



Alcoa

Locations: Pennsylvania (HQ)

Industries: Materials

RISK LEVEL:



Medium Risk

DESCRIPTION:

Alcoa does not provide viewpoint protections for its employees but has not publicly canceled business relationships based on views or beliefs. Alcoa covers transgender-related medical costs for its employees and their children and forces employees to undergo multiple ideological trainings. It also uses sex and gender ideology criteria in employee recruitment and philanthropic support. All Alcoa's salaried employees completed unconscious bias training in 2022. The company discriminates against religious organizations in its charitable giving and supports the Equality Act. Alcoa's former CEO, Roy C. Harvey, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. However, the company has not used its political contributions for ideological purposes. For these reasons, Alcoa receives a Medium Risk rating.

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

Alcoa's HRC 2023-2024 CEI rating indicates the company recruits employees based on sexual identity. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). Alcoa has not publicly canceled business relationships based on political views or religious beliefs.

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

Alcoa's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Alcoa will not fund, "Religious programs" (3).

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

Alcoa's HRC 2023-2024 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 (1)(2). All Alcoa's salaried employees completed unconscious bias training in 2022 (3). The company 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

Alcoa signed an open letter in support of the Equality Act, a controversial bill (1). The company's former CEO, Roy C. Harvey, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2)(3).

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

Alcoa's HRC 2023-2024 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 (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.

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

Alcoa has not used its PAC donations or lobbied for ideological purposes (1)(2)(3).

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