



## Momentive

Subsidiaries: SurveyMonkey, GetFeedback

Locations: California (HQ)

Industries: Software and Services

### RISK LEVEL:



High Risk

### DESCRIPTION:

Momentive.ai, the maker of SurveyMonkey and GetFeedback, has not terminated business relationships due to views or beliefs. Momentive 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, Momentive 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. Momentive 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. SurveyMonkey has opposed the protection of women's sports while mandating diversity training for all employees. The company provides a benefits package for employees which covers travel/lodging costs for an abortion. Momentive opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company is a member of the "Don't Ban Equality" business coalition. Momentive denounced various states' legislative efforts to protect election integrity and security. SurveyMonkey co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company. For these reasons, Momentive 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**

*Momentive 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). However, Momentive has not publicly fired customers, suppliers, or vendors 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**

*Momentive(1)(2). Momentive does not discriminate against charitable organizations based on views or beliefs (3)(4).*

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

**High Risk**

Momentive 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). SurveyMonkey requires DEI training and signed the CEO Action for Diversity & Inclusion pledge (3)(4). Momentive protects its employees against viewpoint discrimination (5).

## Corporate Governance and Public Policy

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

Momentive 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. SurveyMonkey quoted noted black activist and communist Angela Davis in a press release on its efforts to become an "anti-racist" company (3). SurveyMonkey opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). SurveyMonkey became a member of the Business Coalition for the Equality Act (6789). SurveyMonkey co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company (10).

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

Momentive provides a benefits package for employees which covers travel/lodging costs for an abortion (1)(2). Momentive 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 (3)(4). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Through the SurveyMonkey Contribute program, the company funds PFLAG, which has published pieces advocating for the delivery of gender transitioning services and support to youths under the age of 18 (5)(6).

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

**High Risk**

Momentive's HRC 2023 CEI rating 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. Momentive does not operate a PAC at this time.

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by

*law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.*

*USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.*

© 1792 Exchange 2023