

COMBATING RELIGIOUS PREJUDICE

Tanenbaum Workplace Newsletter | Summer 2023

Building a world that respects religious difference

Welcome to our Newest Members!

Charles River Laboratories at the Associate Level

Tanenbaum would like to welcome its newest Members:

- 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

Please visit the link here to participate.

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.

REV. MARK FOWLER TANENBAUM 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

- 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

religion and the workplace:

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

granting [an] accommodation would result in substantial increased costs in relation to the conduct of its particular

Sundays due to his observance of his Sabbath. Arguing that "...an employer must show that the burden of

- 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

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

Businesses and organizations may close in observance of these holidays.

religious diversity and inclusion (D&I) in the workplace.

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.

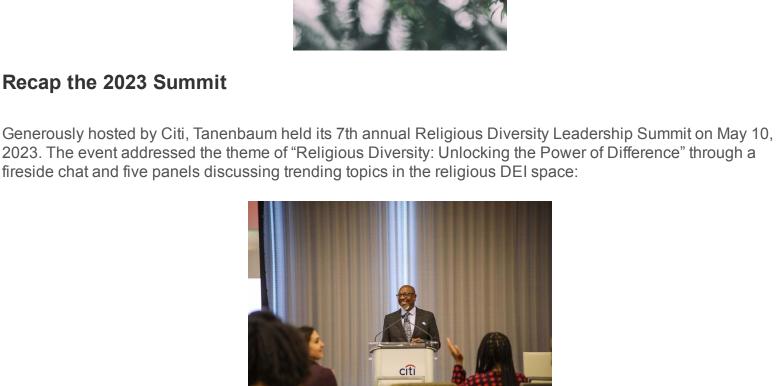
As with Jewish holidays generally, observance begins shortly before sunset and ends at nightfall. Employees and coworkers may request time off to observe these holidays and spend quality time with family and friends.

To learn more about these holidays and their workplace implications, check out our **Jewish Fall Holidays Fact** Sheet.



Recap the 2023 Summit

have about time off and scheduling, decorations, and holiday greetings.



- 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

- 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

- 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).

- 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.
- Save the Date! 2023 Gala Peace Made Possible

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!**

Jersey), and Simran Jeet Singh (Aspen Institute).

included Dov Adler (PwC) and Sofya Kulik (KPMG).

2023 TANENBAUM GALA PEACE MADE POSSIBLE

TUESDAY, OCTOBER 17, 2023



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.

Join us virtually or in person at the Edison Ballroom in New York City on Tuesday, October 17, 2023 at 6:00pm!

<u>Click here to learn more about sponsorship opportunities.</u>

For more information, please contact Katie Burke at 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.

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