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## DESCRIPTION:

Susman Godfrey 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. Susan Godfrey 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**

*Susman Godfrey 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. N/A**

*Susman Godfrey does not publish charitable giving guidelines (1).*

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

*Susman Godfrey 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. AAFER did not file a lawsuit because the firm made "substantial changes" to its fellowship (1)(2)(3)(4). Susman Godfrey offered systemic racism workshops and seminars for its employees (5). Susman Godfrey does not provide viewpoint protections for its employees (6).*

## Corporate Governance and Public Policy

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

*In the wake of George Floyd's death, Susman Godfrey published a statement about systemic racism (1). Otherwise, the company has not supported ideological causes or policies (2).*

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

*Susman Godfrey provides a benefits package for employees that covers travel/lodging costs for an abortion (1). In 2020, Susman Godfrey pledged to match employee donations to organizations focused on racial justice. The firm also dedicated 100% of its charitable contributions toward racial justice organizations, including the Equal Justice Initiative and the Center for Antiracist Research at Boston University (2)(3)(4).*

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

*Susman Godfrey 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). Susman Godfrey does not operate a PAC or engage in lobbying at this time (2)(3)(4).*

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