



# Instacart

Locations: California (HQ)

Industries: Food and Staples Retailing

## RISK LEVEL:



High Risk

### DESCRIPTION:

Instacart 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, Instacart 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. Instacart 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. Instacart has opposed state election security bills, hosts unconscious bias trainings, and supports the Equality Act. The company ended its financial relationship with the Republican Attorneys General Association (RAGA) amidst political controversy. Instacart opposed various state and local legislation intended to protect parental rights, girls'™ sports, bathroom facilities, and gendered spaces. The company denounced various states'™ legislative efforts to protect election integrity and security. For these reasons, Instacart 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**

*Instacart received a score of 100 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).*

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

*Instacart (1)(2).*

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

*Instacart 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Instacart requires all employees to attend unconscious bias training (3). Instacart does not provide viewpoint protections for its employees (4).*

## Corporate Governance and Public Policy

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

*Instacart signed an open letter in support of the Equality Act (1). Instacart terminated its donations to RAGA after the organization's fundraising arm produced politically controversial robocalls after the 2020 election and signed an open letter condemning state election security bills (2)(3)(4)(56). Instacart opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (7). The company indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (8)(9). By doing so, the company risks dividing employees, alienating customers (10).*

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

*Instacart 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). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Instacart sponsors popular transgender influencer Dylan Mulvaney (3)(4).*

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

*Instacart 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. Instacart does not operate a PAC at this time and has not used its lobbying for ideological purposes (3)(4)(5).*

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