

General Training Offerings

ABOUT TANENBAUM

Employees increasingly bring their multiple identities – including their religious beliefs and practices – into today’s multicultural workplaces. Despite this, workplaces are rarely prepared to respond when religious tensions emerge. Tanenbaum is the only secular, non-sectarian not-for-profit organization with over 20 years of experience providing workplaces with practical programs, resources, and trainings that help them function in a religiously inclusive manner.

Regularly sought out by multinational corporations, government agencies, and international non-profits, Tanenbaum helps align the religious needs of employees with the bottom line. Tanenbaum has the expertise to address these complex issues and works closely with clients to build skills and develop resources to effectively respond to religious issues in the workplace.

Training Formats

Tanenbaum’s interactive trainings are delivered in-person or via webinar, utilizing interactive polling technology, adapted group discussions, and role plays components. Webinars can be recorded for use at a later date. All activities must be pre-approved by your organization.

A La Carte Trainings

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Navigating Religious Diversity

A 60 to 90-minute session designed specifically for general employees at your organization would introduce the topic of religious diversity in the workplace.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **How respectful am I?** Exploring the disconnect between the ways we think we treat people and the ways people actually feel they are being treated.
- **Why is religious diversity an issue?** Identifying the impact of current demographic trends on religion and belief in the workplace including globalization, immigration, aging, and religious adherence.
- **Why should I care?** Examining business benefits of addressing religious diversity at work, including improved teamwork, enhanced productivity, and customer relations.
- **How does religion become an issue?** Analyzing the ways in which obvious and subtle forms of religious ignorance and bias show up in the workplace.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

Human Resource Practitioner Training

A 60 to 90-minute session designed specifically for Human Resource and Diversity & Inclusion Practitioners would focus on better practices for responding to challenging accommodation requests, respectful communication, and fostering an inclusive work environment for employees of all faiths and none.

Pre-reading outlining trends and statistics can be provided in order to allow more time for case studies and practice during the session.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **The Business Case:** An overview of the concrete ways in which proactively addressing religious diversity can improve productivity, performance and retention.
- **The Legal Landscape:** A review of federal legal protections for religious identity and expression at work.
- **Tanenbaum's 10 Bias Danger Signs®:** An overview of the obvious and subtle forms of religious bias that frequently show up at work.
- **Finding Creative Solutions:** Case scenarios provide real-life opportunities to understand how issues of religion and belief emerge in the workplace, including but not limited to religious expression and proselytizing, attire, and scheduling. Participants will be introduced to the Accommodation
- **Mindset,** a Tanenbaum tool developed to support employees in proactively and effectively

accommodating religion at work.

- **Better Practices and Implementation Tips:** Strategies for proactively addressing religious diversity, accommodating a diverse workforce, and advancing religio-cultural respect.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

Manager's Training

A 60 to 90-minute session designed specifically for managers and team leaders would focus on better practices for responding to challenging accommodation requests, respectful communication and fostering an inclusive work environment for employees of all faiths and none.

Pre-reading outlining trends and statistics can be provided in order to allow more time for case studies and practice during the session.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **The Business Case:** An overview of the concrete ways in which proactively addressing religious diversity can improve productivity, performance and retention.
- **The Legal Landscape:** A review of federal legal protections for religious identity and expression at work.
- **Tanenbaum's 10 Bias Danger Signs:** An overview of the obvious and subtle forms of religious bias that frequently show up at work.
- **Finding Creative Solutions:** Case scenarios provide real-life opportunities to understand how issues of religion and belief emerge in the workplace, including but not limited to religious expression and proselytizing, attire, and scheduling. Participants will be introduced to the Accommodation Mindset, a Tanenbaum tool developed to support employees in proactively and effectively accommodating religion at work.
- **Better Practices and Implementation Tips:** Strategies for proactively addressing religious diversity, accommodating a diverse workforce, and advancing religio-cultural respect.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

The December Dilemma

The goal of this 60 to 90-minute interactive session is to raise awareness among employees about religious differences and the ways in which those differences often impact employee and customer relationships during the end-of-year holiday season. We recommend that this session be held in October or November, when employees are starting to think about the upcoming holiday season. Holding this session prior to December may prevent conflicts from emerging, while holding it at the beginning of the holiday season helps

the session feel relevant and interesting to participants.

Pre-reading outlining trends and statistics can be provided in order to allow more time for case studies and practice during the session.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **How respectful am I?** Exploring the disconnect between the ways we think we treat people, and the ways people actually feel they're being treated.
- **Why is religious diversity an issue?** Identifying the impact of current demographic trends on religion and belief in the workplace including globalization, immigration, aging, and religious adherence.
- **How does religion become an issue during the end-of-year holiday season?** Analyzing the ways in which obvious and subtle forms of religious ignorance and bias show up in the workplace.
- **Why should I care?** Examining business benefits of addressing religious diversity at work, particularly during the end-of-year holiday season, including improved teamwork, enhanced productivity, and customer relations.
- **How would I respond?** Learning from case studies based on real-life scenarios.
- **How can I help (during the holiday season and year-round)?** Review how employees can contribute to a more respectful and diverse workplace culture at your organization, not just during the holiday season, but year-round. The session would conclude with Tanenbaum's better practices and communication tools for navigating religious diversity and inclusion issues.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

The December Dilemma and Mental Health

The goal of this 60 to 90-minute interactive session is to raise awareness among employees about religion, resilience, and mental health during the winter holiday season. The winter holiday season can be a particularly stressful and taxing time of year and this presentation will help you understand why, and how you can help. We recommend that this session be held in October or November, when employees are starting to think about the upcoming holiday season. Holding this session prior to December may prevent conflicts from emerging, while holding it at the beginning of the holiday season helps the session feel relevant and interesting to participants.

Pre-reading materials can be provided to allow more time for case studies and practice during the session.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **How respectful am I?** Exploring the disconnect between the ways we think we treat people, and the ways people actually feel they're being treated.

- **Why is religious diversity an issue?** Identifying the impact of current demographic trends on religion and belief in the workplace including globalization, immigration, aging, and religious adherence.
- **How does religion become an issue during the end-of-year holiday season?** Analyzing the ways in which obvious and subtle forms of religious ignorance and bias show up in the workplace.
- **Where does mental health play a role?** Exploring the ways in which holidays can exacerbate stress and mental health challenges.
- **How would I respond?** Learning from case studies based on real-life scenarios.
- **How can I help (during the holiday season and year-round)?** Review how employees can contribute to a more respectful and diverse workplace culture at your organization, not just during the holiday season, but year-round. The session would conclude with Tanenbaum's better practices and communication tools for navigating religious diversity and inclusion issues.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

Holidays as Opportunities

The goal of this 60 to 90-minute interactive session is to raise awareness among employees about religious differences, particularly in regard to holidays, and how those differences can impact employee and customer relationships year-round. While the December Dilemma training is best conducted during the fourth quarter, this training can be conducted at any point during the calendar year. Though religious holidays typically receive the most attention during the year-end holiday season, different religious holidays and observances overlap or coincide year-round. This session will introduce attendees to better practices for proactively navigating religious holidays and observances in the workplace.

Pre-reading outlining trends and statistics can be provided in order to allow more time for case studies and practice during the session.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **Why is religious diversity an issue?** Identifying the impact of current demographic trends on religion and belief in the workplace including globalization, immigration, aging, and religious adherence.
- **How would I respond?** Learning from case studies based on real-life scenarios.
- **What are we talking about?** Reviewing important terminology associated with religious diversity in the workplace
- **What's coming up?** Identifying upcoming religious holidays and days of observance
- **How can I help?** Reviewing ways that employees can contribute to a more respectful and diverse workplace culture, during the holiday season and year-round. The session concludes with

Tanenbaum's better practices and communication tools for negotiating religious diversity and inclusion issues.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

The Power of Faith-Based Employee Resource Groups

The goal of this 60 to 90-minute interactive session is to educate leaders and members of faith-based and interfaith ERGs about the landscape of workplace religious diversity, faith-based and interfaith ERGs, and the value add of such groups. We recommend that this session be held at or before the launch of the ERG. This session can also be reprised for new members and leaders.

Pre-reading outlining trends and statistics can be provided in order to allow more time for case studies and practice during the session.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **How respectful am I?** Exploring the disconnect between the ways we think we treat people, and the ways people actually feel they're being treated.
- **Why is religious diversity an issue?** Identifying the impact of current demographic trends on religion and belief in the workplace including globalization, immigration, aging, and religious adherence.
- **ERGs: The Current Landscape** Analyzing the global proliferation of faith-based and interfaith ERGs.
- **Faith-Based ERGs: A Range of Approaches** Exploring different faith-based ERG models and the utility of each model.
- **Opportunities – Personal Growth and Business Goals:** Identifying the business benefits of faith-based and interfaith ERGs for organizations and individual employees alike.
- **Your Tanenbaum Resources:** Sharing Tanenbaum resources that ERG members can utilize and share.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

Interfaith Employee Panel

In this 60 to 90-minute panel comprised of diverse employees, Tanenbaum will moderate and facilitate discussions about the ways in which religious identity and practice inform employees' workplace experiences. The facilitation of the panel discussion is designed to educate the audience about different traditions and practices. This panel discussion will also shed a light on the diversity already present within

your organization. Attendees will leave the discussion with practical tips and tools for creating a more inclusive and welcoming workplace.

In preparation for this session, Tanenbaum will assist in vetting and preparing 4-6 employee panelists, providing an initial questionnaire to ensure that the potential participants' objectives for the session align with your organization's core diversity and inclusion values. Working closely with your organization, Tanenbaum will assist in crafting a set of panel questions (to be provided to the panelists in advance). Tanenbaum will then conduct a 60-minute prep call with all relevant stakeholders.

Tanenbaum will begin the 60 to 90-minute panel with a brief introduction of the topic of religious diversity and inclusion, accompanied by PowerPoint slides.

This panel can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

Cost of 60 to 90-minute session: \$7,500 (\$6,750 with a 10% Corporate Member Discount)

Beyond the Blame Game: Religion and LGBTQ+ Inclusion at Work

Conflicts in the workplace often occur when one (or both) parties feel as though a core identity is being threatened. It is critical to acknowledge these divisive conflicts, but it is equally important to participate in conversations that identify the misinformation, stereotypes, and oversimplifications that are so regularly resorted to when tensions arise. By identifying the misperceptions, participants will also come to identify common pitfalls that organizations face, such as blame-shifting, prioritization of some employees' identities over others, and attempts to change employees' beliefs or identities.

During this 90-minute joint facilitation, representatives from Tanenbaum and PFLAG National will provide real-life examples to illustrate the many ways that religious and LGBTQ+ identities intersect, discuss the common stereotypes and pitfalls that often stifle constructive conversations about this intersection, and strategies for creating inclusive workplaces, without pointing fingers. This conversation will set the parameters and possibilities for creating inclusive workplaces for employees regardless of their identities and beliefs.

The facilitators will help answer the frequent questions they encounter, such as:

- Can my organization proactively address both religious and LGBTQ+ inclusion?
- Should religious employees be allowed to opt-out of LGBTQ+ initiatives if they feel uncomfortable?
- Should religious employees be allowed to actively protest LGBTQ+ initiatives if they disagree with the organization's position?

After attending this session, participants will be better versed in the diversity of this intersection of identities in the United States, and the concrete ways that organizations can improve their workplace culture on all fronts.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- Defining and contextualizing the many ways that religious and lesbian, gay, bisexual, and transgender identities intersect at work.
- Discussing common stereotypes and pitfalls that organizations must overcome in addressing religious and LGBTQ+ inclusion at work.
- Identifying concrete next steps that participants can use to have more productive and inclusive conversations about the intersection of religious and LGBTQ+ identities at work.

Cost of 90-minute jointly facilitated session: \$13,000 (\$11,700 with a 10% Corporate Member Discount)

Mirror, Mirror: Solutions for Challenges around Religious & LGBTQ+ Identities

A 60 to 90-minute session designed specifically for Human Resource and Diversity & Inclusion Practitioners focuses on understanding the many ways that religious and lesbian, gay, bisexual, transgender, and queer (LGBTQ+) identities may intersect at work. The session explores the parameters and possibilities for mitigating conflicts that arise from common stereotypes and pitfalls and must be overcome to effectively address religious and LGBTQ+ inclusion at work. Tanenbaum will assist in identifying concrete next steps to create a culture of inclusion for all employees at work.

In preparation for the session, Tanenbaum can conduct 2-3 confidential interviews to gain a sense of the current experience of religious and LGBTQ+ diversity among your company's workforce. The interviewees will be mutually agreed upon by Tanenbaum and your company.

Pre-reading outlining trends and statistics can be provided in order to allow more time for case studies and practice during the session.

This session can be delivered in-person or via webinar.

Specific topics can include, but are not limited to:

- **The Business Case:** An overview of the concrete ways in which proactively addressing religious diversity and sexual orientation/gender identity in the workplace can improve productivity, performance and retention.
- **The Legal Landscape:** A review of federal legal protections for religious and sexual orientation/gender identities and expression at work.
- **Tanenbaum's 10 Bias Danger Signs®:** An overview of the obvious and subtle forms of religious bias that frequently show up at work.
- **Finding Creative Solutions:** Case studies utilize real-life examples to illustrate how issues of religious and LGBTQ+ identities emerge in the workplace, including religious expression and proselytizing, employee networks, attire, scheduling, interaction with sexual orientation/gender identity, and accommodations. Participants will be introduced to the Accommodation Mindset, a Tanenbaum tool developed to support employees in proactively and effectively identifying workplace

accommodations.

- **Better Practices and Implementation Tips:** Strategies for proactively addressing religious diversity, accommodating a diverse workforce, and contributing to a culture of religio-cultural respect.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

LGBTQ+ and Religion Employee Panel

Tanenbaum staff facilitate and moderate a 60 to 90-minute panel comprised of employees with diverse religious identities and sexual orientation and/or gender identities, guiding them through a structured discussion of their beliefs and experiences around intersections of religious and LGBTQ+ identities in the workplace. The facilitation of the panel discussion is designed to introduce your organization's employee population to diverse perspectives on this topic in order to demystify unfamiliar experiences, educate the workforce on the variety of ways that individuals approach this topic, and identify opportunities for diverse groups to become allies for one another in the workplace.

In preparation for this session, Tanenbaum will work directly with your organization to identify, vet and prepare 4-5 employees to participate on the panel. Tanenbaum will provide your company with an initial questionnaire concerning the potential participants' experiences around religion and sexual orientation/gender identity to ensure that the participants' objectives for the session align with your organization's core diversity and inclusion values. Working closely with your company, Tanenbaum will create a set of questions to ask the panelists during the panel discussion (to be provided to the panelists in advance). Tanenbaum would then conduct a 60-minute prep call with relevant stakeholders.

Tanenbaum will begin the 60 to 90-minute panel with a brief introduction of the topic accompanied by PowerPoint slides.

This panel discussion can occur in-person or virtually.

Cost of 60 to 90-minute session: \$8,000 (\$7,200 with a 10% Corporate Member Discount)

Building Inclusion: Exploring Antisemitism in the Workplace

This 60 to 90-minute general audience session focuses on understanding the history, context, and modern-day relevance of antisemitism both in the United States and around the world. Specifically, this session will address the ways in which antisemitism may be present or experienced at work. Tanenbaum will assist in identifying concrete next steps to create a culture of workplace inclusion for employees of all faith and none.

This session could be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **What is antisemitism?** Providing definitions to introduce this content and ensure all attendees are on the same page from the beginning.
- **Where does antisemitism come from?** Exploring the history of antisemitism, the origins of

associated age-old tropes, and how antisemitism is present in the modern day.

- **How does antisemitism show up?** With definitions and history in hand, exploring how to identify instances of antisemitism.
- **Better Practices and Implementation Tips:** Strategies for proactively addressing anti-Semitism, accommodating a diverse workforce, and creating a culture of religio-cultural respect.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

Building Inclusion: Exploring Islamophobia in the Workplace

A 60 to 90-minute training for general audiences, this session focuses on understanding the history, context, and modern-day relevance of Islamophobia at work and in the world around us. It explores Islamophobia in the United States and globally, considering how Islamophobia may be present or experienced at work. Tanenbaum will assist in identifying concrete next steps to create a culture of inclusion for all employees.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **What is Islamophobia?** Providing definitions to introduce this content and ensure all attendees are on the same page from the beginning.
- **Where does Islamophobia come from?** Exploring the history of Islamophobia in the United States and globally. Tanenbaum will explore the origins and modern-day manifestations of associated stereotypes.
- **How does Islamophobia show up?** With definitions and history in hand, how might folks recognize Islamophobia?
- **Better Practices and Implementation Tips:** Strategies for proactively addressing Islamophobia, accommodating a diverse workforce, and creating a culture of religio-cultural respect.

Cost of 60 to 90-minute session: \$6,500 (\$5,850 with a 10% Corporate Member Discount)

Religious Diversity in the Workplace: Leveraging Cross-Cultural Allyship

This 60 to 90-minute session will unpack the ways in which religion and belief as a facet of diversity, equity and inclusion can advance the concept of allyship in the workplace. Facilitators will highlight better practices, such as cross-cultural communication, for advancing allyship among employees of all faiths and none. This interactive session will highlight the intersectional nature of religion and belief and its utility in creating inclusive and respectful workplaces for employees of all identities.

This session is appropriate for employees of any level. It can be delivered in-person or via webinar. Specific topics would include, but are not limited to:

Specific topics can include, but are not limited to, the following:

- **What is cross-cultural communication?** What is allyship? Reviewing clear and concise definitions of key terms.
- **Why is religious diversity part of the conversation?** Delving into the business benefits of cross-cultural communication and allyship.
- **How can I be an active ally?** Exploring allyship as an ongoing practice.
- **What does this look like in practice?** Working through real-life scenarios complete with Tanenbaum take-aways and better practices.

Cost of 60 to 90-minute session: \$5,850 (\$6,500 with a 10% Corporate Member discount)

Executive Briefing

A 60-minute session designed specifically for your organization's executive leaders provides a strategic overview of religion and belief as a facet of workplace diversity, equity, and inclusion efforts. Delivered by Tanenbaum CEO Mark Fowler, the Executive Briefing provides an opportunity for your organization's leaders to engage in a high-level conversation.

This session can be delivered in-person or via webinar. Specific topics can include, but are not limited to:

- **Why now?** Utilizing the latest survey data and demographic info, explore why religion and belief in the workplace can longer be ignored, especially in the current socio-political climate.
- **The Business Case:** An overview of the concrete ways in which proactively addressing religious diversity can improve productivity, performance and retention, and why other organizations invest in the topic.
- **Hot Topics:** An overview of Tanenbaum's most frequent consulting topics, including policy reviews, the intersection of religious and other identities, and addressing employees' concerns in the current socio-political environment.

Cost of 60-minute session: \$9,000 (\$8,100 with a 10% Corporate Member Discount)

Leverage Tanenbaum's External Partners

Tanenbaum is proud to partner with Odyssey Impact, an interfaith 501c3 driving social change through innovative storytelling and media, connecting faith and secular communities.

Using a mix of film, deep-dive discussion (various discussion guides available), and immersive events, Odyssey Impact will help advance your organization's unique diversity goals across a range of stakeholders – from employees to clients, customers, and community members. Whether for Black History Month, Women's History Month, or anytime during the year, Odyssey Impact programming educates, builds awareness, and prompts action within your organization, furthering your diversity goals.

Consider leveraging two of Odyssey Impact's projects in your workplace:

- **Stranger/Sister** is the story of two ordinary women, one Muslim and one Jewish, who dare to believe they can join hands to stop the wave of hate. Overcoming a long history of distrust between their two religions, they build a movement that turns strangers into sisters, challenging our assumptions about how to fight hate in America. Use Women's History Month as an opportunity to explore how people can connect across differences and build bridges together.
- **The Legacy of Black Wall Street** is a powerful way to connect Black history to pertinent issues of the day. The film draws on a century-long thread from the Tulsa Race Massacre to the present, exploring the lingering economic, psychological, and emotional impacts that have undermined the rebuilding of the once thriving community.

The below options are available at additional cost, discounted for Tanenbaum members. Please note that these options are payable to Odyssey and a Tanenbaum training credit cannot be utilized for payment.

- *Cost for consultation, planning, and support for custom screening for company event: \$1,000*
- *Exclusive filmed conversation with subject matter experts, filmmakers, & subjects: \$1,500*
- *Panel implementation, planning and discussion moderator support for custom screening for company event (estimated up to 3 in-depth meetings): \$3,000*
- *Cost for 1-year access to the film plus digital Screening Toolkit: \$4,000*

Contact Odyssey Impact via email at screenings@odyssey-impact.org and reference the Tanenbaum partnership for more information.

CONCLUSION

By providing these important educational sessions, your organization can advance on its journey toward becoming a leader in the complex field religious diversity and inclusion. Tanenbaum would be honored to assist in your organization's efforts to build religio-cultural competence in the workplace. For more information, please contact us at membership@tanenbaum.org.