



## Eastern Bank

Locations: Massachusetts (HQ)

Industries: Banks

### RISK LEVEL:



High Risk

### DESCRIPTION:

Eastern Bank maintains a policy of divestment from areas in which leadership disagrees. The company scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Eastern Bank Corporation 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. Eastern Bank 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. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Eastern Bank regularly advocates for LGBTQ and pro-abortion causes. The bank donates to the American Civil Liberties Union (ACLU) and Planned Parenthood. Eastern Bank opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, Eastern Bank 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.** **High Risk**

*Eastern Bank received a score of 100 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).4). However, Eastern Bank has not publicly terminated business relationships due to religious beliefs or political views.*

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

*Eastern Bank (1)(2)(3).*

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

*Eastern Bank 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)(3). Eastern Bank(4).

## Corporate Governance and Public Policy

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

Eastern Bank has published pro-abortion and pro-LGBTQ "sponsored content" (1). The company signed onto the Gay and Lesbian Alliance Against Defamation's amicus brief opposing the Defense of Marriage Act (2). Eastern Bank signed an open letter in support of the Equality Act (3). The company was part of the Freedom for All Americans coalition, which advocated for federal legislation that would overrule state laws designed to protect girls' sports and similar laws (4). Eastern Bank opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (5). CEO Bob Rivers has publicly endorsed the Black Lives Matter movement and directed user support to the organization's Boston chapter (6). After Roe v. Wade was overturned, the bank spoke out against the decision and urged other companies to "(speak) out and (adopt) a policy that provides financial support for employees... who must travel to access abortion care" (7). Eastern Bank is a member of the America Competes National Business Coalition for Nondiscrimination (89). Eastern Bank indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (10)(11)(12). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

1)(2)(3). The bank's HRC 2023 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 (4)(5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The Eastern Bank Foundation has donated to the Black Lives Matter organization, the ACLU Foundation of Massachusetts, the Urban League of Eastern Massachusetts, and the Anti-Defamation League, all as recently as 2020 (7). Eastern Bank has been giving to Planned Parenthood through special programs since 2018 (8).

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

Eastern Bank indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Eastern Bank does not operate a PAC or engage in lobbying at this time (4)(5)(6).

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