**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? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

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1. How do they show up in people’s attitudes and behavior? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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1. How do they show up in the cultural environment? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

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 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? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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1. 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.
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1. Is there religious accommodation for those who are not Christian?
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2. Is there staff religious diversity and training?
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3. Are diverse holidays recognized and honored?
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4. Is proselytizing prohibited?
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5. What is the organization’s relationship to the natural world and the environment, to indigenous peoples?
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6. On whose land does it operate?
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7. Others …. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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