

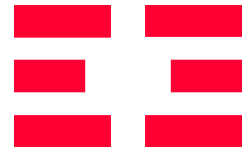


Womble Bond Dickinson

Locations: United Kingdom (HQ)

Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Womble Bond Dickinson scored a 100 out of 100 on the 2023-2024 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 provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. 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 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

Womble Bond Dickinson's HRC 2023 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). Womble Bond Dickinson 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

Womble Bond Dickinson'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). Womble Bond Dickinson 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

Womble Bond Dickinson'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). 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 causes, organizations, or policies hostile to freedom of expression.

Medium Risk

Womble Bond Dickinson'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. 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 2023-2024 CEI rating indicates the company provides a benefits package for employees which 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. The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (3)(4).

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

High Risk

Womble Bond Dickinson'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. Womble Bond Dickinson's PAC has been defunct since 2016 and the company does not engage in lobbying at this time (3)(4)(5). The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (6)(7).

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