



Motorola Solutions

Locations: Illinois (HQ)

Industries: Telecommunication Services, Video Communications

RISK LEVEL:



Medium Risk

DESCRIPTION:

Motorola Solutions is a video and telecommunications company that succeeded Motorola after its split in 2011. By complying with Human Rights Campaign's controversial demands, Motorola increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in marketing. Motorola forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Motorola Solutions has not publicly terminated business relationships based on views or beliefs. Motorola is a founding corporate partner of the National LGBT Chamber of Commerce. Motorola has signed the CEO Action pledge and instituted several ESG policies, including mandatory DEI training. The company is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism. Motorola Solutions also includes the ADL as a charitable grant partner. However, Motorola Solutions does provide its employees with viewpoint protections, does not discriminate against religious organizations in its charitable givings, and has not used its PAC contributions for ideological purposes. For these reasons, Motorola 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. **Lower Risk**

Motorola has not publicly terminated business relationships due to ideological differences.

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

Motorola Solutions does not discriminate against religious organizations in its charitable giving [\(1\)](#).

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

Motorola's HRC 2023 CEI rating indicates the company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company [\(1\)](#)[\(2\)](#). Motorola provides viewpoint protections for employees [\(3\)](#).

Corporate Governance and Public Policy

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

Motorola's 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)(23). Brown also signed the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (4). Motorola Solutions has also stated that its climate-related goals are in alignment with the Paris Climate Agreement (5). The company has instituted required DEI training for all employees (6).

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

Motorola's 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 and harming shareholders. Motorola Solutions has contributed to the ACLU, the Southern Poverty Law Center (SPLC), and Planned Parenthood, however it is unclear whether these are matched employee donations, direct grants, or a mix of both (3). Motorola Solutions includes the Anti-Defamation League as a grant partner (4). The company is a founding corporate partner of the National LGBT Chamber of Commerce (5).

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

Motorola's 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. The Motorola Solutions PAC has donated in a bipartisan manner consistent with business interests (3).

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