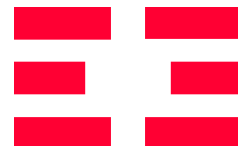




Nordstrom

Locations: Washington (HQ)
Industries: Retailing

RISK LEVEL:



High Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/nordstrom/>

DESCRIPTION:

Nordstrom 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. Nordstrom 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

Nordstrom received a score of 100 on the 2026 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

[\(1\)](#)[\(2\)](#)[\(3\)](#).

Nordstrom's 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 [\(4\)](#)[\(5\)](#). However, Nordstrom has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs [\(6\)](#).

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

Nordstrom's HRC 2026 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies [\(1\)](#)[\(2\)](#)[\(3\)](#). Nordstrom's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies [\(4\)](#)[\(5\)](#). The company will not fund "Individuals or groups with religious or political affiliations" [\(6\)](#). Nordstrom likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations [\(7\)](#)[\(8\)](#)[\(9\)](#).

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

High Risk

Nordstrom's HRC 2026 CEI rating indicates the company forces employees to attend at least one, controversial training 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)(3). Nordstrom'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 (4)(5). In June 2023 America First Legal filed a letter with the EEOC requesting a civil rights investigation into Nordstrom over discriminatory practices in hiring (6)(7). Due to its diversity hiring practices, America First Legal filed a complaint with the EEOC about Nordstrom's allegedly illegal hiring practices (8). Nordstrom protects its employees against viewpoint discrimination (9)(10).

Corporate Governance and Public Policy

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

High Risk

Nordstrom's HRC 2026 CEI rating indicates the company potentially 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)(3). Nordstrom'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 (4)(5). Nordstrom signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare and opposed a Georgia election security bill (6)(7). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (8)(9). Nordstrom created a Pride Month campaign in support of the Hetrick-Martin Institute (10)(7). The company is a member of the "Don't Ban Equality" business coalition, which advocates against any abortion restrictions because they are "bad for business" (11). Nordstrom's CEO, Erik Nordstrom, denounced various states' legislative efforts to protect election integrity and security (12). The company's CEO, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (13)(14).

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

High Risk

Nordstrom provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4)(5). Nordstrom's HRC 2026 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, lab monitoring, and mental health benefits. The company also covers at least five of the following services: reconstructive hair removal, cosmetic hair removal, tracheal shave or reduction, facial surgeries, voice modification surgery, voice modification therapy, lipoplasty or filling for body masculinization or feminization, and travel and lodging expenses. Additionally, the company has potentially 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 (6)(7)(8)(9). The company'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 (10)(11). Nordstrom has pledged \$5 million to the Black Lives Matter movement and related causes, including the Black Lives Matter Global Foundation and the National Urban League (12)(13)(14). The company is a Gold sponsor of the HRC (15). Nordstrom has partnered with a Seattle-based Pride organization focused on programs for youths under the age 18 (16). The company is a coalition member of OneTen, appearing to prioritize diversity over merit in its hiring (17)(18)(19)(20). Nordstrom sponsored the following 2x events in 2025: Utah Pride, "Bigger Than" Texas Festival (21)(22). Otherwise, there are no publicly known cases of Nordstrom using corporate funds to advance ideological causes, organizations, or policies (23).

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

High Risk

Nordstrom'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). Nordstrom does not operate a PAC or report on its lobbying at this time (3)(4)(5).

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