



Equinix

Locations: California (HQ)
Industries: Cloud & Data Storage

RISK LEVEL:



Medium Risk

DESCRIPTION:

Equinix vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. Equinix advocates for and funds the LGBTQ and BLM movements. The company has been accused of silencing religious investors' concerns when Equinix showed support for the Equality Act and expanded its sexual orientation training for employees. For these reasons, Equinix receives a "Medium 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**

Equinix received a score of 100 on the Corporate Equality Index from the Human Rights Campaign. Among other requirements, this means the company has pledged to vet vendors based on LGBTQ policies (1).

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

Equinix supports a program where it will match employees' donations to faith-based charities up to \$1000 annually (1). Equinix does not discriminate against faith-based charities in its charitable giving.

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

Equinix does not protect its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

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

In 2020, Equinix signed the CEO Action for Diversity & Inclusion pledge (1). Equinix created Sexual Orientation and Gender Identity training for its employees (2). Equinix also advocates for the Equality Act and transgender participation in youth sports (3)(4). Equinix

was accused of ignoring the concerns of religious investors when it signed in support of the Equality Act (5). Equinix has opposed the Florida Parental Rights in Education Act, which prohibits teaching gender identity and sexual orientation in schools to kids in K-3rd grade (5). Equinix also published an article in support of Pride Month and BLM (6).

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

Equinix created sponsorships for many LGBTQ activist organizations and is a corporate partner of the National LGBT Chamber of Commerce (1)(2). The company also donates to the BLM Foundation (3).

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

N/A

Equinix does not have a PAC; its employees are prohibited from making donations on behalf of the company (1).

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