

Williams & Connolly

Locations: Washington, D.C. (HQ)

Industries: Legal

RISK LEVEL:



Medium Risk

DESCRIPTION:

Williams & Connolly often 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. Williams & Connolly occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. 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

Williams & Connolly's received a score of 60 out of 100 on the 2025 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). However, Williams & Connolly 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

Williams & Connolly's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company does not appear to discriminate against religious organizations based on views or beliefs (3).

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

Williams & Connolly is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (1)(2). The company protects its employees against viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Medium Risk

Williams & Connolly filed an amicus brief before the Supreme Court in 2019 regarding LGBT inclusion in the Civil Rights Act of 1964 ([1](#)).

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

Medium Risk

Williams & Connolly's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders ([1](#))([2](#)). Otherwise, there are no publicly known cases of Williams & Connolly using corporate funds to advance ideological causes, organizations, or policies ([3](#)).

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

Medium Risk

Williams & Connolly is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" ([1](#))([2](#)). Williams & Connolly does not operate a PAC or engage in lobbying at this time ([3](#))([4](#))([5](#)).

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