

**DESCRIPTION:**

Winston & Strawn LLP scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, the company increases the risk of dividing employees, alienating customers and harming shareholders. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Winston & Strawn forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The firm provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Winston & Strawn is a pro bono partner of the Center for Reproductive Rights. The company is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. The firm has a pro bono partnership with the HRC to repeal legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Winston & Strawn filed an amicus brief in favor of the Equal Rights Amendment. The firm is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition. Winston & Strawn is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism". For these reasons, Winston & Strawn LLP receives a High Risk rating.

**Corporate Weaponization**

**Has denied service to 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**

*Winston & Strawn received a score of 100 on the 2023 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, it has not publicly terminated business relationships due to religious beliefs or political views.*

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

*1)(2). Winston & Strawn does not appear to discriminate against charitable organizations based on views or beliefs. The firm donates "primarily to non-profit organizations that our attorneys, staff, and clients are actively engaged in supporting" (3)(4).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk**

[1](#)/[23](#)/[4](#)/[5](#). Winston & Strawn is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition [6](#)/[7](#). Winston & Strawn's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace [8](#)/[9](#). The firm is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition [10](#)/[11](#). Winston & Strawn protects its employees against viewpoint discrimination [12](#).

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk**

[1](#)/[2](#). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Winston & Strawn is committed to net-zero carbon emissions by 2050 [3](#).

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

Winston & Strawn provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children [1](#)/[2](#)/[34](#)/[5](#). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders [6](#)/[7](#). Winston & Strawn is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race [8](#)/[9](#).

**Uses corporate political contributions for ideological, non-business purposes. High Risk**

Winston & Strawn 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](#) pro bono partnership with the HRC to repeal legislation intended to pro [2](#)/[3](#). Winston & Strawn filed an amicus brief in favor of the Equal Rights Amendment [45](#)/[6](#). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Winston & Strawn has not used its PAC donations or lobbying for ideological purposes [7](#)/[8](#)/[910](#)/[11](#).

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