



# Skadden, Arps, Slate, Meagher & Flom LLP

Locations: New York (HQ)

Industries: Legal

RISK LEVEL:



High Risk

## DESCRIPTION:

Skadden, Arps, Slate, Meagher & Flom LLP (Skadden) 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. Skadden 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. Medium Risk**

Skadden's HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity. 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 firm has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Skadden'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). The firm does not publish charitable giving guidelines (3)(4).

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

Skadden'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). Skadden offers unconscious bias training to its employees. It also offers allyship and antiracism education (3). The firm is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (4)(5). Skadden is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition (6)(7). However, the firm does not provide viewpoint protections for its employees (8).

## Corporate Governance and Public Policy

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

**Medium Risk**

*Skadden'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. Otherwise, there are no publicly known cases of Skadden using its reputation to advance ideological causes or policies (3).*

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

*Skadden's HRC 2023-2024 CEI rating indicates the company provides a benefits package for employees that covers transgender medical procedures for covered employees and dependents, including children. This includes 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. Skadden is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (3)(4). Otherwise, there are no publicly known cases of Skadden using corporate funds to advance ideological causes, organizations, or policies (5).*

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

**High Risk**

*Skadden'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. The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (3)(4). Skadden has not used its PAC donations for ideological purposes and does not engage in lobbying at this time (5)(6)(7).*

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