



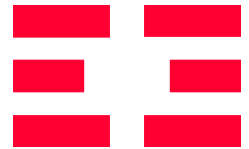
# General Motors (GM)

Subsidiaries: Chevrolet, GMC, Cadillac, Buick, Cruise

Locations: Michigan (HQ)

Industries: Automobiles and Components

RISK LEVEL:



High Risk

## DESCRIPTION:

GM pledged \$10 million to BLM and related causes and supports and funds LGBTQ causes and organizations. GM has spoken out against state-level efforts to reform its own election rules. General Motors (GM) scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, General Motors (GM) increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. GM forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. GM has donated to the Equality PAC, the Progressive Choices PAC, and the Progressive Americans for Democracy PAC. GM is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism, and is committed to carbon neutrality by 2040. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. GM is a silver partner of PFLAG. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. GM donated to the Equality PAC and has lobbied for ideological purposes. For these reasons, General Motors receives a High Risk rating.

## Corporate Weaponization

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** **High Risk**

*General Motors indefinitely suspended its advertising on the site and has not resumed normal operations after Elon Musk's purchase of Twitter (12)(3)(4). General Motors received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruit's employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (5)(6).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** **High Risk**

*GM1)(2).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.**

**High Risk**

GM indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). GM does not provide viewpoint protections for its employees (3).

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk**

GM indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. GM signed an open letter in support of the Equality Act (3). The company also signed an amicus brief requesting the addition of sexual orientation as a protected class on the 1964 Civil Rights Law (4). GM also issued a public statement opposing an election reform law in Michigan (5). Despite previously working alongside other auto manufacturers to legally challenge a California emissions standard, GM withdrew its name from the effort and threw its support behind then-President-elect Biden (6). GM has made the OneTen pledge to further emphasize race in its hiring practices (7). GM has an entire separate website dedicated to its ESG practices (8). GM has used its corporate reputation to support BLM and create an Inclusion Advisory Board (9). GM CEO Mary Barra is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (10)(11). GM is a Ceres Network Member, committed to net zero carbon emissions by 2040 (12)(1113). In the wake of backlash against DEI, GM stopped mentioning its CEO on its DEI committee its annual 10-K filing. The company said its CEO still chairs its DEI committee (14).

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk**

GM's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. GM is a member of the Global Alliance for Responsible Media (3)(4)(5). The company announced that it would give \$10 million to the Black Lives Matter movement and related causes (6)(7). Chevrolet donated to LGBTQ organizations, through its creation of Authentic Voices of Pride (8). GM is a copper sponsor of Out & Equal and GM and Cruise are corporate partners of the National LGBT Chamber of Commerce (9)(1011)(12)(13). General Motors is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (14)(15).

**Uses corporate political contributions for ideological, non-business purposes.**

**High Risk**

GM's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. GM donated to the Equality PAC and has lobbied for ideological purposes (3)(4)(5).

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