belonging commitments
- ☐ 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 faith-friendly workplace, corporate culture and/or community
- ☐ Other (to be scored by survey staff manually)
- ☐ None of the above

* Please provide link(s) to your company's webpage(s) with the content you've indicated above.

Link 1

Link 2

Link 3

Link 4

* Because websites can change, please also upload one or more screenshots supporting the answers above.

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Question 2

Faith and Belief ERGs



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

* 2. Does your company have formally approved, faith-and/or-belief-oriented employee resource groups (ERGs) or other such official employee-led groups whose aim is to foster a welcoming, faith-friendly workplace aligned with your company's purpose?

If yes, you will be asked to provide details in a follow-up question.

- ☐ Yes (5 points)
- ☐ No, but we allow such groups to meet informally (1 point)
- ☐ No

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Question 2, continued

Faith and Belief ERGs

* In what ways does your company's faith-related ERG(s) foster a workplace where all belong and are included, which is aligned with your company's purpose? Select all that apply (max. 5 points).

- ☐ The company informs its existing employees of the faith/belief based ERG's existence and also describes the ERG(s) in the course of its recruiting and onboarding processes
- ☐ The company provides an official channel for employees' faith/belief-related workplace and policy issues to be discussed and considered
- ☐ The company allows faith/belief communities (e.g., atheist/agnostic, Buddhist, Christian, etc.) to have their own chapters within an interfaith/belief ERG or their own stand-alone ERGs
- ☐ The company's faith/belief ERG(s) (and chapters, if any) actively work with each other as well as collaborate with other ERGs, groups and initiatives
- ☐ The company expresses in internal and external communications how its faith/belief ERG(s) contribute to the achievement of its corporate purpose and/or mission. (If the company seeks to quantify that contribution, please describe that quantification below.)
- ☐ Other (to be scored by survey staff manually)

* Please provide brief examples of items you've indicated above. You may do this in the text box below and/or by uploading a file. If you only upload a file, please write "See file" in the text box.

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Question 3

Sharing best practices with other companies



3. Company shares
best practices with
other companies

* 3. Has your company described its practices related to faith-oriented ERGs or other faith-oriented activities to other companies through individual consultations, conferences, or otherwise during previous 12 months?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No

NEXT »

Question 3, continued

Sharing best practices with other companies

* In what ways has your company described its practices related to faith-oriented ERGs or other faith-oriented activities to other companies through individual consultations, conferences, or otherwise during the previous 12 months? Select all that apply (max. 5 points).

- ☐ We have had individual consultations related to faith-oriented ERGs or other faith-oriented activities with other companies
- ☐ We have described our faith-oriented work to other companies at faith-oriented conferences or conference sessions
- ☐ We have created bespoke media or other resources about our faith-related activities that other companies can access to learn from
- ☐ We have contributed to a news or business article and/or conducted an external interview or podcast about our faith-oriented work, thus making the information available to other companies
- ☐ We have (a) encouraged other companies to participate in the REDI Index, and/or (b) encouraged other companies to join a faith-related or faith-led social impact initiative, and /or (c) hosted other companies (in person or virtually) to discuss faith/belief-oriented issues
- ☐ Other (to be scored by survey staff manually)

☐ None of the above

* Please provide brief examples of items you've indicated above. You may do this in the text box below and/or by uploading a file. If you only upload a file, please write "See file" in the text box.

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Question 4

Religious diversity training



**4. Religion is clearly
addressed in HR
training**

* 4. Has your company specifically addressed religion (incl. faith and belief) as a topic in your internal HR training during the previous 12 months?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No

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Question 4, continued

Religious diversity training

* In what ways has your company addressed religion (incl. faith and belief) in your internal HR training during the previous 12 months? Select all that apply (max. 5 points).

- ☐ Our religion-related HR training equitably addresses issues faced by all faith and belief communities
- ☐ Our religion-related content is (or can be) a stand-alone module, i.e., it's not just examples in the larger HR training
- ☐ Our religion-related HR training covers ways to counter religious discrimination
- ☐ Our religion-related HR training was required for all employees
- ☐ We engage expert consultants to help us better accommodate religion and avoid religious discrimination, and/or improve religious literacy, and/or improve our faith-friendliness
- ☐ Other (to be scored by survey staff manually)

* Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

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Question 5

Professional chaplaincy



5. Company provides professional chaplaincy services

* 5. Does your company provide professional chaplaincy* services to serve its employees?

If yes (or if you provide other professional spiritual care options), you will be asked to provide details in a follow-up question.

- ☐ Yes, either in-house or through EAP (5 points)
- ☐ No, we don't have professional chaplains, but we provide formal professional care services that include spiritual care options and/or opportunities for employees** (1 point)
- ☐ No

* Professional chaplains are people of any faith community – Buddhist, Christian, Hindu, Humanist, Jewish, Muslim, Sikh and more – ordained or endorsed by that community, also with specific training and chaplaincy certification. Their role is to provide emotional, spiritual, religious, pastoral, ethical, and/or existential care in a secular setting. Those secular settings include hospitals, corrections, long-term care, sports teams, palliative care, military, hospices, workplaces, mental health and universities. Providing this care in secular settings means that professional chaplains speak, listen to and care for people of any faith or of no faith. Their job is not to proselytize or convert the people they care for. Some faith-based counseling that is part of the company's employee assistance program (EAP) could qualify.

** Note that "formal professional care services that include spiritual care options and/or opportunities for employees" include such things as the option to choose faith-based counseling as part of the company's employee assistance program (EAP).

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Question 5, continued

Professional chaplaincy

* What services are provided through your professional chaplaincy program or other formal professional care services that include spiritual care options and/or opportunities for employees? Select all that apply (max. 5 points).

- ☐ Employees have physical access to a professional chaplaincy program
- ☐ Employees have virtual access to a professional chaplaincy program
- ☐ Company's senior leadership has access to a professional chaplaincy program
- ☐ The option for faith-based counseling is provided as part of the company's employee assistance program (EAP)
- ☐ All the company's employees have access to our professional chaplaincy program and/or other formal professional care services that include spiritual care options and/or opportunities
- ☐ Other (to be scored by survey staff manually)

* Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

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Question 6

Religion and stakeholders



* 6. Does your company seek to understand the faiths and beliefs of its clients, customers, partners, employees, and/or stakeholders, in order to serve them?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No

NEXT »

Question 6, continued

* In what ways does your company seek to understand how to serve clients, customers, partners, employees, and/or stakeholders for whom religion is important? Select all that apply (max. 5 points).

- ☐ We strive to understand how to serve our CLIENTS and/or PARTNERS for whom religion is important, including understanding how religious dynamics may impact working relationships
- ☐ We strive to understand how to serve our CUSTOMERS, including understanding how religion impacts the use and/or acceptance of our products and/or services
- ☐ We strive to understand how to serve our other STAKEHOLDERS for whom religion is important, including the communities and societies where we work
- ☐ We strive to understand how to serve our EMPLOYEES for whom religion is important, including how corporate culture and policies may impact them
- ☐ We strive to understand how religious dynamics impact MARKETS and/or the ECONOMY
- ☐ Other (to be scored by survey staff manually)

* Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

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Question 7

7. Accommodates
religious needs of
employees



* 7. Does your company have procedures that are communicated annually to employees about how to request a religious accommodation, such as time off for a religious sabbath, holiday or prayer time?

If you have such procedures, you will be asked to provide details in a follow-up question.

☐ Yes, at least annually (5 points)

☐ Yes, but not annually (1 point)

☐ No

NEXT »

Question 7, continued

* Which of the following religious needs do you seek to reasonably accommodate? Select all that apply (max. 5 points).

- ☐ Regular sabbaths, days of worship, and religious holidays
- ☐ Religious dress and grooming requirements
- ☐ Religious dietary requirements
- ☐ Prayer times
- ☐ Space at work for those who wish to pray, meditate, etc.
- ☐ Other (to be scored by survey staff manually)

* Please provide your written religious accommodation policy and/or brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

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NEXT »

Question 8

8. Clear procedures
for reporting
discrimination



* 8. Does your company have procedures that are communicated annually to employees about how to report instances of religious discrimination (including religious non-accommodation)?

If you have such procedures, you will be asked to provide details in a follow-up question.

- ☐ Yes, at least annually (5 points)
- ☐ Yes, but not annually (1 point)
- ☐ No

NEXT »

Question 8, continued

* Which of the following are included in your procedures for reporting religious discrimination (including religious non-accommodation)? Select all that apply (max. 5 points).

- ☐ The procedure requires that all employees receive instructions on how to make a report and issue a complaint
- ☐ The procedure provides an alternate channel of communication if the alleged perpetrator would normally receive the complaint
- ☐ The procedure makes clear that retaliation for such a report will not be tolerated
- ☐ The procedure prescribes a process to track reports and complaints over time, and to periodically check to assure that there is careful review and timely responses
- ☐ The procedure requires that appropriate and timely action be taken to address patterns of discrimination
- ☐ Other (to be scored by survey staff manually)

* Please provide your written religious non-discrimination policy and/or brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

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Question 9

**9. Employees attend
related professional
conferences**



* 9. Have your employees – in an official capacity – participated in any external faith-related professional conferences or company-sponsored/approved faith-related events during the previous 12 months?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No

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Question 9, continued

* In which of the following events did your employees participate in an official capacity? Select all that apply (max. 5 points).

- ☐ Faith@Work ERG Conferences where REDI Index Awards are given
- ☐ In-person or virtual event hosted by another company or entity
- ☐ An event at which our company hosted other companies
- ☐ An internal event
- ☐ Company-facilitated volunteer time or social outreach with faith-based initiatives
- ☐ Other (to be scored by survey staff manually)

* Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

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Question 10

10. Company matches
employee donations
to religious charities



* 10. Does your company currently match employee donations to faith-based and religious organizations?

If yes, you will be asked to provide details in a follow-up question.

☐ Yes (5 points)

☐ No

NEXT »

Question 10, continued

* In which of the following ways does your company match employee donations to faith-based and religious organizations? Select all that apply (max. 5 points).

- ☐ We match donations up to \$500
- ☐ We also match donations of more than \$500 (tick first box if you also tick this box)
- ☐ We have a procedure for performing due diligence checks on the organizations receiving matching donations
- ☐ We have innovative ways of contributing, such as converting employee volunteer time into cash donations from the company
- ☐ Our company also makes donations to faith-based and religious organizations in addition to the matching program
- ☐ Other (to be scored by survey staff manually)

* Please provide brief examples of items you've indicated above. You may do this in the text box below or by uploading a file. If you upload a file, please write "See file" in the text box.

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Question 11



* 11. Does the company hold events to celebrate and educate about the various cultures and faiths of its employees and, through them, promote a faith-friendly atmosphere in the communities where the company works?

If yes, you will be asked to provide details including the number of people involved in a follow-up question.

- ☐ Yes, both internally and publicly (5 points)
- ☐ Yes, with other organizations but not open to the public (3 points)
- ☐ Yes, only internally (1 point)
- ☐ No

Question 11, continued

* How many people participated in your internal and external events held in the past 12 months in which the company celebrated and/or educated about the various cultures and faiths of its employees? (max. 5 points)

- ☐ 2,000 or more people (or above 20% of your workforce) (5 points)
- ☐ Between 1,000-1,999 people (or above 10% of your workforce) (4 points)
- ☐ Between 500-999 people (or above 5% of your workforce) (3 points)
- ☐ Between 100-499 people (or above 2% of your workforce) (2 points)
- ☐ Fewer than 100 people (1 point)

In support of your answer above, please list up to five internal and/or external events held in the past 12 months with the number of people involved in each in which the company celebrated and/or educated about the various cultures and faiths of its employees (please upload any photos or announcements about the event(s) as well that could be used in the final REDI Report).

* Event 1

Descriptive name of event	<input type="text"/>
Number of people	<input type="text"/>

Event 2

Descriptive name of event	<input type="text"/>
Number of people	<input type="text"/>

Event 3

Descriptive name of event	<input type="text"/>
Number of people	<input type="text"/>

Event 4

Descriptive name of event	<input type="text"/>
Number of people	<input type="text"/>

Event 5

Descriptive name of event	<input type="text"/>
Number of people	<input type="text"/>

Upload file

Choose File

No file chosen

BONUS Question

BONUS

*Additional ways company promotes and supports religious diversity, equity and inclusion in workplaces & communities.

BONUS: Please feel free to add any other information not already covered about any faith-friendly policies and/or how your company promotes and supports people of various faith and beliefs in the workplace and/or communities. (Additional information can contribute up to 10 bonus points to your score.)

You may do this in the text box below and/or by uploading files. If you uploading one or more files, please write "See file" in the text box.

This question will be scored by survey staff manually.

Upload file

Choose File

No file chosen

DONE 