

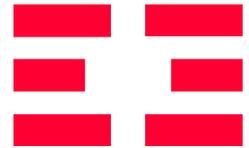
Perkins&amp;Will

**Perkins and Will Inc.**

Locations: Illinois (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



High Risk

**DESCRIPTION:**

Perkins and Will is High Risk. The company 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. Perkins and Will embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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. Medium Risk**

*Perkins and Will received a score of 100 on the 2025 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, Perkins and Will has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).*

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

*Perkins and Will's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Perkins and Will does not publish charitable giving guidelines (3).*

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

*Perkins and Will's HRC 2025 CEI rating 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). Perkins and Will appears to prioritize diversity over merit in its recruitment, promotions, and leadership composition. From its Combatting Racism page: The company pledges to increase its "Recruitment of Black design staff and our total number of Black professionals at the firm" and "Promotions of Black staff to leadership positions of Associate Principal and Principal" (3). Perkins and Will does not provide viewpoint protections for its employees (4).*

## Corporate Governance and Public Policy

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

*Perkins and Will's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Perkins and Will released a pledge to fight "systemic racism" (3). Perkins and Will support DEI within its business practices, forming a Justice, Equity, Engagement, Diversity, and Inclusion program. The company employs a Director of Global Diversity. Perkins and Will "embed social equity into every aspect of [its] work" (4). Perkins and Will hosted a panel discussion and released an article on issues of race and equity in design. The company also, in collaboration with the AIA, released a "Best Practices Guide" for establishing Justice, Equity, Diversity, and Inclusion programs in the architecture profession (5)(6)(7). Perkins and Will is committed to net zero emissions by 2030 (8).*

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

*Perkins and Will's HRC 2025 CEI rating 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). Perkins and Will pledge to support grassroots organizations to combat racism, but it is unclear which organizations received support (3). Otherwise, there are no publicly known cases of Perkins and Will using corporate funds to advance ideological causes, organizations, or policies (4).*

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

*Perkins and Will's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). Perkins and Will does not operate a PAC or engage in lobbying at this time (3)(4)(5).*

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