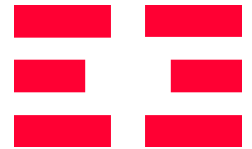




Airbnb

Locations: California (HQ)
Industries: Consumer Services

RISK LEVEL:



High Risk

DESCRIPTION:

Airbnb is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Airbnb embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled 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

Airbnb's HRC 2023-2024 CEI rating indicates 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). Airbnb canceled the reservations of customers who were attending a "Unite the Right" rally in Charlottesville, Virginia (3). Airbnb also banned a Filipino American from using its website after she attended an event hosted by a group that the SPLC deemed a "hate group" (4).

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

Airbnb's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Airbnb does not appear to discriminate against charitable organizations based on views or beliefs (3).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

Airbnb's HRC 2023-2024 CEI rating 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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Airbnb does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

Airbnb's HRC 2023-2024 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. Airbnb signed an open letter in support of the Equality Act, a controversial bill (3). The company has signed onto multiple amicus briefs, which include opposition to Trump's travel ban, support for trans students using the bathroom of their choice and including sexual orientation under Civil Rights act protections (4)(5)(6). 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 (7). Airbnb supports codifying abortion rights, and its CEO Brian Chesky is a signatory to CEOs For Gun Safety (8)(9). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (10). Airbnb opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (11). Airbnb signed an amicus brief in opposition to the 2016 North Carolina bathroom bill HB2, which required people to use the bathroom of their biological sex (12).

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

Airbnb provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4)(5). Airbnb's HRC 2023-2024 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 (6)(7). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Airbnb pledged support to the Black Lives Matter movement and related causes (8)(9)(10). It even allegedly directed its customers to the BLM donation page when they tried to search for bookings through its site (11). Airbnb has also said that its "healthcare coverage supports reproductive rights and we will work to make sure our employees have the resources they need to make choices about their reproductive rights, as we committed to in 2021" (12)(13). The company is a corporate partner of the NGLCC (14).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

Airbnb's HRC 2023-2024 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. Airbnb has not used its PAC donations for ideological purposes but has lobbied for the Equality Act (3)(4)(5).

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