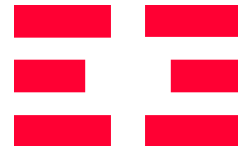




Womble Bond Dickinson

Locations: United Kingdom (HQ)
Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Womble Bond Dickinson 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. Womble Bond Dickinson 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. The firm supports DEI initiatives, has sponsored the LGBTQ+ Bar, and does not provide its employees with protections against viewpoint discrimination. Womble Bond Dickinson is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. Womble Bond Dickinson is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight systemic racism. For these reasons, Womble Bond Dickinson 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

Womble Bond Dickinson received a score of 100 on the 2023 Corporate 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).

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

1)(2).

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

Womble Bond Dickinson’s HRC 2023 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). Womble Bond Dickinson is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (3)(4). The company does not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

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

Womble Bond Dickinson'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. Womble Bond Dickinson is committed to net zero carbon emissions by 2050 (3).

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

Womble Bond Dickinson'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. Womble Bond Dickinson was a sponsor of the LGBTQ+ Bar in 2023 (3). The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (4)(5).

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. Womble Bond Dickinson has not used its PAC donations for ideological purposes and has not reported on its lobbying (3)(4)(5)(6)(7).

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