

Williams & Connolly

Locations: Washington D.C. (HQ)

Industries: Legal

RISK LEVEL:**Medium Risk****DESCRIPTION:**

Williams & Connolly covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. The firm filed an amicus brief before the Supreme Court in 2019 regarding LGBT inclusion in the Civil Rights Act of 1964. Williams & Connolly is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight “systemic racism”. However, it has not publicly terminated business relationships based on views or beliefs and protects its employees against viewpoint discrimination. For these reasons, Williams & Connolly receives a Medium 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

Williams & Connolly'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). Williams & Connolly has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs.

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 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Williams & Connolly 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. 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). Williams & Connolly scored a 60 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (2)(3).

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

Medium Risk

Williams & Connolly'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 (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.

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

Medium Risk

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

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