

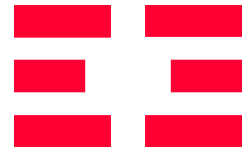


Willkie Farr & Gallagher LLP

Locations: New York (HQ)

Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Willkie Farr & Gallagher LLP 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. Willkie Farr & Gallagher 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. Willkie Farr & Gallagher 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. Willkie Farr & Gallagher is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. Willkie Farr & Gallagher does not provide viewpoint protections for its employees. Willkie Farr has done pro bono work advocating for greater access to abortion and for various LGBTQ policies. 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. Willkie Farr & Gallagher is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism". For these reasons, Willkie Farr & Gallagher 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

Willkie Farr & Gallagher 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). Willkie Farr & Gallagher is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (3)(4). However, the company has not publicly terminated business relationships due to religious beliefs or political views.

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

1)(2). Willkie Farr & Gallagher does not appear to discriminate against charitable organizations based on views or beliefs (3).

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

1)(2). Willkie Farr & Gallagher 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. High Risk

1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Willkie Farr & Gallagher “works on many pro bono matters to ensure access to reproductive care for all” (3)(4). Willkie Farr & Gallagher has committed to public advocacy for or engagement with LGBTQ causes, including participation in the LGBT Bar Association of Greater New York and the National LGBT Bar Association, as well as pro bono work in support of transgender individuals (5)(6). Willkie Farr & Gallagher supports ESG within its business practices, including a commitment to reach net zero carbon emissions by 2050. The firm stated that “members of our practice are actively involved in community and industry-wide efforts to support ESG-related initiatives” (7)(8). Willkie Farr & Gallagher has a Diversity and Inclusion Committee, which is chaired by the Chief Diversity and Inclusion Officer (9).

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

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 (3).

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. Willkie Farr & Gallagher does not operate a PAC or report on its lobbying at this time (3)(4)(5). 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 (6)(7)(8).

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