

Religious Diversity Leadership Summit:

Building Your Roadmap to Religious Inclusion at Work



Thursday June 11, 2026
Fordham University School of Law

 **TANENBAUM**
COMBATING RELIGIOUS PREJUDICE
Building a world that respects religious difference



Table of Contents

- » Sponsors → Page 03
- » Welcome Letter → Page 04
- » Program History → Page 06
- » Agenda → Page 08
- » Opening Remarks → Page 10
- » Keynote → Page 11
- » Building the Foundation Panel → Page 12
- » Traveler's Profile → Page 14
- » Surveying the Landscape Panel → Page 18
- » Navigating the Terrain → Page 20
- » Your Roadmap → Page 26
- » 10 Bias Danger Signs → Page 28
- » Notes → Page 30
- » Stay Involved → Page 36



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Welcome to the Summit

To our attendees,

We are delighted to welcome you to Tanenbaum's 10th Annual Religious Diversity Leadership Summit: Building Your Roadmap to Religious Inclusion at Work.

We celebrate this anniversary together with our partners, who recognize that the values we share around inclusion and belonging must be reflected not only in words, but in meaningful action. Each year, the Summit offers an opportunity to do exactly that.

Since its creation in 2012, Tanenbaum's Membership Program has sought opportunities to put principles into practice. In 2016, our 20 corporate members called for time to gather, exchange ideas, and advance efforts to build respect for religious difference in the workplace. From that first convening, together we have grown to what is now our annual Summit. Over the past decade, Tanenbaum has brought together over two thousand individuals from more than 300 companies and industries and fostered a network of which today you are now a part.

We've had many themes over the years, each reflecting important topics of that time. Today, we continue to



solidify the foundation of global workplaces where employees of all faiths and none know themselves as respected in the workplace, workforce, and marketplace. I encourage you to "build your roadmap" using this interactive notebook. It is yours to capture insights, jot down questions, and take home as a living resource to translate today's momentum into actionable change at your workplace.

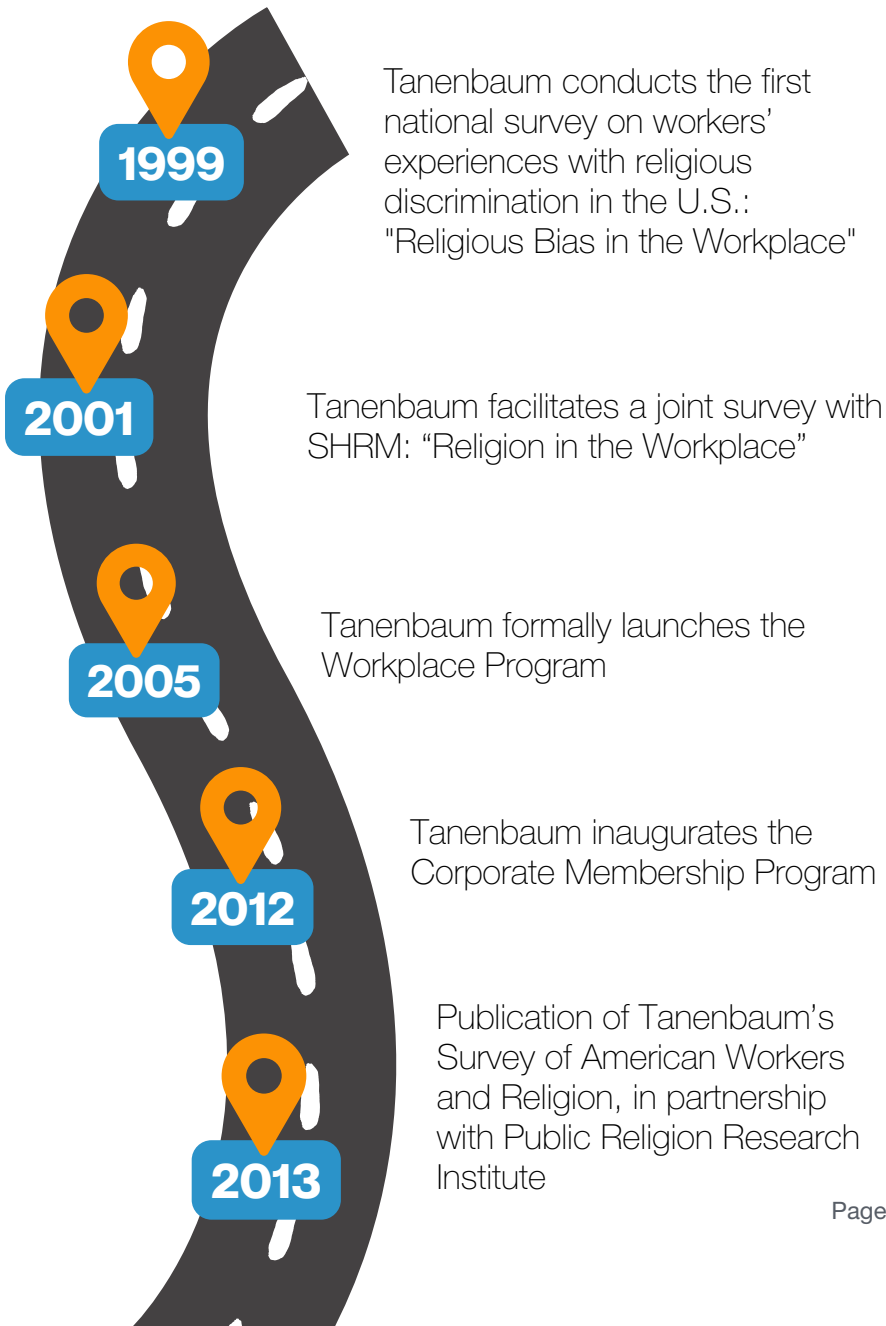
On this 10th anniversary, I'm reminded of tin and aluminum—symbols of durability and resilience traditionally exchanged to mark such milestones. Those same qualities are what is required of Tanenbaum and our partners in the work of building respect across all religions and none. As you build your roadmap, consider: where am I now, where am I going – and how do I get there? We will go together.

In community,

Rev. Mark Fowler
CEO, Tanenbaum



Workplace Program History



Agenda at a Glance



Opening Remarks | 9:00-9:30 AM

- Rev. Mark Fowler, CEO, Tanenbaum
- James A. Felton III, VP for Equity and Inclusion, Fordham University Office of Equity, Inclusion, and Opportunity

Keynote: Beyond Accommodation: Building Cultures Where People Are Fully Seen | 9:30-10:00 AM

- Nadine Augusta, Chief Impact Officer, Cushman & Wakefield

Building the Foundation: A Blueprint for Religious Inclusion | 10:00-11:00 AM

- James A. Felton III
- Kimberly Tiedeken, Director of Diversity & Inclusion, Princeton University
- Liz Joslin Varghese, Senior Manager of Global Inclusion, Weil, Gotshal & Manges LLP
- Miranda Bennett-King, Senior Director of Culture, The Hartford

Sharing Your Location: The Traveler's Profile | 11:15-12:30 PM

- Rev. Mark Fowler
- Thomas Smith, Workplace Program Associate, Tanenbaum

Lunch | 12:30-1:30 PM

Surveying the Landscape: Accommodating Religious Difference in Legal Practice | 1:30-2:30 PM

- John Mensah, Program Director, Community Services Foundation
- Martin L. Schmelkin, Partner, McDermott Will & Schulte
- Dr. Mohamed F. Sweify, Counsel, Whiteford, Taylor & Preston LLP
- Nathan Calko, Private Funds Associate, Simpson Thacher & Bartlett LLP

Navigating the Terrain: Transforming Conflict and Building Trust within the Workforce | 2:45-4:15 PM

- Daniel del Nido, Education Program Assistant Director, Tanenbaum
- Chelsea Feltman, Workplace Program Associate, Tanenbaum

Closing Remarks: Your Roadmap | 4:15 PM-4:45 PM

- Rev. Mark Fowler



Use the QR code to read our speakers' bios and the session descriptions!



Opening Remarks

How can I begin practicing my values in policy at my company?

What could human-centered leadership look like at my organization?

What could progress around religious inclusion look like at my company in one month or one year?



Keynote

Did You Know?

Nadine Augusta was recognized with the Corporate Bridge Builder Award at Tanenbaum's 2025 Gala: Peace Made Possible.



Building the Foundation: A Blueprint for Religious Inclusion



What data presented resonated most with my work?



What steps did the panelists take that I can initiate at my company?



What priorities or challenges did the panelists identify that I should explore as part of my role?



Building the Foundation: A Blueprint for Religious Inclusion

Did You Know?

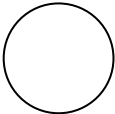
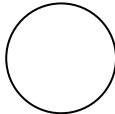
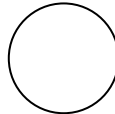
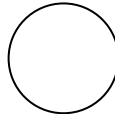
Princeton, The Hartford, and Weil are all Tanenbaum Members who have been with us for over 5 years!



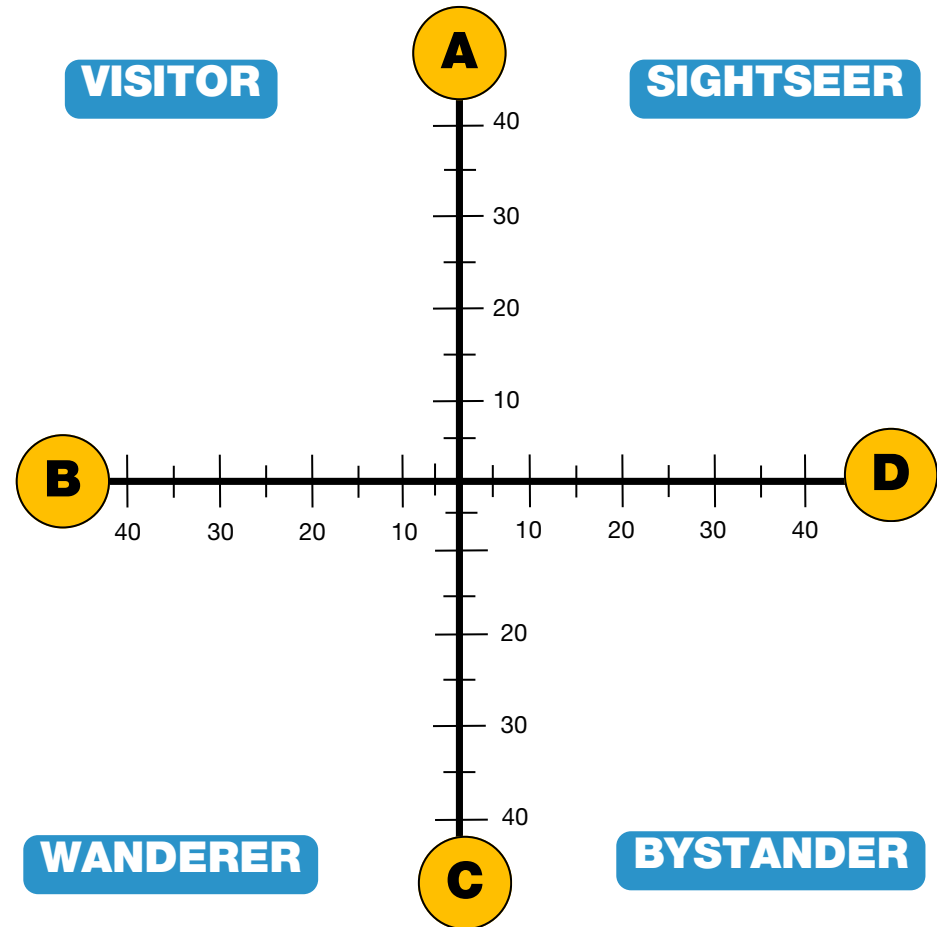
Sharing Your Location: The Traveler's Profile



Step 1: Rank your answer to each question in order of what least describes you (1) to what best describes you (4). When you have completed the rating, add your scores down each column and put your score in the circle.

1)	_____	_____	_____	_____
2)	_____	_____	_____	_____
3)	_____	_____	_____	_____
4)	_____	_____	_____	_____
5)	_____	_____	_____	_____
6)	_____	_____	_____	_____
7)	_____	_____	_____	_____
8)	_____	_____	_____	_____
9)	_____	_____	_____	_____
10)	_____	_____	_____	_____
				
	A	B	C	D
	<i>Total</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>

Step 2: Use the grid to plot your score along the four axes below. Then connect your scores so that you make a diamond shape on the grid.





Sharing Your Location: The Traveler's Profile

My Profile: _____

Characteristics: _____



What challenges and opportunities arise when I work with people who have different profiles than me?



How does my profile impact the work I do around religious diversity in my workplace?



Surveying the Landscape: Accommodating Religious Difference in Legal Practice



What does implementing religious accommodations respectfully and effectively look like at my organization?



Why is religious inclusion at work important to me?



What values am I building within my organization that support this work?



Navigating the Terrain: Transforming Conflict and Building Trust Within the Workforce

Think of a conflict you have
experienced recently:

Who was the conflict with? _____

What was the conflict about? _____

What emotions did you experience? _____

Why do you think you experienced those emotions?



How do I respond to
discomfort...

In my body? _____

In my emotions? _____

In my words? _____

In my actions? _____





Navigating the Terrain: Transforming Conflict and Building Trust Within the Workforce

What We Say and How We Say It

I feel _____
(state a feeling)

when you _____
(state a behavior)

Because _____
(state what results from the behavior)

and I want _____
(state an expectation)

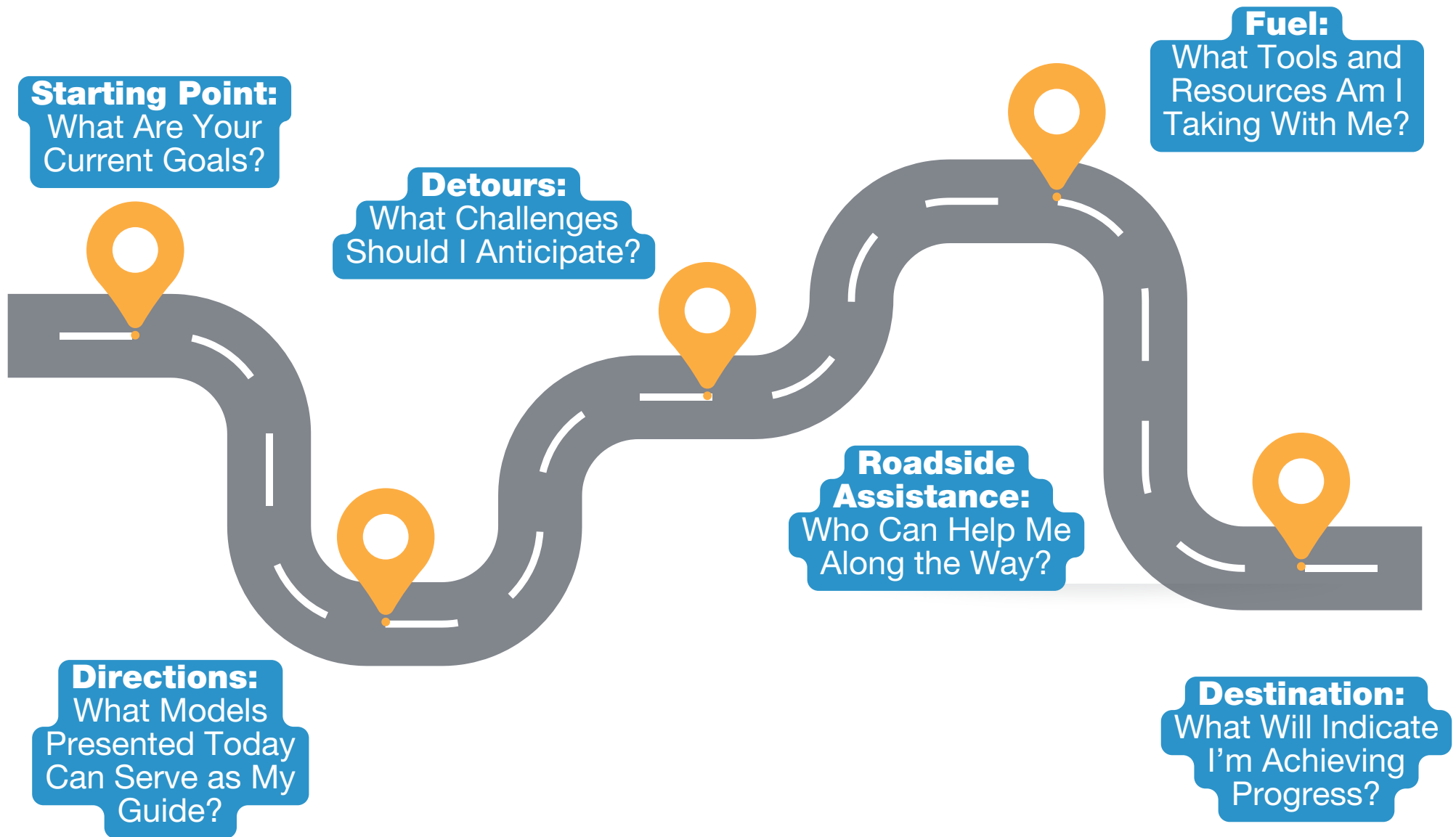


Respectful Curiosity

- Be attentive (body language matters!)
- Validate and encourage
- Clarify
- Paraphrase
- Summarize

*Conflicts are opportunities to
learn about yourself.*

Your Roadmap to Religious Inclusion





10 Bias Danger Signs



ATTIRE

Employees are barred or discouraged from wearing facial hair, certain hairstyles, or garb – even if religiously motivated.



DEVOTION

Employees encounter difficulties when requesting time off to pray, meditate, or reflect during the workday, or in locating a quiet space.



DIET

Work-sponsored gatherings offer limited kosher/halal/vegetarian options.



HOLIDAYS

Employees have a difficult time securing vacation/paid time off for their religious holidays or observances.



ICONS

Religious icons or devotional objects are discouraged or barred from personal workspaces.



10 Bias Danger Signs



NETWORKS

Determining whether to establish individual faith groups, an interfaith group, or no religious groups at all poses a challenge.



PRAYER

Mandatory company meetings and celebrations include prayer.



RIDICULE

Employees are mocked because of their religious beliefs, practices, or garb.



SCHEDULING

Work shifts and meeting schedules disregard significant religious holidays.




SOCIALIZING


Employees are labeled as anti-social when they don't attend company-sponsored parties for religious reasons.

Stay Involved

 Website: [Tanenbaum.org](https://tanenbaum.org)

 Address: 200 Broadway, 3rd Fl, New York, NY 10038

 Email: workplaceprogram@tanenbaum.org

 Social Media: [@tanenbaumcenter](#)

Scan the QR code here
to check out Workplace
trainings and offerings!

