

Working Together: Engaging Faith and Belief at Work Certification

What is this certification?

Studies show that employees are more committed to their workplaces and better contribute to their work when they feel their employer is committed to valuing and advancing employee diversity, equity, and inclusion (DEI). Building on that reality, the Working Together: Engaging Faith and Belief at Work Certification is a credential that demonstrates an employer's commitment to DEI, specifically for employees of all religious and belief identities. The Certification creates a process to help employers support employees in working effectively while also living in accordance with their beliefs in ways that do not create an undue burden on the workplace.

How does an organization become certified?

To obtain certification, an employer completes or presents a plan to complete the following requirements:

1. Be a member of Interbelief Employee Resource Group (I-ERG), hosted by the Temiskaming Shores & Area Chamber of Commerce. This includes membership and employee participation in the I-ERG gatherings;
2. Have management and staff representatives complete religious literacy and accommodation training workshops (listed on next page)
3. Have policies to embrace and provide accommodation for religious, spiritual, and non-religious identities and a non-discrimination policy that includes religious, spiritual, and non-religious identities;
4. Have mechanisms and processes in place for staff to seek faith and belief-related accommodations,
5. Communicates regularly to staff about religious literacy resources through company channels;
6. Identifies/Creates an item or initiative that is workplace or location specific and is relevant to religious literacy and identity, which will be maintained going forward (e.g. a quarterly gathering/retreat, professional development, prayer space/room, etc.).

Offered by:



How does an organization become trained?

Employers complete training over six sessions. Contact TSACC to participate:

info@tsacc.ca.

	Focus (half-day, bi-weekly session, over 3 months)	Outcome
1	Introduction to ERG, certification (outcomes and benefits), and religious literacy framework in Canada	Learning about diversity (broadly) and religious literacy
2	Religious literacy locally	Locally relevant religious literacy
3	The self and how personal perspectives inform work and workplace.	Understanding the self and power dynamics in identities
4	National, provincial, regional, and local norms and how they inform workplace policies, practices, and relations in small towns for small-to-medium sized businesses.	Understanding of power, self, local norms, and impact on employees.
5	How to structure business to promote and advance religious literacy. Includes time to begin reviewing organizational structures, policies, and practices.	Applying understanding and literacy to the workplace
6	Identify/Create the 5-6 items to obtain and maintain certification.	Completing requirements for certification

What happens upon completion of the certification requirements?

Upon completion of the Working Together Certification your organization will receive an official certification document and digital credential to be used to demonstrate the organization's commitment to workplace faith and belief accommodation. The organization will also be added to the publicly available listing of Faith and Belief-friendly companies on the TSACC website. A framed certification and a visual sticker will be given for you to display at your storefront/office location to inform locals.