



Massachusetts Mutual Life Insurance Company

Locations: Massachusetts (HQ)

Industries: Insurance

RISK LEVEL



High Risk

DESCRIPTION:

Massachusetts Mutual Life Insurance Company (MassMutual) 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, the company 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. MassMutual 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. MassMutual supports the Equality Act and is committed to net-zero carbon emissions. The company is part of Freedom for All Americans coalition, and its CEO is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation. MassMutual is a copper sponsor of Out & Equal and is a corporate partner of the National LGBT Chamber of Commerce (NGLCC). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. MassMutual is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, MassMutual 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**

MassMutual received a score of 100 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, it has not publicly terminated business relationships based on religious beliefs or political views.

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

MassMutual (1)(2).

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

MassMutual 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). MassMutual 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

MassMutual signed an open letter in support of the Equality Act and is a PCAF member, committed to net zero carbon emissions by 2050 (1)(2)(3). The company was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (4). MassMutual claims to have opposed the Defense of Marriage Act and supported its repeal, as well as supporting the 2015 ruling that legalized same-sex marriage (5). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (6). Mass Mutual's CEO Roger Crandall 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 (7)(89). MassMutual'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 (10)(11). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

MassMutual 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 is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (3)(4). MassMutual is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (5)(6).

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

MassMutual'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. (3)(4)(5).

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