

## Welcome to our Newest Members!

Tanenbaum would like to welcome its newest Members:

- **Charles River Laboratories** at the Associate Level
- **New York Road Runners** at the Associate Nonprofit Level

They join a growing community of organizations committed to advancing religious diversity and inclusion in the workplace.

## Faith & Pride Series

The narrative surrounding faith and sexual identity is often depicted as conflicting or contradictory parts of a person's identity. We are asking LGBTQ+ people of faith to introduce themselves, share their stories, and explore how they see, or wish to see, respect practiced between and among faith and queer communities.

You can watch reflections from our [Faith & Pride series here](#).

[Please visit the link here to participate](#).



## SCOTUS Rules on Religion in the Workplace

In June 2023, the Supreme Court of the United States handed down decisions on two prominent cases involving religion and the workplace:

- In *303 Creative v. Elenis*, the Supreme court sided with a Christian graphic designer who refused services to same-sex individuals on the basis of free speech. This ruling opens the door for all manner of justifications to deny people equitable service in the public space, including discrimination against people because of their religious beliefs, practices and expressions. While the full implications of this case still remain to be seen, one thing is for certain, this decision moves us backward in the pursuit of a more equitable society for all. ([Read our joint statement in partnership with Schulte Roth & Zabel](#))

- In *Groff v. Dejoy*, the Supreme Court sided with an evangelical Christian postal carrier who could not work on Sundays due to his observance of his Sabbath. Arguing that “...an employer must show that the burden of granting [an] accommodation would result in substantial increased costs in relation to the conduct of its particular business,” this ruling may require changes to organizations’ policies and procedures ([Source](#)).

In light of these decisions, Tanenbaum recommends resources such as our [Eight Steps to the Accommodation Mindset](#), [10 Bias Danger Signs](#), and [Competencies for Respectful Communication](#) to establish and encourage religious accommodation in the workplace.

## McKenzie Delis Review’s U.S. Report is Available Now!

Tanenbaum has the continued privilege of serving as a member of the U.S. McKenzie Delis Review Committee, assisting with efforts to better understand how some of the largest corporations in the U.S. are addressing religious diversity and inclusion (D&I) in the workplace.

The McKenzie-Delis Review’s U.S. Report is a groundbreaking report on diversity and inclusion in the U.S. workplace. The report provides a comprehensive review of how the country’s largest employers are addressing and prioritizing their efforts across the ten facets of workplace D&I – ethnicity, gender, age, nationality, mental health, sexual orientation, socio-economic status, disability, religion, and parenthood.

Be sure to check out the full report – [available here](#).

## Upcoming Holidays

Rosh Hashanah (the Jewish New Year) will occur this year from the evening of September 15th to the evening of September 17th, and Yom Kippur (the Day of Atonement) will occur from the evening of September 24th to the evening of September 25th. Known as the High Holy Days, these holidays include festive celebrations for Rosh Hashanah and fasting for Yom Kippur.

As with Jewish holidays generally, observance begins shortly before sunset and ends at nightfall. Employees and coworkers may request time off to observe these holidays and spend quality time with family and friends. Businesses and organizations may close in observance of these holidays.

To learn more about these holidays and their workplace implications, check out our [Jewish Fall Holidays Fact Sheet](#).



## Plan for the December Dilemma

Although it's still summer, now is a great time to think about how your organization will address the December Dilemma. Through our popular training session, Tanenbaum can help you ensure workplace inclusivity and accommodations during any holiday season. Be sure to book a training soon, as our calendar will fill up quickly.

An overview of Tanenbaum's trainings, including the December Dilemma offering, [can be found here](#). Reach out to [membership@tanenbaum.org](mailto:membership@tanenbaum.org) to discuss training options.

In the meantime, our [December Dilemma](#) fact sheet will help you address a number of the questions you may have about time off and scheduling, decorations, and holiday greetings.



## Recap the 2023 Summit

Generously hosted by Citi, Tanenbaum held its 7th annual Religious Diversity Leadership Summit on May 10, 2023. The event addressed the theme of “Religious Diversity: Unlocking the Power of Difference” through a fireside chat and five panels discussing trending topics in the religious DEI space:



- In a **fireside chat** with Tanenbaum’s CEO Mark E. Fowler, Farooq Kathwari, CEO of Ethan Allen and Co-Chair of the Muslim Jewish Advisory Council, shared his insights on taking a leadership role in fostering and celebrating religious diversity.

- **A panel on religion-based bias** was moderated by Tanenbaum President and Founder Georgette Bennett. Panelists included Khyati Joshi (Farleigh Dickinson University), Jacob Ari Labendz (Ramapo College of New Jersey), and Simran Jeet Singh (Aspen Institute).

- The **legal panel** unpacked recent and upcoming legal decisions pertaining to religion and the workplace with moderator and founder of HWH Mediation, Holly Weiss. Panelists included Sam Estreicher (New York University School of Law), Erika Simonson (Schulte Roth & Zabel LLP), and Commissioner Keith E. Sonderling (EEOC).

- Pew Research Center’s Janell Fetterolf joined virtually to share takeaways from the report “**Diversity and Division in Advanced Economies**” as well as the Global Attitudes Survey Project.

- A panel on **faith-based ERGs** explored the roles of different stakeholders: founding member, DEI support, and executive sponsor. This panel was moderated by the Senior Vice President at Citi, Maria Abdullah. Panelists included Dov Adler (PwC) and Sofya Kulik (KPMG).

- Tanenbaum CEO, Mark Fowler, concluded programming with panelists including Jean-Marie Navetta (PFLAG) and Lisbeth Meléndez Rivera (BQN Consulting). Together, they discussed how to **actualize the voices of LGBTQ+ individuals in the workplace**.

As always, the Summit was free to attend thanks to the generous support of our sponsors.

For a more detailed recap of the Summit check out our [blog post here!](#)

## Save the Date! 2023 Gala Peace Made Possible

# 2023 TANENBAUM GALA PEACE MADE POSSIBLE

TUESDAY, OCTOBER 17, 2023



Join us virtually or in person at the Edison Ballroom in New York City on Tuesday, October 17, 2023 at 6:00pm! Together, we'll continue to raise the bar on what behaviors of respect can look like in education, health care, peacebuilding, and at work.

[Click here to purchase tickets and sponsorships.](#)

[Click here to learn more about sponsorship opportunities.](#)

For more information, please contact Katie Burke at [kburke@tanenbaum.org](mailto:kburke@tanenbaum.org) or 212.967.7707 x103.

[Re-live last year's Gala here.](#)

At this crucial time, you can actively fight religious hatred by supporting Tanenbaum. Our real-world solutions make peace possible in the U.S. and globally. [DONATE TODAY!](#)



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