

Assessment for religious pluralism in the workplace

Begin with an assessment of how dominant Christian values permeate the institution:

1. How do they inform the vision, mission (note the Christian associations attached to these words) and goals? _____

 2. How do they appear in the everyday culture of the organization such as in icons/pictures, comments, references? _____

 3. How do they show up in people's attitudes and behavior? _____

 4. How do they show up in the cultural environment? _____

 5. How do assumptions about who is qualified, worthy and has leadership ability influence hiring, promotion and mentoring into leadership? _____

- How does the operation of the organization - its structure, programming, yearly calendar, relationship to the community, salaries and benefits or funding - reflect dominant Christian practices? _____

6. Are there negative attitudes, comments or judgments such as:
 - Muslims are fanatical and dangerous
 - Jews are shifty, dishonest and control everything
 - Atheists lack morals
 - Hindus, Buddhists and others are anti-science
 - Native Americans are primitive
 - People from other religious backgrounds are inferior immoral, too loud/too vibrant, quaint, exotic, erotic, suspicious, etc._____



7. Is there religious accommodation for those who are not Christian?

8. Is there staff religious diversity and training?

9. Are diverse holidays recognized and honored?

10. Is proselytizing prohibited?

11. What is the organization's relationship to the natural world and the environment, to indigenous peoples?

12. On whose land does it operate?

13. Others

