



# Regents of the University of California

Locations: California (HQ)

Industries: Educational Resources

RISK LEVEL:



Medium Risk

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## DESCRIPTION:

The Regents of the University of California is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. 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**

*The Regents of the University of California integrates ESG into its business practices. From its Sustainability Overview: "UC Regents vote to make Environmental, Social and Corporate Governance part of the UC Investment Policy" (1). However, it has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).*

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

*The Regents of the University of California does not publish charitable giving guidelines (1).*

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

*The Regents of the University of California appears to prioritize diversity over merit in its supply chain. From its UC Clean Power Program Supplier Diversity Report: "These programs and resources support UC Procurement's goal to encourage supplier diversity systemwide" (1). The company does not provide viewpoint protections for its employees (2).*

## Corporate Governance and Public Policy

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

*The Regents of the University of California supports DEI within its business practices. From its Policy on University of California Diversity Statement: "Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity, inclusion, and accessibility among its student bodies and its employees" (1). The company supports ESG within its business practices. From its University of California Blue and Gold Endowment Investment Policy Statement: "On at least an annual basis the CIO will report on the implementation of the UC's Sustainability Framework, which will include a discussion on the portfolio's environmental, social, and governance risks considered during the year" (2).*

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

*The Regents of the University of California provides a benefits package for employees that covers transgender medical procedures for covered employees and dependents, including children (1). Otherwise, there are no publicly known cases of it using corporate funds to advance ideological causes, organizations, or policies (2).*

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

*The Regents of the University of California does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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