

Part One: The World of Organizational Behavior

2 Managing Religious Diversity at Work

00:09:04:24 --:--:--:--
[water rushing]

00:09:05:23 --:--:--:--
- It's 1:30
on a Monday afternoon,

00:09:07:13 --:--:--:--
and Rasha Tofik, according
to his Muslim faith,

00:09:09:20 --:--:--:--
must perform
a ceremonial washing

00:09:11:12 --:--:--:--
before his afternoon prayer.

00:09:12:27 --:--:--:--
- Allahu Akbar.

00:09:13:25 --:--:--:--
- But he's not at a mosque.

00:09:15:04 --:--:--:--
He's at work.

00:09:15:29 --:--:--:--
His employer,
Ford Motor Company,

00:09:17:21 --:--:--:--
provides space for him
to fulfill his spiritual needs.

00:09:20:06 --:--:--:--
- It reduces stress,
for one thing,

00:09:21:28 --:--:--:--
and it gives you a sense
of satisfaction

00:09:23:25 --:--:--:--
and trust in your company

00:09:25:04 --:--:--
that your company has really
gone of the way

00:09:27:05 --:--:--:--
to make this arrangement
for you.

00:09:28:25 --:--:--:--
- Ford has a meditation room

00:10:00:04 --:--:--:--
open for any faith group
to use.

00:10:01:21 --:--:--
It's part of
a company-sponsored program

00:10:03:21 --:--:--:--
that encourages employees
to express their beliefs

00:10:06:03 --:--:--:--
and learn about other faiths.

00:10:07:18 --:--:--:--
It's called FIN,
or Ford Interfaith Network.

00:10:09:20 --:--:--:--
- We're convinced that people
don't stop being people of faith

00:10:12:13 --:--:--:--
because they walk through
the door

00:10:13:29 --:--:--:--
of their employer
in the morning.

00:10:15:19 --:--:--:--
- I sat down
with four employees,

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00:10:17:08 --:--:--:--
all members of FIN:
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00:10:18:10 --:--:--:--

Karen, who practices Judaism,

00:10:24:12 --:--:--:--

Rashad, who practices Islam,

00:10:25:27 --:--:--:--

Dan, who practices Christianity,

00:10:27:17 --:--:--:--

and Vijay,
who practices Hinduism.

00:10:31:00 --:--:--:--

How many of you,
by show of hand,

00:10:32:17 --:--:--:--

have an enhanced enjoyment
of working

00:10:34:13 --:--:--:--

at a company that allows
you to express your faith,

00:10:36:23 --:--:--:--

learn about other faiths?

00:10:38:03 --:--:--:--

- FIN has, you know,
raised the awareness

00:10:40:01 --:--:--:--

that we are all, you know,
united at a spiritual level.

00:10:42:15 --:--:--:--

I mean, parts are different,

00:10:43:28 --:--:--:--

but the spirituality the essence
of all religions.

00:10:52:03 --:--:--:--

- I previously knew nothing
about the Chinese New Year.

00:10:54:18 --:--:--:--

Now I know that it has
a lot in common

00:10:56:10 --:--:--:--
with Judaism
and the new year, Rosh Hashana.

00:11:01:27 --:--:--:--
- The bottom line is Ford thinks
FIN is good business.

00:11:04:09 --:--:--:--
- And if everyone can bring all
of themselves

00:11:06:12 --:--:--:--
into the workplace and leverage
the best of themselves

00:11:08:26 --:--:--:--
and feel appreciated
and respected

00:11:10:19 --:--:--:--
for all who they are,

00:11:11:23 --:--:--:--
then you get the best
from your employees.

00:11:13:23 --:--:--:--
- Companies that
have some recognition

00:11:15:20 --:--:--:--
of the spiritual side
of the human being, the soul,

00:11:18:00 --:--:--:--
that they tend to have employees
who have greater loyalty,

00:11:20:19 --:--:--:--
lower absenteeism,
higher creativity.

00:11:22:17 --:--:--:--
- Dr. David Miller,
author of God at Work

00:11:29:26 --:--:--:--
and director of the Yale Center
for Faith and Culture,

00:11:32:08 --:--:--:--
says the issue
of religion in the workplace

00:11:34:09 --:--:--:--
is 100 years old,

00:11:35:08 --:--:--:--
but social upheaval
like 9/11

00:11:36:24 --:--:--:--
and corporate downsizing

00:11:38:04 --:--:--:--
has spurred
an increased receptivity.

00:11:40:01 --:--:--:--
- All of these forces
of technology, change,

00:11:42:04 --:--:--:--
faster pace,
more time at work,

00:11:43:21 --:--:--:--
which began really
to ratchet up a notch

00:11:45:18 --:--:--:--
in the late 1980s.

00:11:46:19 --:--:--:--
- Miller and others
are quick to point out

00:11:48:17 --:--:--:--
that these companies are
becoming faith-friendly,

00:11:50:28 --:--:--:--
not faith-based, which is
an important distinction,

00:11:53:11 --:--:--:--
especially to critics
of the movement,

00:11:55:08 --:--:--:--
who are watching closely
to make sure

00:11:57:02 --:--:--:--
that one religion is not
promoted above another.

00:11:59:09 --:--:--:--
- Same as if you were
to say

00:12:00:21 --:--:--:--
men are preferred
in the work environment

00:12:02:21 --:--:--:--
or whites are preferred
in the work environment.

00:12:04:29 --:--:--:--
That's the problem.

00:12:06:03 --:--:--:--
So making it available
is not a problem.

00:12:08:00 --:--:--:--
Showing a preference or making
others feel uncomfortable,

00:12:10:19 --:--:--:--
that's the problem.

00:12:11:23 --:--:--:--
- Jeremy Gunn
of the ACLU believes

00:12:13:13 --:--:--:--
this new movement may spawn
an increase

00:12:15:10 --:--:--:--
in religious
discrimination suits.

00:12:17:04 --:--:--:--
- The problem becomes when
that expression

00:12:19:05 --:--:--:--
becomes harassment

00:12:20:02 --:--:--:--
or making the workplace
uncomfortable for other peoples.

00:12:31:28 --:--:--:--
- I think there'll be more
litigation and more mistakes

00:12:34:12 --:--:--:--
if people don't tend
to the question

00:12:36:05 --:--:--:--
and create constructive,
healthy policies

00:12:38:08 --:--:--:--
around the question
of being faith-friendly.

00:12:40:13 --:--:--:--
- Father God...

00:12:41:11 --:--:--:--
- There are certainly questions
yet to be answered,

00:12:43:22 --:--:--:--
but at Ford,
there is no question

00:12:45:11 --:--:--:--
that their interfaith network

00:12:46:27 --:--:--:--
has created more positive will
than negative reaction.

00:12:49:13 --:--:--:--
- The more we understand,
the more we know,

00:12:51:13 --:--:--:--
and through
the education process,

00:12:53:06 --:--:--:--

the more were learn,
the easier it is

00:12:54:29 --:--:--:--
for folks to get along.

00:12:56:05 --:--:--:--
- In Jesus' name.