



INCLUSIVITY AWARENESS



Religions

This information is not shared to create a platform for talks of religion in the workplace, but to educate yourself on other perspectives and how to somehow include all employees in special holidays related to religion to increase inclusivity in all aspects in the workplace.

South Africa is called the rainbow nation because of its variety of people, cultures, and religions. The people follow many spiritual traditions and religious faiths. In South Africa the constitution protects freedom of religion. Everyone is free to follow whatever faith they want to, or not to follow one at all.

People are also encouraged to learn about and respect different spiritual practices. This is part of democracy. The major faiths practiced in South Africa are Christianity, Islam, Hinduism, traditional African religions and Judaism. European and other foreign settlers brought most of these religions. Traditional African Religion is very popular and arrived here with our North and West African ancestors. It is often combined with elements of Christianity and Islam. The most important thing is that in the new South Africa religion and spirituality are used to create greater understanding and harmony rather than to divide people as was done in the past.

How to respect and be open to all beliefs

Being open to all religious beliefs might seem like a tall order, but once you start to understand what they're really about, it's easier to appreciate other people and other beliefs. Regardless of what they believe, most people have more in common than differences. You can start by doing a bit of research, listening carefully to perspectives beyond your own, and being kind to everyone you meet. This can be done outside of the workplace in your own time.

1. Observe another faith in person
2. Find similarities between all beliefs
3. Look for the reasons behind a person's beliefs
4. Ask thoughtful questions
5. Listen to others without judgment
6. Create an open dialogue
7. Control your emotions
8. Find common ground outside of religion
9. Empathise with others
10. Appreciate your differences
11. Do some research
12. Create general faith messages that will consider all for example : Happy Holidays

Warnings

- Not everyone likes talking about their faith. That's normal; try to respect that
- Some people take their religion to extreme levels. Try to keep your temper, and if necessary end the conversation

RESPECT

It is the due regard for the feelings, wishes, or rights of others