



LMI Consulting LLC

Locations: Virginia (HQ)
Industries: Software and Services

RISK LEVEL:



Medium Risk

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DESCRIPTION:

LMI Consulting 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. The company 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

LMI Consulting received a score of 85 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).

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

LMI Consulting does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "local charities and boots-on-the-ground disaster relief" (1).

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

LMI Consulting'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

LMI Consulting supports DEI within its business practices. From a City Journal Article: "At NASA, the government awarded \$2.4 million to LMI Consulting "to incorporate and deeply engrain diversity, inclusion, equity, and accessibility (DEIA) in" the agency's "culture and business" LMI, which has "assisted NASA in transforming its workforce," happily adapted its product to the new DEI ideology" (1). The company supports ESG within its business practices. From its Sustainability at LMI: "Brian is an environmental planning and implementation subject matter expert supporting GSA's government-wide scope 3 baselining work. Brian brings over 10 years of sustainability and environmental expertise and has advised dozens of organizations seeking to achieve net zero emissions" (2).

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

LMI Consulting'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 the company using corporate funds to advance ideological causes, organizations, or policies (3).

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

LMI Consulting has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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