

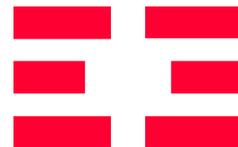


Perkins Coie LLP

Locations: Washington (HQ)

Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Perkins Coie is High Risk. The company 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. Perkins Coie embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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

Perkins Coie received a score 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). Perkins Coie 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

Perkins Coie's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Perkins Coie does not publish charitable giving guidelines (3)(4).

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

Perkins Coie's HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Perkins Coie is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (3)(4). The firm is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition (5)(6). Perkins Coie received a letter from the American Alliance for Equal Rights (AAFER), demanding its diversity fellowship stop using race as a determining factor of who qualifies for the program. After refusing to make changes, AAFER filed a lawsuit but dropped it once the firm made "substantial changes" to its fellowship. The firm only allowed law students who are "students of color," "students who identify as LGBTQ+," or "students with disabilities" into its diversity fellowships. The case was dismissed when Perkins Coie ended its diversity fellowships and started a new "race-neutral" one in its place (7)(8)(9)(10). Perkins

Coie does not provide viewpoint protections for its employees (11).

Corporate Governance and Public Policy

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

Perkins Coie's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Following George Floyd's death, Perkins Coie posted statements on its social media in support of Black Lives Matter, and it released a statement on its website committing to "build on the substantial work we are already doing to advance diversity, equity, and inclusion within our firm and in our society" (3)(4)(5). Perkins Coie supports DEI within its business practices, employing a DEI Committee (6). Otherwise, there are no publicly known cases of Perkins Coie using its reputation to advance ideological causes or policies (7).

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

Perkins Coie provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). Perkins Coie'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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (4)(5). Perkins Coie donated \$48,500 to Equal Justice Works in 2019 and \$41,800 in 2018 (6)(7). In 2020, Perkins Coie pledged to donate \$500,000 each year to organizations that are focused on racial equality, though it did not specify which ones (8)(9)(10). The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (11)(12). Perkins Coie is a partner of "the Leadership Council for Legal Diversity, Minority Corporate Counsel Association, and the LGBTQ+ Bar Association Lavender Law Conference & Career Fair" (13). Perkins Coie was a Silver level sponsor of the 2025 HRC National Dinner (14). Perkins Coie is a partner of the HRC's Foundation (15)(16). Otherwise, there are no publicly known cases of Perkins Coie using corporate funds to advance ideological causes, organizations, or policies (17).

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

Perkins Coie 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 (1). Perkins Coie's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (2)(3). The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (4)(5). Perkins Coie's PAC has been defunct since 2008 and the company does not engage in lobbying at this time (6)(7)(8).

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