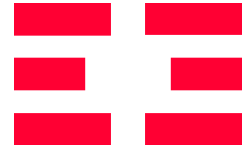


## Akerman

Locations: Florida (HQ)

Industries: Legal

RISK LEVEL:



High Risk

### DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, Akerman 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. Akerman uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company has a Racial Justice Initiative (ARJI) and was ranked among the top 10 law firms in Law360's Diversity Snapshot in 2022. Akerman earned the Leadership Council on Legal Diversity's Top Performer Honor and has partnered with several racial justice organizations. The company signed the Orlando Economic Partnership's DEI pledge, endorsing DEI as a strategic imperative in its business practices. For these reasons, Akerman 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. Medium Risk**

*Akerman received a score of 95 Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits 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 (1)(2). However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*Akerman's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Akerman does not appear to discriminate against religious organizations in its charitable giving (3).*

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

*Akerman's HRC 2023 CEI rating indicates the company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Akerman does not publish a nondiscrimination policy (3).*

## Corporate Governance and Public Policy

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

Akerman's HRC 2023 CEI rating 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. Akerman has a Racial Justice Initiative (ARJI) that "involves significant pro bono participation, education, community outreach, activism, and financial support" (3). The company was ranked among the top 10 law firms in Law360's Diversity Snapshot in 2022 and earned the Leadership Council on Legal Diversity's Top Performer Honor (4)(5).

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

Akerman'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. The company partners with several racial justice organizations and supports them financially (3). Akerman is a sponsor of the American Bar Association's Judicial Intern Opportunity Program "to provide intern opportunities to students who are members of racial, ethnic, LGBT, and other groups that are traditionally underrepresented in the legal profession" (4). The company signed Orlando Economic Partnership's DEI pledge, committing themselves to fight systemic racism, prioritize the success of diverse people in its workplace, and ensure DEI "is a strategic imperative with demonstrated commitment and actions" (5).

### Uses corporate political contributions for ideological, non-business purposes. High Risk

Akerman'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. Akerman does not operate a PAC at this time but has lobbied for the "College for All Act" (3)(4).

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