



Russell Reynolds

Locations: New York (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Russell Reynolds Associates, an executive search firm, vets vendors for LGBTQ policies. However, it has not publicly terminated business relationships based on views or beliefs. Russell Reynolds has published articles advocating for the BLM movement. Russell Reynolds signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. Russell Reynolds is a copper sponsor of Out & Equal. However, the company does not discriminate against charitable organizations based on views or beliefs. For these reasons, Russell Reynolds 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**

Russell Reynolds has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (1). However, Russell Reynolds has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

Russell Reynolds does not discriminate against charitable organizations based on views or beliefs (1).

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

Russell Reynolds protects its employees against viewpoint discrimination(1).

Corporate Governance and Public Policy

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

Russell Reynolds published a "Leader's Guide to LGBTQ+ Talent Strategy" and committed to achieving net zero emissions (1)(2).

Russell Reynolds' CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4). The company also has over 100 DEI consultants and partners with many DEI organizations (5). Russell Reynolds supported the BLM movement by analyzing 105 companies' responses to the movement and explaining how they can support the movement in action (6). Russell Reynolds was hired by Planned Parenthood in search of a new CEO in 2018 (7).

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

Russell Reynolds is a copper sponsor of Out & Equal (1).

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

N/A

Russell Reynolds does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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