

White & Case

WHITE & CASE

Locations: New York (HQ)
Industries: Legal

RISK LEVEL:



Medium Risk

DESCRIPTION:

White & Case scored a 90 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. White & Case 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. White & Case 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. The firm is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. The company does not provide viewpoint protections for its employees. White & Case is a partner of the Center for Reproductive Rights, building case law, advocating before policy makers, and engaging in litigation to challenge bans and restrictions on access to abortion. The firm is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition. The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. White & Case is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism". For these reasons, White & Case receives a Medium 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. Lower Risk

White & Case has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs (1).

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

White & Case likely does not discriminate against charitable organizations based on views or beliefs (1).

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

1)(2). White & Case does not provide viewpoint protections for its employees (3). White & Case is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (4)(5). The firm is a member of The Diversity and

Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition (6)(7).

Corporate Governance and Public Policy

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

1)(2). 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

White & Case 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)(34)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. White & Case was a sponsor of the LGBTQ+ Bar in 2022 (6). The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (7)(8).

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

High Risk

1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. White & Case does not operate a PAC or engage in lobbying at this time (3)(4). The company is a partner of the Center for Reproductive Rights, building case law, advocating before policy makers, and engaging in litigation to challenge bans and restrictions on access to abortion (56)(7).

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