



## Vox Media

Subsidiaries: Group Nine Media, NowThis News, Seeker, The Coral Project

Locations: Washington, D.C. (HQ)

Industries: Media and Entertainment

RISK LEVEL:



High Risk

### DESCRIPTION:

Vox Media 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. Vox Media 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**

*Vox Media 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 (1)(2). However, the company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).*

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

*Vox Media's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). However, the company does not appear to discriminate against religious organizations based on views or beliefs (3).*

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

*Vox Media'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 (1)(2). The company does not provide viewpoint protections for its employees (3).*

### Corporate Governance and Public Policy

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

Vox Media'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 (1)(2). Independent reviews of the company's news content unanimously suggest that the organization has a strong left-wing slant in its reporting (3)(4). The company's content has echoed and endorsed organizations such as the Gay and Lesbian Alliance Against Defamation and the American Civil Liberties Union (5)(6). The founders of Vox, the news and opinion publication of Vox Media, are vocally left-wing (7)(8). 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" (9). The company's Chief Legal Officer, Lauren S. Fisher, co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company (10). The company is a founding member of Ad Net Zero, a signatory group to help advertising companies become net zero (11)(12). The company supports DEI within its business practices, employing a Head of Diversity and Inclusion (13). The company supports DEI within its business practices. From its Diversity, Equity & Inclusion at Vox Media: "we believe it is a moral and business imperative to amplify voices: to cultivate diversity, equity, and inclusion throughout our organization and our industry, through our teams, our storytelling, our creative work, and our platforms, products, and partnerships" (14). The company scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (15)(16).

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

Vox Media 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). 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 (4)(5). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (6).

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

Vox Media'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). The company does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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