



Step toe & Johnson LLP

Locations: Washington D.C. (HQ)
Industries: Legal

RISK LEVEL:



Medium Risk

DESCRIPTION:

Step toe & Johnson 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. Step toe & Johnson 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. Lower Risk

Step toe & Johnson has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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

Step toe & Johnson does not appear to discriminate against charitable organizations based on views or beliefs (1).

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

Step toe & Johnson is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (1)(2). Step toe & Johnson is a member firm of Bloomberg Law's DEI Framework, indicating its support of DEI in its advocacy, recruitment, hiring, promotions, and leadership compensation (3)(4). Step toe & Johnson appears to prioritize diversity over merit in its business practices. From its Diversity, Equity, and Inclusion Report: the company "implemented the D Cubed Program, which guides everyone in the firm to consider diversity and inclusion in all decision-making" (5)(6). Step toe & Johnson does not provide viewpoint protections for its employees (7).

Corporate Governance and Public Policy

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

Medium Risk

Steptoe & Johnson supports DEI within its business practices, employing a DEI Committee and Officer (1)(2). Otherwise, there are no publicly known cases of Steptoe & Johnson using its reputation to advance ideological causes or policies (3).

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

Lower Risk

There are no publicly known cases of Steptoe & Johnson using corporate funds to advance ideological causes, organizations, or policies (1).

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

High Risk

Steptoe & Johnson LLP has a pro bono partnership with the HRC to repeal legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (1)(2). The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (3)(4). Steptoe & Johnson has not used its PAC donations for ideological purposes and has not reported on its lobbying (5)(6)(7).

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