



Religious Inclusion

A Presentation to the Cyclotron Institute Cultural Awareness and Diversity Assembly

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- Religion is a component of diversity
- Cultivating flexibility, respect, and understanding for religious observances
- “Comfort means not having to explain myself”
- Religious diversity in the workplace: respect rather than accommodation



Jewish Inclusion



Jewish Inclusion

HOLIDAYS, RELIGIOUS PRACTICE, FOOD CUSTOMS, AND ANTISEMITISM

Who are the Jews?

Many people view being Jewish as
a national or ethnic identity, not just a religion.

Jews debate this!

Jewish identity is often misunderstood in the US.



Jewish diversity

**Two Brothers Yiddish music:
Anthony Russell & Dmitri Gaskin**



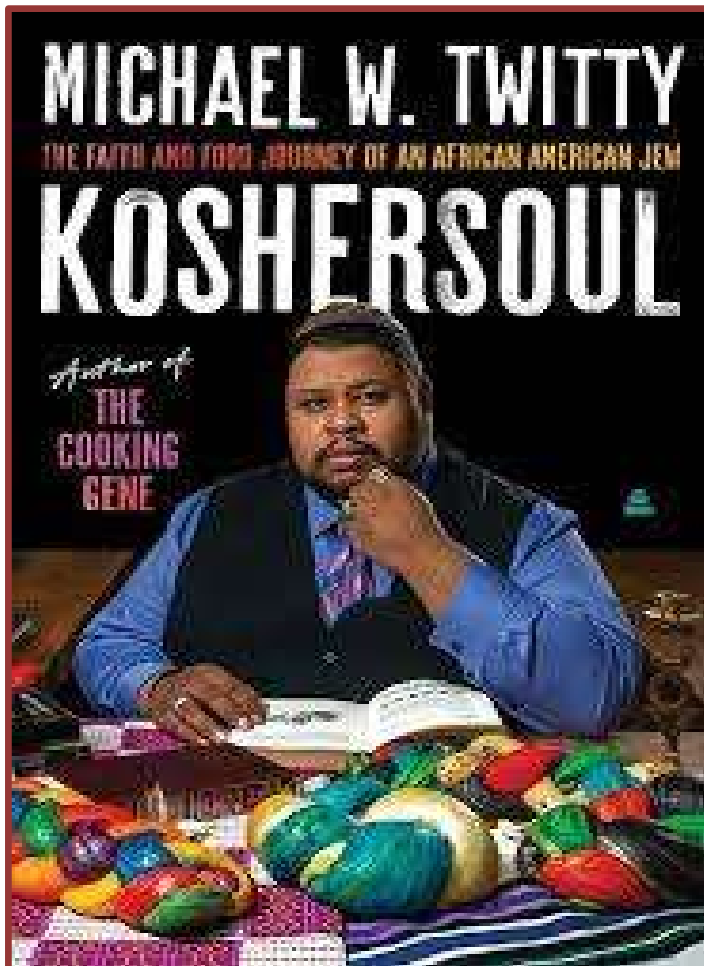
**AZ State Rep
Alma Hernandez**



**Rabbi Angela W. Buchdahl,
NYC Central Congregation**



Jewish Calendar



Almost all Jews expect an employer to be mindful of **Rosh Hashana, Yom Kippur, and Passover.**

There is a food component for all of them!

	They Tried to Kill Us	We're alive!	Let's eat!	TREES!
Rosh Hashana	NO	YES	YES	NO
Tzom Gedaliah	YES	NO	NO	NO
Yom Kippur	NO	YES	NO	NO
Sukkot	NO	YES	YES	YES
Hoshana Raba	NO	YES	YES	YES
Shemini Atzeret	NO	YES	YES	YES
Simchat Torah	NO	YES	YES	YES
Yom HaAliyah	YES	YES	OK	NO
Chanukah	YES	YES	YES	NO
Asarah B'Tevet	YES	NO	NO	NO
Tu B'Shevat	NO	YES	YES	YES
Ta'anit Esther	YES	YES	NO	NO
Purim	YES	YES	YES	NO
New Year for Kings	NO	YES	YES	NO
Ta'anit Bechorot	YES	YES	NO	NO
Pesach	YES	YES	YES	YES
Yom HaShoah	YES	NO	OK	NO
Yom HaZikaron	YES	NO	OK	NO
Yom HaAtzma'ut	YES	YES	OK	NO
Lag B'Omer	YES?	NO	YES	YES?
Yom Yerushalayim	YES	YES	OK	NO
Shavuot	NO	YES	YES	YES
Tzom Tammuz	YES	NO	NO	NO
Tisha B'Av	YES	NO	NO	NO
Tu B'Av	NO	YES	OK	YES?
New Year for Animals	NO	YES	YES	YES?
Leil Selichot/Selichot	NO	YES	OK	NO
Rosh Chodesh	NO	YES	YES	NO
Shabbat	NO	YES	YES	YES
Average Yes	50%	77%	50%	37%%
Major Holiday	Minor Holiday	Minor Fast		

Jewish holidays, a reference guide

jewish-kulindadromeus.tumblr.com

Shabbat

Friday sundown to Saturday sundown.

At least 4 out of 10 Jews in the US (Pew 2020) mark the sabbath in a way that is meaningful to them.

The rule is to refrain from work.

Kosher and diet

About 1/6 of Jews in the US are fully kosher.

Kosher means it has been certified by a kosher supervisor that the food contains what it claims (milk, dairy, pareve - neutral).



Kosher in practice

Many Jews will refrain from certain foods (pork, shellfish) but not follow other laws

Some will avoid mixing milk and meat by eating vegetarian or vegan

→ Israel has the most vegans per capita than any country in the world, doubling every 10 years.

Ordering a kosher lunch box to be eaten in a group is fine. Ask your local Chabad house.

Observance in the workplace

- Orthodox and ultra-orthodox = 12% of American Jews (more in Europe and Israel) and projected to become about 29% in the next 40 years.

Online careers are booming in this community.



Antisemitism and equity

Jewish identity is covered by anti-discrimination laws addressing religious practice and sometimes national origin. Rarely, as a race.

Almost all Jews are aware that antisemitic incidents have increased in recent years (ADL statistics show a 53% increase in 2019), especially for visibly Jewish people

Exclusion

- Israel/ Middle East accountability
- Use of Nazi or Holocaust tropes in any context
- Philosemitic remarks, like “Jews are great lawyers”

Participation

Jews are a visible and invisible minority

Donation (tzedakah)



Islamic Inclusion



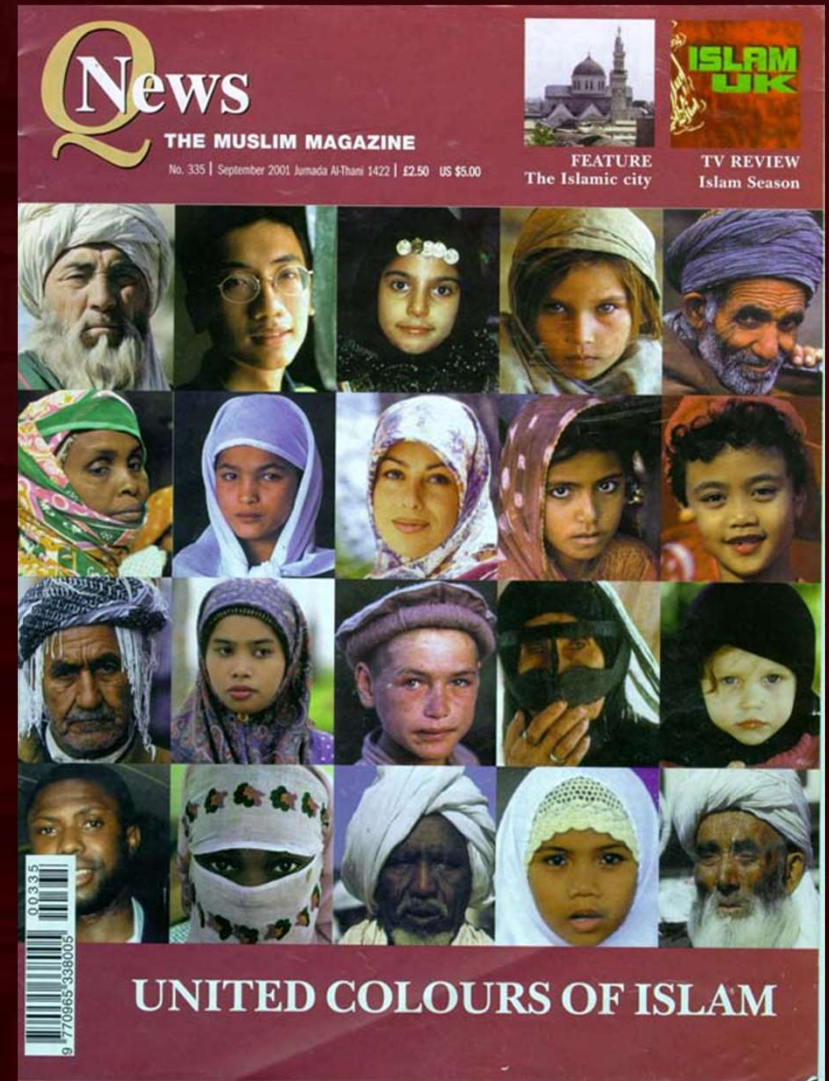
**BELIEFS, PRACTICES,
PEOPLE & BELONGING**



Islam and Muslims:

Monotheistic NOT Monolithic

*Prof. Rebecca Hankins, CA
Cyclotron Institute Panel
April 26, 2023*



The Muslim World

2 Billion+ Muslims

- **There are 6-10 million Muslims in the U.S.**
- **African American 1/3; Asians 1/3; Africans, Hispanic, European descent, and Arabs 1/3**
- **Asians largest group-Indonesia, Malaysia**
- **Africa only Muslim Majority Continent**



Muslims come in all colors and shades.



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Foundational Belief

Monotheism-Belief in One God

Tawhid



The Shahada inscribed over entrance to Ottoman
Topkapi Palace), Istanbul.



Allah-One God

Prayers

5 obligatory prayers a day



Fajr-morning before sunrise

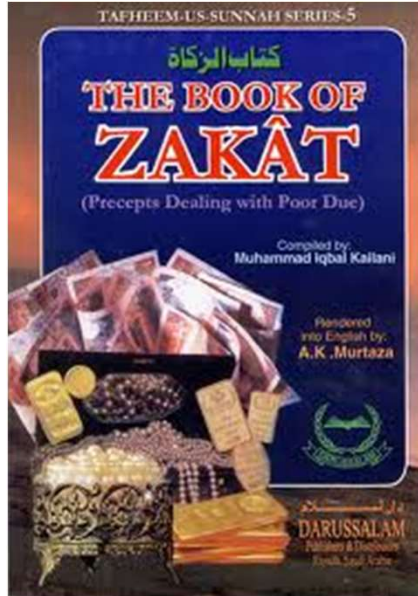
Zuhr-afternoon

Asr-late afternoon

Maghrib-after sunset

Isha-evening

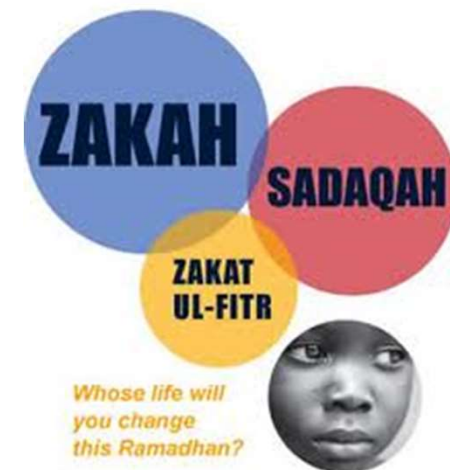




بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
ZAKAT
GIVING OF ALMS



Zakat-charity-sharing/giving from one's wealth



Ramadan

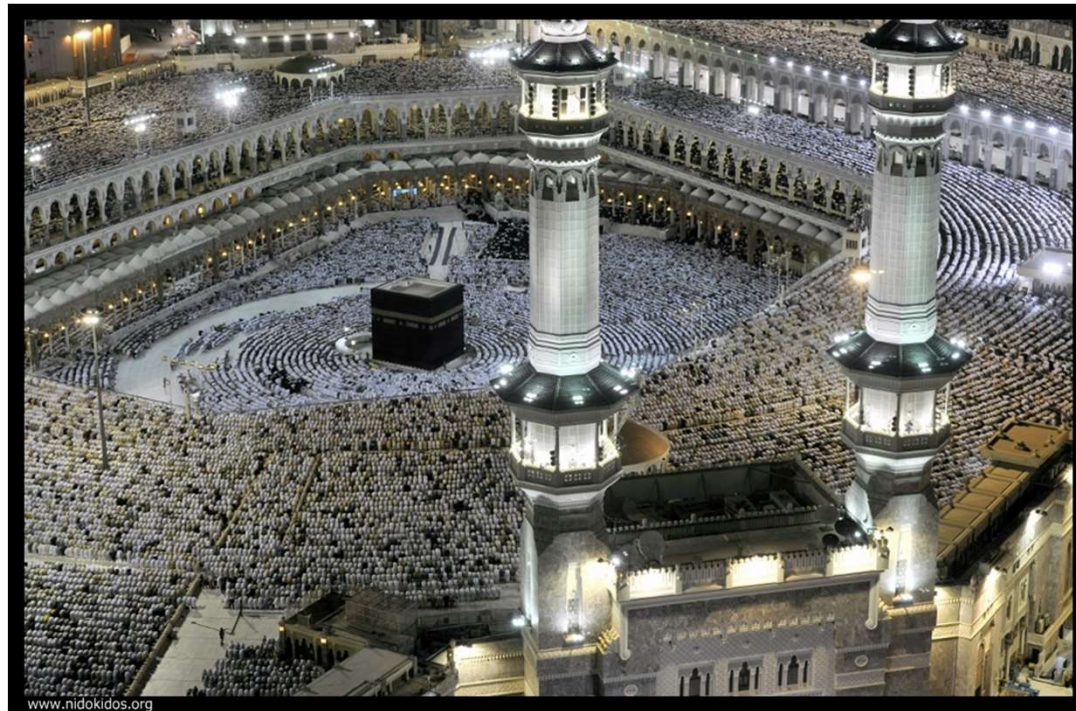
Fast the Entire Month
(29 or 30 days) Moon sighting



Pilgrimage to Mecca/Hajj

(once in a lifetime: June 26-July 1)

People come from all over the world to perform the pilgrimage.



Rich or poor, no one knows because everyone is dressed in the same white cloth.

Hajj in Mecca, Saudi Arabia

(reported to be the largest gathering of people for one event in the world.)

Zabihah/Halal



Muslims and Freedom



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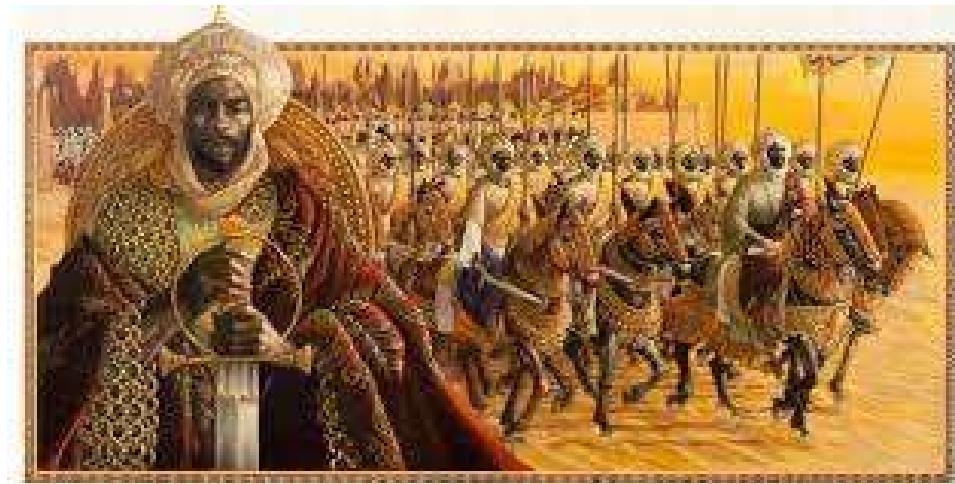
Islamic Holy Qur'an
"Oppression is worst than death"

Jihad



Dome of the Rock, Jerusalem, 2005
(3rd holiest place in Islam)

- Struggle
- Greater Jihad (internal struggle)
- Lesser Jihad (self-defense)



Mansa Musa-African ruler

Muslim Aggies Giving Back

- Brazos Valley Worldfest
- ICBCS/MSA Blood Drives
- Fast-A-Thon 2013
- Adopt A Street
- Project Downtown
- Islam Awareness Month



Building Community



- Dialogue Institute of the Southwest (Interfaith)
 - Islamic Center of Bryan/College Station (ICBCS)
 - Muslim Faculty Network (MFN)
 - Muslim Students Association (MSA)
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