



Michaels

Subsidiaries: Aaron Brothers, Darice, Inc.

Locations: Texas (HQ)

Industries: Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Michaels has not publicly terminated business relationships based on political views or religious beliefs. By complying with the HRC's controversial demands, Michaels increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Michaels uses its corporate funds and political influence to support controversial sex and gender ideologies, organizations, and legislation. Michaels is a bronze partner of PFLAG. The company integrates ESG into its business practices. For these reasons, Michaels receives a Medium 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. **Medium Risk**

Michaels received a score of 60/2023 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). Michaels also integrates ESG into its business practices (3). However, Michaels 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**

Michaels HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Michaels does not discriminate against charitable organizations based on views or beliefs (3).

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

Michaels does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Michaels HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. Michaels partnered with the Open to All Pride Campaign and promotes its LGBTQ Employee Resource Group (3)(4).

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

Michaels 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers (3)(4)(5).

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

Michaels HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Michaels does not operate a PAC at this time (3)(4).

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