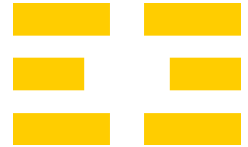




Spencer Fane

Locations: Texas (HQ)
Industries: Legal

RISK LEVEL:



Medium Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/spencer-fane/>

DESCRIPTION:

Spencer Fane 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. Spencer Fane 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

Spencer Fane 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

Spencer Fane does not discriminate against charitable organizations based on views or beliefs. The firm has a Charitable Contributions Committee that donates to local nonprofit organizations (1)(2).

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

Spencer Fane offers unconscious bias training to all employees (1). The firm does not publish a nondiscrimination policy (2).

Corporate Governance and Public Policy

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

Spencer Fane supports DEI within its business practices, hosting a DEI Committee [\(1\)](#).

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

Spencer Fane has not used 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

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

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