Creating inclusive multifaith workplaces

It is estimated that over three-quarters of the world's population is affiliated with a religion.[1] Australia is a religiously diverse country, with over 150 unique faith groups identified in the most recent Census data.[2] This means the markets, businesses, employees, clients, customers, patients, students and suppliers Australian workplaces interact with are religiously diverse.

What is multifaith inclusion?

Multifaith inclusion refers to how organisations recognise, respect and support a diversity of faith, religious and spiritual beliefs at work. It means supporting and including all employees, regardless of whether they choose to express their beliefs at work or whether they are non-religious.[3]

The case for faith inclusion

Organisations benefit when they actively support the multifaith inclusion of their employees, clients, customers, patients and students. In contrast, organisations that do not support and understand the importance of multifaith inclusion risk harming employee wellbeing, causing offence and missing business opportunities.

- It is estimated that over three-quarters of the world's population is affiliated with a religion.[4]
- 53% of the Australian population (or 13.6 million people) are affiliated with a religion or spiritual belief.[5]
- 10% of the Australian population identified with a non-Christian religion – an increase from 8% in 2016. Prominent non-Christian religions in Australia include Islam (3.2%), Hinduism (2.7%), Buddhism (2.4%), Sikhism (0.8%) and Judaism (0.4%).[6]
- In 2021, more than one-third of Australians (38.7%) reported having no religion.[7]



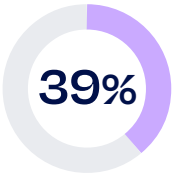
People affiliated with a religion world-wide



Australians affiliated with a religion or spiritual belief



Australians identifying with a non-Christian religion



Australians reporting having no religion

Diversity Council Australia

7 levers for creating inclusive multifaith workplaces



1. **Faith diversity data collection:** increasing organisational understanding of faith diversity in your workforce, and of inclusion and exclusion experiences of religious employees.



2. **Multifaith-inclusive dress codes:** creating inclusive dress codes and uniform policies that are supportive of employees expressing or observing their faith at work.



3. **Multifaith-inclusive leave:** ensuring employees have access to appropriate leave and flexibility for religious holidays or observance.



4. **Multifaith-inclusive team events:** ensuring that events and meeting schedules are respectful of significant religious dates and appropriately catered, and that non-attendance on faith-based grounds does not further marginalise religious employees.



5. **Multifaith-inclusive spaces:** providing appropriate quiet, private physical spaces for employees who require time off to pray, meditate or reflect during the work day.



6. **Multifaith-inclusive employee resource groups:** exploring opportunities to include faith diversity in employee resource groups (ERGs), e.g. through individual faith groups, or an interfaith group or council.



7. **Prevention and response to religious discrimination and harassment:** preventing and responding to employee experiences of exclusion because of factors such as their religious beliefs, practices or attire.

DCA members can access the full *Creating Inclusive Multifaith Workplaces Practice Guide* at dca.org.au.

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1. C Hackett, M Stonawski, Y Tong, S Kramer, AF Shi and N Zanetti, *Religious composition by country 2010–2020*, Pew Research Center, 2025.
2. Australian Bureau of Statistics (ABS), *Religious affiliation in Australia*, ABS website, 2022, accessed 1 June 2026. The question on religious affiliation in the Australian Census is optional. In the 2016 Census, 9.2% of respondents did not answer the question.
3. Johnson et al., "Where religious identity fits into your DEI strategy".
4. C Hackett, M Stonawski, Y Tong, S Kramer, AF Shi and N Zanetti, *Religious composition by country 2010–2020*, Pew Research Center, 2025.
5. Australian Bureau of Statistics (ABS), *Religious affiliation in Australia*, ABS website, 2022, accessed 1 June 2026. The question on religious affiliation in the Australian Census is optional. In the 2016 Census, 9.2% of respondents did not answer the question.
6. ABS, *Religious affiliation in Australia.*
7. ABS, *Religious affiliation in Australia.*