

# Faith Employee Resource Group

Charter Example – January 2021

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## Article I – Official Name

The official name of the multi-faith and ally Employee Resource Group (ERG) at our Company shall be the **Faith Work Forum** (FWF).

This name connotes a safe and respectful **forum** for employees to explore ways to connect their **faith** to **work** in positive and constructive ways. As well as respectfully engage the faiths and worldviews of others.

An alternate name could be “Inter-Belief Network”.

## Article II – Mission

### **Mission**

We believe all employees have the right to bring their whole self to work. Faith and worldviews are core to who we are – our values and beliefs – and to how we conduct business. People of all faiths and worldviews are welcome.

*(TO BE DISCUSSED EXTENSIVELY FURTHER, SO PUTTING IN PLACEHOLDER LANGUAGE)*

The mission of the Faith Work Forum is to leverage our faith to positively and constructively impact our company, our colleagues, and the world.

## **Article III – Focus Areas**

- 1. Business Impact**
- 2. Company Culture**
- 3. Talent and People Development**
- 4. Community Outreach**
- 5. Cross ERG Engagement**

### **1. Positive Business Impact**

#### **a. Promote the positive and constructive connection of faith to business impact**

- Promote excellence and encourage diligence in our work based on faith beliefs.
- Promote excellence in teamwork and relational matters based on faith beliefs.
- Create strategy to target faith based businesses and religious organizations to encourage use of our products. Engage with faith based customers.
- Contribute to the design of products that support the needs of faith based customers, merchants, partners and organizations.
- Be a resource for function lines of business as well as for faith-sensitive reviews of marketing efforts, such as based around religious holidays and practices.

#### **b. Enhance our company actions and positive public image related to faith based topics**

- Enhance our company public image in the various faith communities.
- Assist our company in becoming a worldwide corporate leader in promoting religious inclusion, understanding, freedom, corporate integrity, and human dignity.

#### **c. Business Development/Outreach**

- ERGs can provide great insight into a specific segment of consumers our company wants to target. Communities can serve as focus groups, provide specific consumer insights, and help penetrate diverse consumer markets. Communities have a natural understanding of the respective markets, so they are well positioned to provide unique cultural insights, establish relationships with community leaders, and build trust among these consumers.
- Develop relationships with external organizations and influencers.
- FWF members may belong to faith based networks with other business leaders and companies that may align well with our company for engagement/partnership.

## **2. Faith Friendly Company Culture**

### **a. Welcoming and Inclusive**

- Create a positive atmosphere for people of all faiths or no faith, so they can bring their full selves to work, allowing and welcoming all employees to participate as they prefer.
- Support a culture that empowers all employees of faith to be open, comfortable, and contribute to the success of our company and its employees.

### **b. Provide a forum for the discussion of concerns and issues important to employees of all faiths**

- Create a forum for respectful conversations concerning faith in the workplace.
- Encourage participation from all interested in faith in the workplace and in learning about the diverse faith backgrounds, beliefs and worldviews represented at our company.
- Address unconscious bias, prejudice, stigmas, negative stereotypes, misconceptions, and foster deeper understanding of and respect for our global colleagues.
- Help prevent religious discrimination in the workplace.
- Allow for diversity of thought and faith expression.

### **c. Faith Based Awareness and Education**

- Increase awareness of various belief systems through educational events, speakers, and materials. Promote religious literacy and understanding.
- Create cultural awareness and dispel misconceptions about faith tenets and practices.
- Enhance people leader sensitivity to religious practices (e.g. during times of fasting, diet, or holidays).

### **d. Support the Company's diversity, equity, and inclusion initiatives**

- Promote a sense of “belonging” and an inclusive workplace.

### **e. Foster integrity in employee business behavior and support for our company values**

- Promote faith based values beneficial for the workplace (e.g. humility, integrity, diligence, honesty, encouragement, kindness, forgiveness, love, accountability, empathy, justice, helpful, cheerful, gratitude, self-control, joy, and many more).

### **f. Promote reasonable faith based accommodations within the workplace**

- Establish and advertise safe spaces for worship, prayer, meditation, mindfulness, etc. in our company offices and large scale events.
- Promote reasonable accommodations and respect for employee faith related attire, prayer, diet, holidays, icons, socialization and scheduling.
- Allow spirituality to be part of wellness programs at our company.

### **g. Promote faith based allyship through trainings, dialogs, and materials**

### **3. Talent and People Development**

#### **a. Protect human dignity and religious rights of all employees**

#### **b. Allow employees to connect based on their faith affinities in FWF faith specific chapters**

- Support the various faiths in Faith Work Forum by providing a space for employees to grow and connect within their faith, including growth in values beneficial for the company.

#### **c. Professional development**

- Provide members with the opportunity to build their skills and grow professionally via trainings, career development, networking, leadership forums, internal/external speakers, curated learnings, workshops, panel discussions, lunch n learns, etc.
- Invite faith based business leaders/CEOs/executives to talk about their faith journey and how it relates to their career & professional development.
- Provide tools and resources (including faith based) for employees to be able to further their careers.

#### **d. Help the Company to attract, develop, and retain talent**

- Build relationships with key stakeholders to support talent acquisition, diversity recruiting and the business to ensure we are well represented at events such as, but not limited to, on-campus recruiting, and national events hosted by professional organizations. Help with campus recruiting; highlight our company as a great place to work for people of all faiths and worldviews.
- Promote 'hot jobs' to FWF members.
- Prayer/faith buddies and small groups help retain talent due to the common affinity and human connection.
- Establish a two-way feedback mechanism between FWF and our company to identify and rectify where people of all faith backgrounds and belief traditions are treated differently in terms of employment opportunities.
- Career panels where faith as a part of a person's story/identity can be part of the discussion. Highlight key company leaders/mentors who have a faith background.
- Reach out via papers, presentations, and events to promote our company as place to work for faith diversity and other targeted communities.
- Market our company career opportunities at cultural community events, religious events and places of worship (temples, churches, synagogues, mosques, etc.).

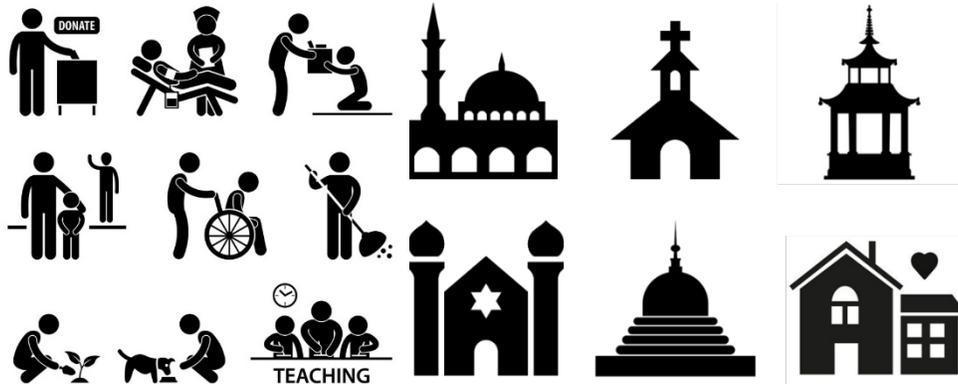
#### **d. Networking and mentoring**

#### **e. Celebration and Fun**

- Share our traditions and holidays in a fun, engaging way.

## 4. Community Outreach

### a. Volunteer with local secular organizations, community centers, and places of worship focusing on humanitarian needs



- ERGs recognize the connection they offer to the broader communities they represent and build relationships through service and volunteer efforts, such as encouraging young people of all faith backgrounds and belief traditions to pursue careers in STEM or awarding student scholarships. Community outreach also supports early pipeline development, branding our company as an employer of choice and highlighting our values in the community.
- Demonstrate social responsibility.

### b. Stand together to reject violence and hate against any and all faith backgrounds and belief traditions globally

- Healing. In the wake of faith-related attacks around the world, we come together to host vigils for faith communities, organized by people from different backgrounds.

## **5. Cross-ERG Engagement**

**a. Faith Work Forum and Faith Specific Chapters will engage with other company ERGs in accordance with inclusion and diversity initiatives and business objectives**

- Common ground, bridge building, volunteering.

**b. Faith Work Forum and Faith Specific Chapters will engage with the industry on best practices and positive outcomes for our company and the communities in which we live**

#### Article IV – Respectful Boundaries

The Faith Work Forum will not promote a singular, homogenized faith or worldview.

The Faith Work Forum will not promote one faith or worldview over another.

The Faith Work Forum will not promote behavior that is isolating, divisive, hateful, or proselytizing (we want respectful faith discussions and for people to share about their identities, not forcing faith ideas on others). The Faith Work Forum will work with the Company and HR to counsel and address specific individuals who may overstep boundaries.

#### **Faith Expression Statement**

- Our company is committed to providing a workplace that values diversity and inclusion. This includes religious and faith based diversity and inclusion.
- Our company does not discriminate against employees on the participation or non-participation of any religion or faith as a condition of employment. We are all entitled to our individual religious and faith beliefs and discrimination on the basis of religion, faith beliefs, or the lack thereof is prohibited by company policy and law.
- Your right to have your own religious beliefs - or have no religious beliefs - is protected by the company's existing policy on Harassment. **Employees are welcome to express their religious and faith beliefs in ways that are constructive and positive for the workplace.**
- Employees who are subject to what they believe is continued unwelcome and uninvited sharing of religious beliefs or any form of harassment, or retaliation, relating to religion that interferes with their work or the smooth functioning of the workplace should refer to company policies on reporting harassment and act in accordance therewith.

## **Article V – Membership**

People of all faiths and worldviews are welcome. All may opt-in and opt-out at their preference.

## **Article VI – Structure**

The group structure will consist of the Faith Work Forum multi-faith umbrella, with faith specific chapters. Each faith specific chapter may have its own events, communications, and engagement in support of the overall mission of the Faith Work Forum, as well as engage in cross-faith events and volunteering.

Example:

- Faith Work Forum
  - Christian Faith Work Forum
  - Hindu Faith Work Forum
  - Jewish Faith Work Forum
  - Muslim Faith Work Forum
  - Etc.

This allows for:

- **Faith specific events:** all faiths are not the same and each has distinct faith traditions and expressions, distinct prayer, worship, theology
- **Faith @ Work applications:** ways to apply a specific faith to work in a positive way may be discussed routinely in faith specific groups
- **Faith specific connections:** people sharing that common background and affinity, buddy programs, mentoring, testimonies
- **Faith specific business support:** product or business advice that may be faith specific (see examples above), recruiting, external networking
- **Faith specific locations/timing:** allow each faith group to guide its naming, mission, activities, locations, number of events, style of events, etc.

**Joining:** People can join the FWF multi-faith group without having to opt-in to a specific faith chapter. Others may choose to join the FWF multi-faith group as well as one or more faith specific chapters.

**New Chapters:** New faith-specific chapters will be formed based on certain criteria, to be discussed, such as (just an example from ERG benchmarking):

For a new faith specific chapter to be added into FWF, the following must occur, faith must:

- Belief in God and be an established and recognized religion (as defined by [Wikipedia](#))
- Be harmonious (not negatively opposed to) with existing faith groups within FWF
- Have two representatives ready to join the Board
- Have an email membership of approximately 50 employees
- Be approved by the FWF Board with a majority vote

### **Article VII – Leadership**

The leadership structure of the Faith Work Forum will be in line with the general leadership structure of other company ERGs. Each faith specific chapter will select two or three members to sit on the Faith Work Forum multi-faith umbrella leadership structure.

### **Article VIII – Executive Sponsor**

The executive sponsor plays a critical role in the development of the group. The executive sponsor serves as a strategist, innovator, broker, and mentor. In order to maximize the knowledge and influence of the executive sponsor it is recommended that each group meet with their respective executive sponsor on a regular basis.

Executive Sponsors should:

- Provide their vision, insight, and advice to increase group impact
- Bring new resources and ideas to the table (i.e. access to resources, tools, connecting to other executives)
- Provide their cross-functional view into the health of the organization where the group can add value
- Keep the group in the know about events/wish list at the corporate level
- Help address challenges brought up by the team
- Advocate for the group with other senior leaders and managers
- Seek broader funding to execute on larger/cross location events (i.e. speakers, professional development sessions)

### **Article IX – Operating Protocols**

- Faith Work Forum will host regular steering committee meetings as well as quarterly general body meetings to inform their constituency of what is going on.
- Faith Work Forum communications will follow general communications structures and avenues of other company ERGs. Faith Work Forum and its faith specific chapters shall be noted in company communications/websites similar to the other company ERGs.
- Faith Work Forum use of company resources and funding will follow general structures and avenues of other company ERGs.