

Religious inclusion

**Educational resources
October 2023**



**Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion**

www.ccdi.ca

Educational resources on religious inclusion

According to the Harvard Business Review article, “Creating Space for Religious Diversity at Work,” over 80% of individuals worldwide identify with some form of religious affiliation. This underscores the importance for organizations to grasp the significance of religious diversity. While religious diversity can enrich workplaces with diverse perspectives, unique experiences, and cultural insights, it may also create tension or misunderstandings if we are not mindful. To navigate this landscape, employers can benefit from gaining a better understanding of these varying perspectives and experiences, enabling them to create an environment that embraces religious diversity in the workplace.

This guide includes resources to help your organization create a workplace that is inclusive and accommodating of religious diversity, as well as resources to support respectful holiday celebrations during the winter holiday season and beyond.

Discover more about religious inclusion and accommodations from [Encounter World Religions](#).



CCDI WEBINARS

The following webinars were delivered previously, and recorded versions can be accessed via CCDI’s Knowledge Repository. If your organization is a [CCDI Employer Partner](#), you and your colleagues can visit the [Knowledge Repository portal](#) to register for access (using a work email address) and login credentials will be sent via e-mail (check Inbox and Junk Mail folder just in case). Log into Knowledge Repository and click on the links below to view each webinar:

Bilingual

- [Antisemitism: How to recognize and prevent it in the workplace / L'antisémitisme : Comment le reconnaître et le prévenir sur le lieu de travail](#) (2023)
- [Navigating religious & spiritual diversity in the workplace / Naviguer dans la diversité religieuse et spirituelle en milieu de travail](#) (2022)

English only

- [Respectful ways to celebrate inclusive holidays](#) (2020)
- [Religious inclusion](#) (2019)

French only

- [Que faire avec une demande d'accommodement raisonnable pour motif religieux?](#) (2020)

Please view a [schedule and descriptions of our upcoming webinars](#) to be delivered live (recorded versions will be accessible via CCDI's Knowledge Repository shortly thereafter). If your organization is a CCDI Employer Partner, you and your colleagues can register and attend for free. If your organization is not currently a CCDI Employer Partner and you are interested in joining, you can [learn more about partnership and submit an inquiry here](#).

Navigating religious diversity in the workplace

Bilingual

- [Islam and the Welcoming Workplace: A Guide for Inclusive Relationships](#), Encounter World Religions (scroll down for French download)
- [Sikhism and the Welcoming Workplace: A Guide for Inclusive Relationships](#), Encounter World Religions (scroll down for French download)

English only

- [Accommodating Religious Diversity in the Workplace](#), Hire Immigrants
- [Creating Space for Religious Diversity at Work](#), Harvard Business Review
- [Embracing Religious Diversity in the Workplace](#), LinkedIn
- [How to Talk About Religion at Work](#), Harvard Business Review
- [Religious Diversity Checklist \(PDF\)](#), Tanenbaum
- [Religious Diversity in the Workplace and Why it's Important for Inclusion](#), EW Group
- [Religious Icons and Symbols: A Guide for Workplaces \(PDF\)](#), Tanenbaum
- [Respectful Communication \(PDF\)](#), Tanenbaum
- [What Does It Mean to be an Ally at Work?](#), ReligionsGeek

French only

- [Le casse-tête des accommodements religieux en milieu de travail](#), Avantages
- [Manager l'expression religieuse au travail \(PDF\)](#), Archive ouverte HAL
- [Quelle attitude adopter face à la religion au travail ?](#), Harvard Business Review France
- [Religion au travail : quelle place pour les croyances en entreprise ?](#), Welcome to the Jungle
- [Religion au travail : croire au dialogue \(PDF\)](#), Institut Montaigne

Respectful holidays and observances

Bilingual

- [7 Tips to Manage Cultural Equity and Inclusion This Holiday Season / 7 conseils pour gérer l'équité et l'inclusion culturelles en cette période des fêtes](#), Diversity Atlas
- [Diversity And Inclusion: A Beginners Guide To The Holidays / Diversité culturelle et inclusion : un guide pratique pour les fêtes](#), Homewood Health
- [Do We Need to Take Down the Tree? Holiday Ideas for the Inclusive Workplace / Faut-il enlever l'arbre de Noel? Quelques idées pour un milieu de travail inclusif en cette période](#), Hire Immigrants Ottawa
- ["Happy Holidays" – Intention vs. Authenticity / Joyeuses fêtes! \(...et oui, toutes les fêtes!\)](#) Kaiser & Partners
- [Important and commemorative days / Journées importantes et commémoratives](#), Government of Canada

English only

- [An Inclusive Approach to Holidays, Observances, and Celebrations \(PDF\)](#), Feminuity
- [Are Non-Christian Employees Represented in Your Holiday Policies?](#), Harvard Business Review
- [Celebrating religious and cultural holidays at work, inclusively](#), The Seattle Times
- [Happy Holidays: A Guide to Winter Holidays](#), Encounter World Religions
- [Holiday Calendar & Heritage Months](#), Seramount.
- [How inclusive holiday celebrations in the workplace are bigger than 'the season'](#), Rise
- [How to Make Holiday Celebrations More Inclusive](#), SHRM
- [Inclusive Holidays at Work – how to celebrate the holidays inclusively](#), Canadian Equality Consulting
- [It's the Most Wonderful Time of the Year: Reflecting on the Diversity of the December Holiday Season](#), UMKC
- [The December Dilemma \(PDF\)](#), Tanenbaum

French only

- [3 pistes de réflexions pour un temps des fêtes inclusif](#), Urelles
- [Diversité, équité, inclusion et période des fêtes](#), Syntrio
- [Joyeux Noel? Diversité culturelle pendant le temps des fêtes](#), Le monde de l'électricité en ligne

Other resources



BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

English only

- Embracing Workplace Religious Diversity and Inclusion: Key Challenges and Solutions (Ed Hasan)
- Exploring Religion and Diversity in Canada: People, Practice and Possibility (Catherine Holtmann)
- I Never Thought of It That Way: How to Have Fearlessly Curious Conversations in Dangerously Divided Times (Mónica Guzmán)
- Managing Religious Diversity in the Workplace: Examples from Around the World (Stefan Gröschl, Regine Bendl)
- None of the Above: Nonreligious Identity in the US And Canada (Joel Thiessen, Sarah Wilkins-Laflamme)
- Religious Diversity in the Workplace (Jawad Syed, Alain Klarsfeld, Faith Wambura Ngunjiri)
- Workplace Spirituality: Making a Difference (Yochanan Altman, Judi Neal, Wolfgang Mayrhofer)

French only

- L'accommodement de la diversité religieuse (Emmanuelle Bribosia, Isabelle Rorive)
- Manager la religion au travail (Lionel Honoré)
- Religion, fait religieux et management : diagnostic et perspectives (Hugo Gaillard, Géraldine Galindo, Lionel Honoré)

Bilingual

- [It's time to reclaim religion / Il est temps de reconqu rir la religion](#) (Sharon Brous)

English only

- [Building bridges - religions' role in our societies](#) (Eboo Patel)
- [One Earth, Many Religions](#) (Zaki Cooper)
- [We shouldn't be afraid to talk about religion](#) (Madeleine Kapsalis)



PODCASTS

- [Common Threads: An Interfaith Dialogue](#)
- [Faith In The Workplace: Religion As A Critical Workplace Diversity With Reverend Dr. Mark Fowler \(podcast episode\)](#)
- [Faith, religion and belief at work \(podcast episode\)](#)
- [Faith: The Forgotten Dimension of Diversity and Inclusion \(podcast episode\)](#)
- [How about religious diversity in the workplace? \(podcast episode\)](#)
- [How to Welcome Faith-Oriented Diversity in a Workplace: A Better Way \(podcast episode\)](#)
- [Interfaith Business Network](#)
- [Managers: Are You Prepared to Handle Religion in the Workplace? \(podcast episode\)](#)
- [Religion at Work](#)

Last updated: October 2023