



# ICF International

Locations: Virginia (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/icf-international/>

## DESCRIPTION:

ICF is Medium Risk. The company often 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. ICF occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. 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**

*ICF received a score of 70 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, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3)(4).*

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

*ICF does not appear to discriminate against religious organizations based on views or beliefs (1).*

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

*ICF's HRC 2025 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). ICF appears to prioritize diversity over merit in its recruitment, hiring, and leadership compensation. From its 2023 Corporate Responsibility Report: "We were accepted into the Johns Hopkins DEI Collective, a diversity hiring program launched in partnership with selected companies to promote equitable access to internship experiences" and it "Link[s] executive compensation to advancement of our sustainability and DEIB performance" (3). ICF 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. Medium Risk**

*ICF is committed to Net-Zero Emissions by 2050 (1). The company's CEO John Wasson signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2)(3). Otherwise, there are no publicly known cases of ICF using its reputation to advance ideological causes or policies (4).*

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

*ICF'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. 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). Otherwise, there are no publicly known cases of ICF using corporate funds to advance ideological causes, organizations, or policies (3).*

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

*ICF's PAC has been defunct since 2000, and it does not report on its lobbying at this time (1)(2)(3).*

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