



Workiva

Subsidiaries: OneCloud, AuditNet
Locations: Iowa (HQ)
Industries: Software and Services

RISK LEVEL:



Lower Risk

DESCRIPTION:

Workiva is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Workiva does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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. Lower Risk

Workiva has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).

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

Workiva does not publish charitable giving guidelines (1)(2).

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

Workiva requires its new hires to take DEIB training (1)(2). The company also offers "Conscious Inclusion" training and an "Inclusive Leader Training Program" (3)(4). The company does not provide viewpoint protections for its employees (5)(6)(7).

Corporate Governance and Public Policy

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

Workiva opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (1)(2). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies (3).

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

Workiva has not used corporate funds to advance ideological causes, organizations, or policies ([1](#)).

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

Workiva does not operate a PAC at this time and has not lobbied for ideological purposes ([1](#))([2](#))([3](#)).

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