

Snell &amp; Wilmer

**Snell & Wilmer**

Locations: Arizona (HQ)

Industries: Legal

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

Snell & Wilmer (SWLaw) 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. Snell & Wilmer 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**

*Snell & Wilmer received a score of 60 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, SWLaw 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**

*Snell & Wilmer'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 firm does not appear to discriminate against charitable organizations based on views or beliefs (3)(4).*

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

*SWLaw does not provide viewpoint protections for its employees (1).*

**Corporate Governance and Public Policy**

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

**Medium Risk**

SWLaw supports DEI within its business practices and has stated "diversity, equity, and inclusion are intertwined with life and business at Snell & Wilmer" (1). Otherwise, there are no publicly known cases of SWLaw using its reputation to advance ideological causes or policies (2).

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

**High Risk**

Snell & Wilmer'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). SWLaw has also supported the LGBT and Allied Lawyers of Utah (3). Otherwise, there are no publicly known cases of SWLaw using corporate funds to advance ideological causes, organizations, or policies (4).

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

**Medium Risk**

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

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