



McGraw Hill Education

Locations: New York (HQ)

Industries: Educational Resources, Media and Entertainment

RISK LEVEL:



High Risk

DESCRIPTION:

McGraw Hill scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with Human Rights Campaign's controversial demands, McGraw Hill increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. McGraw Hill 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. McGraw Hill has published several textbooks containing elements of critical race theory that have been banned in certain public school systems. McGraw Hill does not protect its employees against viewpoint discrimination. McGraw Hill is a corporate partner of the NGLCC. The company supports the Equality Act and discriminates against religious organizations in its charitable giving. However, McGraw Hill has not used its political contributions to advance ideological causes. For these reasons, McGraw Hill 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. **High Risk**

McGraw Hill 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). Certain McGraw Hill textbooks were rejected by the state of Florida for containing elements of critical race theory and social justice issues (3). The company has a Supplier Diversity program requiring that all suppliers have LGBTQ protections, as well as recommending suppliers become a "Certified Diverse Business" according to certain national certifying bodies of the company's choice (4).

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

McGraw Hill(1)(2). McGraw Hill will not match employee donations to religious organizations for religious purposes (3).

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

McGraw Hill 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). McGraw Hill does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

McGraw Hill indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. McGraw Hill signed an open letter in support of the Equality Act (3). The company issued a statement after the death of George Floyd, alluding to systemic racism (4).

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

McGraw Hill 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 (1)(2). customers and harming shareholders. McGraw Hill is also a corporate partner of the National LGBT Chamber of Commerce (3).

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

McGraw Hill indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. McGraw Hill has not used its PAC donations or lobbying for ideological purposes (3)(4).

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