



Religious inclusion

**Educational resources
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**Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion**

ccdi.ca

Educational resources on religious inclusion

In today's increasingly diverse and interconnected world, fostering inclusive environments means recognizing and valuing all dimensions of identity, including religion, faith, spirituality, and belief. While religious, spiritual, and faith-based diversity can enrich workplaces and communities with diverse perspectives, it can also pose challenges and limitations if not approached with intention, understanding, and sensitivity.

Religious and faith-based inclusion is the intentional practice of acknowledging, respecting, and supporting a broad spectrum of religious and non-religious beliefs within an organization or community. It is about creating a workplace culture where individuals of all faiths and beliefs feel seen, valued, and empowered to bring their whole selves to work. By embedding inclusive practices into organizational culture, workplaces can strengthen culture rooted in respect and belonging.

This guide includes resources and guidelines to help create a workplace culture that is inclusive and accommodating to religious, spiritual, and faith-based diversity.

Learn more about religious and faith-based inclusion from organizations such as [Encounter World Religions](#) and [Rainbow Faith and Freedom](#).



CCDI WEBINARS

The following webinars were delivered previously, and recorded versions can be accessed via CCDI's Knowledge Repository. If your organization is a [CCDI Employer Partner](#), you and your colleagues can visit the [Knowledge Repository portal](#) to register for access (using a work email address) and login credentials will be sent via e-mail (check Inbox and Junk Mail folder just in case).

Log into Knowledge Repository and click on the links below to view each webinar:

Bilingual

- [CCDI Webinar: Religious holidays: A path to inclusion / Webinaire du CCDI : Les fêtes religieuses : Une voie vers l'inclusion](#) (2023)

English only

- [CCDI Webinar: Religious Inclusion](#) (2019)

French only

- [Webinaire du CCDI : Que faire avec une demande d'accommodement raisonnable pour motif religieux?](#) (2020)

Please view a [schedule and descriptions of our upcoming webinars](#) to be delivered live (recorded versions will be accessible via CCDI's Knowledge Repository shortly thereafter). If your organization is a CCDI Employer Partner, you and your colleagues can register and attend for free. If your organization is not currently a CCDI Employer Partner and you are interested in joining, you can [learn more about partnership and submit an inquiry here](#).

Religious accommodations

Bilingual

- [Workplace accommodation - A guide for federally regulated employers / Mesures d'adaptation en milieu de travail - Un guide à l'intention des employeurs sous réglementation fédérale](#), Canadian Human Rights Commission

- [Policy on preventing discrimination based on creed / Politique de prévention de la discrimination fondée sur la croyance](#), Ontario Human Rights Commission
- [Guidelines for dealing with requests for accommodations on religious grounds \(PDF\) / Lignes directrices portant sur le traitement d'une demande d'accommodement pour un motif religieux \(PDF\)](#), Gouvernement du Québec
- [Discussion Paper on Religious Intolerance / Document de réflexion sur l'intolérance religieuse](#), Canadian Human Rights Commission

French only

- [Antisémitisme, racisme, homophobie, sexisme dans l'entreprise : que faire en cas de discrimination?](#) Cadre Averti
- [La liberté de religion, c'est aussi au travail \(blogue\)](#), Société québécoise d'information juridique
- [Accommodements pour motifs religieux: rapport et guide d'aide à la décision](#), l'Université de Sherbrooke et de l'UQAM

English only

- [Religions and the Welcoming Workplace resources](#), Encounter World Religions
- [EID-UL-FITR in the Workplace \(PDF\)](#), University of Toronto
- [Competencies for Respectful Communication](#), Tanenbaum
- [Creating Space for Religious Diversity at Work](#), Harvard Business Review
- [Religious Icons and Symbols: A Guide for Workplaces \(PDF\)](#), Tanenbaum
- [Making the Case for Religious Literacy](#), Encounter World Religions
- [Eight Steps to the Accommodation Mindset \(PDF\)](#), Tanenbaum
- [Religion, Belief, and Bereavement: A Workplace Guide to Religious Sensitivities when Employees are Coping with Loss](#), VinciWorks
- [Where Religious Identity Fits into Your DEI Strategy](#), Harvard Business Review

Bill 21

In June 2019, the Government of Québec passed the controversial [Bill 21](#) (An Act respecting the laicity of the State), prohibiting public service workers from wearing religious symbols in the workplace, including the Jewish kippah, the Sikh dastar, and the Muslim hijab. Please view the resources below to learn more about Bill 21, whether it directly impacts your workplace, and how it impacts individuals within and outside of Québec.

Bilingual

- [Bill 21 \(An Act Respecting the Laicity of the State\)](#), The Canadian Encyclopedia / [Loi 21 \(Loi sur la laïcité de l'État\)](#), L'Encyclopédie canadienne
- [Bill 21: Our Fight to Protect Religious Freedom and Equality](#), Canadian Civil Liberties Association / [Projet de loi 21 : Notre combat pour protéger la liberté religieuse et l'égalité](#), Association canadienne des libertés civiles
- [Law 21 – Discourse, Perceptions & Impacts](#), Association for Canadian Studies / [La Loi 21 – Discours, Perceptions & Impacts](#), Association d'études canadiennes

English only

- [Bill 21](#), Welcome to Canadian Politics
- [Bill 21: Targeting Racial and Religious Minorities in Canada](#), Association manitobaine des droits et libertés/Manitoba Association for Rights & Liberties
- [How Do Canadians Feel About Quebec's Bill 21? \(PDF\)](#), Conseil National des Musulmans Canadiens/National Council of Canadian Muslims

French only

- [À propos de la Loi sur la laïcité de l'État](#), Gouvernement du Québec

Providing space for Indigenous religion and spirituality in the workplace

These articles provide information on the various traditions that Indigenous Peoples have and celebrate. Recognizing and accommodating for the diversity of traditional teachings, languages, and ceremonial protocols allows Indigenous People to have a space of celebration in the workplace.

Bilingual

- [Ceremonial Spaces](#), Indigenous Peoples Atlas of Canada / [Lieux de cérémonie](#), Atlas des autochtones du Canada
- [Indigenous Spiritual Practices](#), Ontario Human Rights Commission / [Pratiques spirituelles autochtones](#) / Commission ontarienne des droits de la personne
- [Potlatch](#), Living Tradition / [Potlatch](#), Tradition Vivante

English only

- [Dakota / Lakota Spirituality](#), University of Saskatchewan
- [Cree Cosmology](#), University of Saskatchewan
- [Denesuline Worldview](#), University of Saskatchewan
- [Métis Culture and Language](#), University of Saskatchewan
- [Qalipu Cultural Information](#), Qalipu First Nation
- [Stories of the Siksika](#)
- [Pipe Ceremony](#), University of Saskatchewan
- [Smudging](#), University of Saskatchewan
- [Sun Dance](#), University of Saskatchewan
- [Sweat-lodge Ceremony](#), University of Saskatchewan
- [Ceremony Guide](#), Indigenous Primary Health Care Council



BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

English only

- Embracing Workplace Religious Diversity and Inclusion: Key Challenges and Solutions (Ed Hasan)
- How's Your Faith? An Unlikely Spiritual Journey (David Gregory, Miranda Kennedy)
- Exploring Religion and Diversity in Canada: People, Practice and Possibility (Catherine Holtmann)
- I Never Thought of It That Way: How to Have Fearlessly Curious Conversations in Dangerously Divided Times (Mónica Guzmán)
- Managing Religious Diversity in the Workplace: Examples from Around the World (Stefan Gröschl, Regine Bendl)
- None of the Above: Nonreligious Identity in the US And Canada (Joel Thiessen, Sarah Wilkins-Laflamme)
- Religious Diversity in the Workplace (Jawad Syed, Alain Klarsfeld, Faith Wambura Ngunjiri)
- Workplace Spirituality: Making a Difference (Yochanan Altman, Judi Neal, Wolfgang Mayrhofer)

French only

- L'accommodement de la diversité religieuse (Emmanuelle Bribosia, Isabelle Rorive)
- Manager la religion au travail (Lionel Honoré)
- Religion, fait religieux et management : diagnostic et perspectives (Hugo Gaillard, Géraldine Galindo, Lionel Honoré)



English only

- [Gay and Christian, No Contradiction](#) (Brandan Robertson; 2023)
- [Daring Classrooms](#) (Brené Brown; 2017)
- [We shouldn't be afraid to talk about religion](#) (Madeleine Kapsalis, 2022)
- [Can I Bring My Faith to Work?](#) (Melissa D. White, 2023)

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